

A Message from candidate **MANJUL BOSE:**

Hello, my name is Manjul Bose and, as you know, I am running for CAPS President. I have been an Environmental Scientist at DTSC since 2007. I am running because I feel that our members deserve better representation than we have had for twelve years. Like many of you, I have become increasingly frustrated watching our Board and Bargaining Team achieve so little.

As President, my Number One priority will be pay parity for State scientists. We have been working for too little for too long. To fix this, we need to start by changing the current Board and Bargaining Team. Why? The data tells the story. Since the 2003-05 election cycle, we have elected the same major candidates over and over. Meanwhile, our salaries have steadily fallen in comparison to the professional engineers. In 2014 and 2015 the CAPS Board-approved Bargaining Team returned particularly poor Tentative Agreements. This tells me that the current Board and Bargaining Team are out of good ideas.

In order to understand our priorities and find a path forward, one of my first orders of business will be to hold web-based town-hall meetings to hear from membership on issues important to them:

- What our bargaining priorities should be.
- Ideas on how we can work together to make a stronger, more unified membership supporting the bargaining team.
- How to determine if changes are needed to the current contract with our management firm, Blanning & Baker.

My goal is to end behind-closed-doors union operations and hidden agendas, and create greater transparency, communication, and accountability between and among the Board, the Membership, and our management and labor relations consultants.

I would establish several new committees such as a women-in-science committee to explore how we can better address the gender wage gap in state civil service scientist classifications and a union-to-union committee to establish better ties and exchange ideas with other pertinent State, local, federal, and private unions. In addition, I will push for a legislative action plan, a letter writing campaign, a public relations campaign, and more rallies (like those organized by the members this year) at key locations highlighting the great work scientists perform.

Please join me as we work together to build a brighter future for CAPS and all State scientists!

If I can answer any questions, please feel free to contact me. I look forward to hearing from all of you. Please vote. Your voice counts.

To view my candidate statement and other information, see:

www.manjulbose.com/caps/

Thank you!

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*** This message is officially approved by Manjul Bose. ***