

Jimmy Spearow for CAPS Director at Large

Thank you for your membership in CAPS. If elected to one of the CAPS Director-at-Large positions, my priority would be to push for PAY EQUITY, for reclassification and to preserve pensions. I am a Staff Toxicologist with over 12 years experience in the Human and Ecological Risk Office of DTSC. I also previously conducted basic scientific research for well over a decade as a Research Scientist/Geneticist at the University of California at Davis.

Pay Equity: My number one priority is to achieve Pay Equity for CAPS Scientists. My Presentation to Cal HR during bargaining in 2018 emphasized the blatant lack of pay equity for state scientists, including positions requiring graduate degrees. A condensation of my presentation to Cal HR as a Staff Toxicologist is available at: <https://vimeo.com/278582543> My presentation, as well as those by other subject matter experts, Maureen Lee-Dutra and Rachel Broadwin, showed the need for general salary increases to all CAPS scientists, as well as Educational Pay Differentials for positions requiring graduate degrees. While CAPS was successful in negotiating Educational Pay Differentials of 3% for positions requiring Doctorate degrees and 2% for positions requiring Master degrees, these pay differentials do not count toward retirement. This is unacceptable and I will work to fix it.

In the last two bargaining contracts, CAPS was also successful in negotiating five general salary increases of 5% per year for CAPS scientists. While these general salary increases are unprecedented and total a cumulative increase of 27.6% as of July 1, 2020, CAPS scientists still lack pay equity. Even with these increases, Engineers and Geologists in positions requiring a Bachelor degree, are paid about the same as CAPS scientists in positions requiring a Doctorate degree; far more than CAPS scientists in positions requiring a Master degree; and, far, far more than CAPS scientists in positions requiring a Bachelor degree. Our salaries are also not equitable with non-state positions. We also need to re-establish vertical pay equity between rank-and-file Scientists and Supervisors, many of which received large raises.

CAPS Scientists play critical roles using science and science-based decisions to protect the people and environment of California from toxic chemicals, disease, climate change and other issues/problems. With the election of Governor Newsom we now have a unique opportunity to achieve pay equity and reclassification. It appears that the new Governor and Cal HR are much more receptive to addressing these issues. Since Governor Newsom wants to use science to protect the people and environment of California, he needs to pay State Scientists salaries that are equitable. I will push for pay equity, both horizontally to that of other classifications, including Engineers, and vertically to that of supervisors in the same classifications. I will also listen to CAPS members, push for reclassification and work to ensure the security of pensions.

It is critical to achieve Pay Equity in the next bargaining cycle and while there is still a state budget surplus. Rather than risking blowing this unique opportunity by squabbling over power issues within the union, it is important that we unite as a Union and work together toward achieving pay equity for all CAPS scientists. Please consider voting for me as CAPS Director-at-Large. Thank you Jimmy Spearow, Ph.D.