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Ms. Eraina Ortega  
Director, CalHR  
1515 S Street, North Building, Suite 500  
Sacramento, CA 95811

March 25, 2021

Dear Director Ortega,

Please end pay discrimination against rank-and-file State Scientists. CAPS members know that your Department and the State have the resources and the funding to do so. Pay discrimination has distracted Scientists from our work on a daily, weekly, and monthly basis for over six years. The effect it has had on our programs and our work has been well-documented; even the media is aware of it. There are no other devastating statistics, alarming trends, or gross disparity dollar figures that I can send you that you haven't already seen from dozens of my colleagues. All I can add is:

1. I can't keep ESs on my E-Waste Team long enough to properly train them before they go to the ARB as Air Pollution Specialists
2. My Program, the Hazardous Waste Management Program, at DTSC has constant understaffing issues of ESs and are forced to carry over our inspection and enforcement work to the next FY, every year, or drop the work entirely
3. I can't meet the expectations of CalRecycle to implement the E-Waste Program in California without a trained and fully staffed group of inspectors
4. I can't afford proper medical care for my disability because I don't have pay equity
5. Pay discrimination is so chronic and pervasive that it has irreversibly damaged my career, which began in 2000 as a State Scientist with DTSC

6. My Program at DTSC is full of overqualified and properly paid supervisors overseeing underpaid and inexperienced Scientists who cost many thousands of dollars to train before they jump ship ASAP for the nearest job positions that afford them pay equity

Do you really expect us to bear the weight of these problems for the next however many years? When is this going to stop?

Please, forgive my tone of frustration. But the situation is so unbelievable that there are hundreds of Scientists in complete shock and dismay at how long pay discrimination has continued. Does CalHR really expect us to be able to work to our full potential, and as the public expects us to, under these conditions?

**California can address the most complex environmental issues affecting numerous disadvantaged communities using the most advanced technology under the most difficult circumstances, but it can't check a few boxes and sign a few lines to provide legally required pay equity for its own workforce?**

Please, fix this. There are no more excuses.

Sincerely,

Rita Hypnarowski  
E-Waste Team Leader  
Senior Environmental Scientist  
Hazardous Waste Management Program  
DTSC Scientist since 2000

If you would like the names of the 26 Scientists on my Team, just let me know.  
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*March is Multiple Sclerosis Awareness Month*

