

Daniel Ellis for CAPS Vice President

CAPS needs an injection of new energy, new ideas, and new people. I am here to deliver all of that. For years now, scientists have grown weary and become discouraged with our union. Not anymore. It's time to change things. No more let-downs. No more parading around 5% raises as "a good day for state scientists." We have new staff and leadership in the CAPS office, and it's time for new leadership on the Board too.

My campaign centers around transparency and rebuilding CAPS from the ground up. I don't have years of cynicism or the prospect of retirement looming up ahead. That's a good thing. Like many of you, what I do have is a mortgage and a salary that's nowhere close to enough. I'm coming in with initiative and energy to change the way we do things. Under my leadership, CAPS will not only actually engage its membership, but increase it too. Re-earning your trust is going to be an uphill battle, but I am confident that with a fresh approach, my youthful enthusiasm, and collaborations with other Board members, we can finally deliver on our promises of pay parity.

Previous negotiations and bargaining have been unsuccessful, and the status quo is not working. We remain woefully underpaid when compared to supervisors and our engineer/geologist colleagues. It's time to use new tactics to fix this problem. That means social media campaigns, garnering legislative support, and even gaining the support of management. It also means involvement from you, the membership.

I'm a born leader – from overseeing scientific labs to managing academic summer programs to now serving as the point person for the State Water Board for all seawater desalination facilities in California. For a decade now, I've interfaced with industry stakeholders, environmental groups, and political leaders. I am eager to apply these skills and lead the CAPS transformation.

The new administration of Governor Newsom is focused on water and climate. No one talks about climate engineers, they talk about climate *scientists*. Under my leadership, CAPS will run with the momentum from Newsom's election and bring state scientists into the forefront of the national discussion. If Governor Newsom wants California to be a national and international leader, he's going to need us. The over 3000 members of CAPS are an integral part of Newsom's plan, and as your Vice President, I'll make damn sure he knows this and pays us accordingly. The state can't afford to keep losing good scientists, nor can it continue failing to recruit talented scientists by offering barely-livable salaries.

A vote for me is a vote for change. A vote for something new. A vote to fix the pay gap. A vote to end working extra jobs to make ends meet. And finally, a vote for me is a vote to end the constant job search for careers that will pay you what you're truly worth. The new administration starts now. #sciencematters #Danielgivesadamn #changeCAPS