

## **WILLARD GARRETT for CAPS DISTRICT ONE DIRECTOR**

I am asking for your support to be your next District One Director for CAPS. My name is Willard Garrett and I am an Environmental Scientist at the Department of Toxic Substances Control in the Site Mitigation and Restoration Program (Cleanup). I have a bachelor's degree in Geology and a master's degree in Coastal Zone Management with more than twenty years of environmental consulting experience and have been a state scientist for the last five years. I would like to thank you for supporting my run for the Board of Directors. I look forward to working for the benefit of all state scientists in every state department.

### **SUPPORT A STRONG UNION**

This is your union. We are only as strong as the members beside us. I urge each of you to participate! Vote in this election! Call or write to CAPS regarding YOUR concerns. The CAPS board needs to hear the concerns of its members. I will work to assure your voices are heard. Scientists know what's best for scientists. We need to stick together and work together to move our union forward and achieve our goals.

### **FAIR EQUITABLE PAY**

As many of you, I decided to work for the State to make a difference. I took this job to make a difference in the cleanup of toxic sites. As a geologist I know how the work between scientists and engineers are similar, and a lot of times, identical. If it wasn't, we wouldn't see the conversion of scientific positions into engineering positions. The state used to have a scientific geologist classification, but those scientists were converted to engineers long ago due to the salary differences. As the salary lags continue, we see more and more scientific positions being converted, doing the same job, but getting paid 35% more. As a scientist, I too am seeking fair and equitable pay for all scientists. If the State can convert a position and pay an engineer, then they have the money to pay a scientist the same rate.

### **RETIREMENT AND HEALTH BENEFITS**

Our pension benefits continue to be attacked. Legislative advocacy and educating the public is a way to reverse this trend. One of the reasons I chose to work as a state scientist was for the security, benefits, and a reasonable retirement. Those benefits are continuously being attacked. If the anti-public worker rhetoric wins, we will lose the ability to recruit and retain bright, competent scientists. I will ensure that our retirement and health benefits remain secure and fight against these anti-public employee attacks.

### **WORKPLACE PROTECTIONS**

CAPS must be available for individual scientists to turn to in times of need. Too many scientists work in stressful environments which hinder their quality of life. Individual state scientists cannot and should not have to endure these challenges. CAPS must be available with the resources and qualified and professional staff to defend state scientists. I will ensure we have the best representation by qualified professional staff.

### **COMMUNICATION**

We all know that effective communication will usually get you what you want. Your vote will enable me to communicate your needs to the CAPS Board. I will be your voice in District One. Send me your questions and concerns and I will ensure that a timely and accurate response is received. We need better, transparent communications with our membership.

Thank you for your vote.

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