

Thank you for considering me, Shana Rapoport, for the position of Secretary of our union, the California Association of State Scientists (CAPS). I am excited and honored to be running as part of a slate of esteemed state scientists. Please considering casting your votes for Patti Rich-Crawford, Manjul Bose, Itzia Rivera, Ruth Darling, Bailey Franklin, and Jason Moore.

I obtained my Bachelor of Science degree in biology from Brandeis University in 1999 and my Masters from the College of William and Mary in 2001. I have been an Environmental Scientist with the State Regional Water Quality Control Board in Los Angeles since 2011 where in addition to applying and improving my scientific expertise I have gained a wealth of experience in public processes. I love my job but feel that state scientists like myself are undercompensated.

If elected I will do my best to represent the needs of state scientists. My priorities include (1) obtaining fair compensation for the essential work that we perform and (2) improving communication, transparency, and professionalism within our union.

My top priority will be to pursue all opportunities that may lead to improved salary and, hopefully, corresponding recruitment and retention of state scientists. Salary improvement has been a long term goal for CAPS and I believe we should consider new approaches to bargaining, including potentially seeking expertise from a professional with past demonstrated success in the bargaining process. As a CAPS member, I appreciate the efforts of those who have been working on our behalf for many years and as a potential officer I look forward to working together to seek innovative approaches to meet our goals.

I believe it is essential that we improve the communication, transparency, and professionalism within CAPS. These are all inter-related and our union will be made stronger by finding better ways to address the needs of the broad range of scientists we represent. If elected, I would propose a survey of all state scientists to evaluate where CAPS is meeting our needs and where there is room for improvement. I look forward to learning about the varying needs of California state scientists and how our union can help address those needs.

As the only candidate from the State Water Resources Control Board, I hope my election will give the CAPS leadership an improved understanding of not only the issues directly related to our agency, but all other agencies and individuals represented by CAPS.

Thank you once again for considering me, Shana Rapoport, for the position of secretary in the upcoming election.

Please consider electing the following candidates to the 2017-2019 CAPS Board:

<b>President</b>	Patti Rich-Crawford	<b>District 1 Director</b>	Bailey Franklin
<b>Vice President</b>	Manjul Bose	<b>District 3 Director</b>	Jason Moore
<b>Treasurer</b>	Itzia Rivera	<b>At-large Director</b>	Ruth Darling
<b>Secretary</b>	Shana Rapoport		

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