

Dear Director Ortega,

I've concluded from the CAPS bargaining updates that Cal HR has no credibility when they say there is a shortage of money and that's the basis to reject updating the pay classification relationship update. There were budget surpluses in the 19-20, 20-21 and now in the 21-22 budgets. The Brown administration predicted shortfalls for this year's budget in 2017 and so did the Newsom administration in 2020. I know everyone predicted a downturn after years of slow steady growth, but we have passed that bump in the road, and other factors have increased revenue that were not considered in the early projections by the experts. I do not blame the Department of Finance for its use of conservative assumptions in predicting revenue, as no one can see the future. I do blame DOF and CalHR for sticking to the predictions that have repeatedly been proven inadequate with intermediate updates stating these trends. You are using the predictions that are false, as a wedge to deny correction of a discriminatory approach in salary relationships. You are avoiding correcting a problem of your own making.

The salary adjustment requested would not be a precedent that would affect any other union, it is a reconciliation for years of inequity that resulted in a lawsuit to correct equal pay for equal work and now it needs to be completed for the rank and file for the same conditions detailed in the lawsuit.

We can let the other unions know that Cal HR is not credible, when they say anything at the table.

Matthew McCarron, M.S.
Senior Environmental Scientist
Department of Toxic Substances Control