

## VOTE SHANA RAPOPORT FOR CAPS SECRETARY!

California is attempting to lead the way in protecting and improving our planet, its resources, its inhabitants and our communities. Thank you to every California state scientist for your dedication and using your expertise, time, and passion to help achieve that goal.

Is our union helping you lead the way? I think it could be doing more. If elected I will do my best to represent the needs of all 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.

I obtained my Bachelor of Science degree in biology from Brandeis University in 1999 and my Masters in biology 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 and undervalued.

My top priority will be to pursue all opportunities that may lead to improved salary and benefits and, hopefully, corresponding recruitment and retention of state scientists. Salary improvement has been a long-term goal for state scientists and I believe we should consider new approaches to bargaining, including seeking expertise from professionals with past demonstrated success in the bargaining process. As a California Association of Professional Scientists (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. Your hard-earned dues entitle you to a Board that shares the full text of resolutions it is considering in a timely fashion prior to voting, allows members to provide feedback on those resolutions that is visible to all CAPS members, and records how each Board member votes in Board meeting minutes. These are currently not CAPS' processes and I believe they should be enacted by whoever is selected to represent California's scientists. Working as your Secretary is the ideal place for me to improve your access to information on Board actions and improve all scientist's ability to engage with our union.

I am delighted that for the first time I am aware of, ballots for this election will be sent to a P.O. Box purchased by the independent election service provider overseeing the ballot count. Previous practices have involved having access to the ballots controlled by the incumbents instead of a neutral third party. CAPS has yet to share who will have access to the P.O. Box for this election prior to voting. I hope our leadership will share this information and ensure secure voting procedures are in place for all votes, including those for our bargaining contracts, moving forward.

I am excited and honored to be considered to aid California's scientists in achieving equitable compensation, creating better workplaces, and a union whose primary goal is to support and unify all state scientists.

Thank you for considering me, **Shana Rapoport**, for the position of Secretary of CAPS!

In this election, I support scientist **Itzia Rivera** for Treasurer.

Please reach out to me at [ShanaForSecretary@gmail.com](mailto:ShanaForSecretary@gmail.com) to share your thoughts on how CAPS can best enable you to use your scientific expertise for the benefit of all Californians.