

## STEPHANIE LEWIS for CAPS TREASURER

I am asking for your vote for CAPS Treasurer. Over my 12 years as an Environmental Scientist at the Department of Toxic Substances Control, currently with, the Office of Environmental Justice and Tribal Affairs, I have learned what it takes to be a strong leader and to succeed in difficult situations. I have been an active CAPS member and volunteer for many years, serving as the Southern California (District 1) Director. Growing up in a union household, I know what is expected and what a union stands for: to effectively fight for members' interests with integrity and respect for their hard-earned dollars. Through my experience at work and with CAPS, I have learned what is required to get the job done for our members; focus and persistence. That is what I promise to deliver as your CAPS Treasurer. CAPS is a strong union but improvements need to be made, and I have the leadership skills to get the job done. I am very passionate about issues that impact our members and it is going to require all of us working together to accomplish our goals; salary equity, reclassification, pension threats, and geographic pay differentials. I would be honored to have your vote as CAPS Treasurer.

**EXPERIENCE MATTERS!** For many years I have passionately served on numerous committees and I look forward to continuing my service to our members. I have honed my leadership skills by serving on the Public Relations, Representation, Governmental Affairs, Policy and By-Laws, Membership, Communications, and Bargaining committees. I have worked closely with legislative advocates to champion legislation that benefit state scientists and environmental programs. I take great pride in assisting state scientists with representation in the workplace, providing timely information on important subjects and most recently serving as Bargaining Chair following the ratification of the latest contract that provides for a 15% pay increase.

**FINANCIAL KNOWLEDGE MATTERS!** We are at a critical stage in our fight for salary equity. CAPS has one more opportunity to secure salary equity with Governor Brown in 2018. This critical work is funded by the dues you pay as members. Next summer the Supreme Court will make their decision (*Janus v. AFSCME*) on whether unions can require mandatory fair share fees from members. This threatens to adversely impact CAPS' finances and increases the urgency to successfully negotiate a new contract. We must be prepared for this by having an organizational budget that reflects possible outcomes of this decision. We need our members to continue supporting CAPS and the work we do. I know what it takes to produce statements, budgets, and reports to reflect these contingencies. As treasurer, I will ensure the transparency, accountability and results that members expect to ensure YOUR money is being spent wisely.

**SALARY EQUITY MATTERS!** If not now, when? That is the question the Governor must answer. We continue to lag behind our scientific counterparts at the city, county and federal levels. At many state agencies, we continue to lag behind our engineer counterparts. No one is better prepared to lead this fight.

**AFFORDABLE DUES MATTER!** CAPS has successfully been able to maintain one of the lowest dues for our members. As treasurer, I will ensure that CAPS spending is carefully monitored, subject to independent audits, and that CAPS leaders and staff are held to the highest standards of fiscal responsibility.

**GEOGRAPHIC PAY MATTERS!** Lack of salary equity and residing in some high cost areas is unbearable. This must be addressed during bargaining and rectified in the next contract.

**PENSIONS & HEALTH BENEFITS MATTER!** CAPS members have had many threats over the years to what many refer to as "the undue burden of pension liability" of state workers. I will fight to protect our retirement and health benefits. As treasurer, I will work with the individuals and organizations that can assist us with protecting our valued rewards that we have earned through many years of hard work.

**STATE SCIENTISTS MATTER!** Working for the State can be tough, but what we do matters. We are responsible for protecting the air we breathe, the water we drink, and the safety of the food we eat. The people of the State of California expect a lot from us, and we are happy to deliver. Vote for me as your treasurer and I will work tirelessly to make sure the State lives up to their end of the bargain. **Vote Stephanie Lewis for your CAPS Treasurer.**

SCIENCE MATTERS! LEADERSHIP MATTERS! EXPERIENCE MATTERS!