

## STEPHANIE LEWIS for CAPS VICE-PRESIDENT

Today I ask for your support and vote for the position of CAPS Vice-President. As an Environmental Scientist at the Department of Toxic Substances Control in the Office of Environmental Equity and with fourteen years of state service, I know what effective leadership looks like. I have been an active CAPS member and volunteer for more than twelve years serving as the Southern California (District 1) Director and CAPS Treasurer.

As a CAPS member and being from a union family, I know what it is to be effective and have the experience to continue to lead CAPS as your Vice-President. I know what it takes to get the job done. It takes effort and willpower. It takes building and maintaining relationships. It takes being transparent and building trust with our members. Most importantly, it takes time. I know our organization, the variety of classifications and the work our scientists do. I know what is important to our members. Pay and benefits top of the list, but there are other worksite protections and benefits that our members value that are unique to their classification, program, Department, etc. I promise to work together, with the Board and with you; the membership, to make our union as strong as it can be. I am ardent about issues that impact all our members, including fair and equitable pay, pension and health benefit protections, and scientific legislation.

**LEADERSHIP** - I honed my leadership skills serving on many CAPS' committees, including Public Relations, Representation, Governmental Affairs, Policy and By-Laws, Membership, Communications, Budget, and Bargaining. I take pride in discussing workplace representation with state scientists, providing timely information on important subjects and most recently serving as Bargaining Chair. While we sought salary equity, we did secure a 25% salary increase over 5 years, with the last increase going into effect in July 2020. This is one of the largest salary increases to date for our members and while our salaries still lag our peers, I see it as a base on which to build and grow. The last Administration did not think it was our time. The new Administration and new people at key Departments, such as CalHR and Finance, need experienced leaders to educate them on our important work and our salary lags. I will continue to fight for salaries that are fair and equitable for ALL our scientists.

**MEMBERS** – CAPS is only as strong as our members make it. Being a union member gives you a voice. With a strong membership CAPS will have a strong collective voice to achieve our goals. Being a union member also means you are represented by experienced labor relations staff while paying some of the lowest union dues of any representative organization. I will ensure the membership continues to be provided with the best representation and professional staff, including labor relation consultants, lawyers, and lobbyists.

**PENSION PROTECTIONS** – After working hard for our pensions, CAPS members worry if they will be there when we retire. CAPS is part of a coalition to protect public employee benefits and has been a leader in fighting against political attacks to reduce our benefits. I will continue to fight alongside our legislative advocates to defend our pensions and healthcare benefits. We need a strong Political Action Committee to fight against anti-public employee political attacks and against ballot measures to reduce our benefits. In addition, a strong Government Affairs Committee will oppose legislation that can hurt us. We need our pension benefits protected. I will continue to fight for your pension benefits.

**LEGISLATION** – Science-based legislation to ensure funding for new scientist positions and to keep existing scientist positions in your agencies is important. We need a strong legislative program to safeguard the programs in which we work and believe are not gutted. I will actively support legislation that benefits state scientists, oppose legislation that hurts us, and work with legislators to revise their bills when needed. I will continue to work with legislative advocates to support and champion legislation for state scientist positions, environmental programs, and fair and equitable pay.

**PARTNERSHIPS** – Grassroots and coalition building with other organizations can assist with achieving our goals as an organization. CAPS is part of a public employee coalition, but there are other partnerships we can form, such as with environmental and conservation organizations. We protect the public's health, the environment, and California's natural resources; this does not go unnoticed by many organizations that support the work that we do. I will advocate for CAPS to build these partnerships.

Thank you for your time and consideration.

**VOTE STEPHANIE LEWIS for CAPS VICE-PRESIDENT**