

Dear Director Ortega,

We, the undersigned state scientists, and undoubtedly many others, are following the current Unit 10 contract negotiations very closely as the outcome will demonstrate if the Newsom Administration will honor its often stated commitment to equity and fair pay. Moreover, the outcome will allow many of us to determine what we can expect from this new administration in the years ahead and help us decide if we should continue supporting our departments and programs or begin the process of securing employment elsewhere.

The bargaining updates provided thus far have not given us much hope that the new administration has any intention of addressing the long-standing Unit 10 pay inequities. However, to gain a better sense of where the negotiations may be headed, we are respectfully requesting answers to the following questions:

- 1) Is CalHR's top priority during contract negotiations with Unit 10 to minimize the amount of money expended on employee compensation?
- 2) If minimizing the amount of money expended on employee compensation is not CalHR's top priority, then what is CalHR's top priority during this round of negotiations?
- 3) Does CalHR believe there are any Unit 10 classifications with a pay inequity that needs to be addressed? If yes, which classifications?
- 4) Does CalHR believe that it needs to enforce its own internal salary relationship policies (listed on the CalHR website) for Unit 10?
- 5) Does CalHR believe Government Code 19826 is applicable to Unit 10 and must be enforced?
- 6) Does CalHR believe that California's Environmental agencies, departments and programs are experiencing any significant issues as a result of the Unit 10 pay issues?
- 7) Does CalHR intend to comply with Secretary Blumenfeld and Secretary Crowfoot's requests to fix the Unit 10 pay issues so they have a better chance of accomplishing their missions?

Please provide your answers to the CAPS Bargaining Team at your next meeting so they can relay the messages to us. If you chose not to answer our questions, we will assume that this administration has chosen not to address the Unit 10 pay inequities and that our continued support is not worth retaining.

Sincerely,

The state scientists supporting this letter (on next page).

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cc:

Wade Crowfoot, Natural Resources Agency Secretary

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