

Patty Velez for CAPS President

First, **THANK YOU** for your membership! CAPS needs an experienced, knowledgeable leader as President, so I ask for your vote. I know the challenges State Scientists face, because I too have the considerable demands of balancing full-time work and a busy home life. I have over 29 years of experience working for the Department of Fish and Wildlife [currently as a Senior Environmental Scientist (Specialist)], and the Los Angeles Regional Water Quality Control Board. I grew up in Inglewood CA in a second generation immigrant family, and was the first in my family to go to college. Hard work and dedication are values I hold! For over 20 years, I have dedicated myself to serving as your CAPS District 1 Director, Secretary, Vice President, and President. I have been working on the front lines protecting your retirement benefits, pushing for salary equity, fighting for low cost quality health care, and improving leaves and other benefits. **I will continue to put my Experience and Dedication to work for you!!**

- **Salary Equity for ALL State Scientists!!** This is not “negotiable” in the 2018 round of contract bargaining. Without it, there will be no MOU! Keep in mind Governor Brown only agreed to negotiate with us and three other bargaining units in 2018, his last year in office. At this critical point, CAPS needs experienced, professional leaders at the bargaining table. I have that experience; I led the effort to negotiate a 15% salary increase for ALL of us. It did not achieve full salary equity but we made a significant step in that direction.
- **Protect our Benefits!** I will continue to fight all efforts to reduce our pensions and to reduce or eliminate our health care benefits before OR after retirement. I will also keep the Politicians hands off our retirement fund. We must ALL realize our hiring promise: a *GUARANTEED defined benefit retirement annuity!*
- **Geographic Pay Equity!** The federal government recognizes the high cost of living in several California urban areas, and they pay a premium for it. California should too. Living in Monterey, I know what it's like to live and work in a high cost area. I will make geographic pay differentials a top priority.
- **State Scientists First!** It shouldn't cost *you* time and money when travelling for work. I will demand an increase in travel reimbursement rates, more flexible work schedules and family leave. My goal is to make the lives of every State Scientist better.
- **CAPS Works for You!** Everything CAPS does is devoted to furthering the employment interests of ALL State Scientists. CAPS has one of the lowest dues charged by any state employee union. I will ensure that you continue to be provided with the best representation and professional staff (consultants, attorneys, negotiators, lobbyists, and media experts) at the lowest possible cost.
- **Science Matters!** Changing times require innovation and new ideas. Now, more than ever, we need to communicate with each other and the larger community. Under my leadership, CAPS made significant improvements to membership communication, creating an on-line membership forum and a Member Action Committee that organized multiple rallies. We improved outreach by participating in the March for Science and initiating the Media Program. I will continue to strongly promote changes that advance our interests.
- **Leadership and Experience Matters!!** Beware of false promises. My opponent is currently CAPS Treasurer. She has repeatedly neglected her duties, causing CAPS to be charged hundreds of dollars in penalties and late fees. Further, she has resisted good-faith efforts by other CAPS Board Members to assist her in the performance of her duties (just ask other Board members). Achieving gains for State Scientists is laborious. It requires understanding the myriad details in our contract, and working as a team to develop strategies to succeed. My opponent does not have the faintest idea of what it means to work as a TEAM. She has demonstrated no interest or ability to succeed in her current position and, there is little reason to believe she would succeed as President. I have been endorsed by nine of the remaining 11 current Board members. That's because I'm a proven LEADER. I believe teamwork is essential and through my experience, I understand the details and how best to serve our members.

Please Elect Me to Lead YOUR Team!! Please Vote!!

In the last election a key Officer's seat was decided via a coin toss. Every vote counts!