

Dear CalHR,

I am an Environmental Scientist in CalRecycle's Solid Waste Enforcement Section. I have been an Environmental Scientist for two years now but have been a State employee straight out of high school, for the past 12 years. I am very well aware of the wage disparity between the different classifications such as Environmental Scientists compared to Engineers and Air Pollution Specialist within the State. It is unfortunate that I have worked so hard to put myself through college to get the same education as my friends and they are getting paid substantially more than me doing equal work. Now that I am a mother having had a baby just six months ago, finances are tighter than ever. Not only did my expenses grow but I now have a pay cut, no raise that I expected to get, and a global pandemic affecting every aspect of my life such as child care and resource availability. I cannot afford to continue working for low pay and pay for child care and living expenses. The lack of pay has me contemplating quitting my job because I simply cannot afford the expenses associated with working. It is a sad day that I have to think about quitting a career that I love and worked tirelessly for.

I hope that the pay promised to us years ago is given because it is simply the right thing to do.

This also is an opportunity for the Newsom Administration to demonstrate its commitment to those who work hard every day to ensure that California excels in scientific leadership and environmental protection.

Sincerely,

[REDACTED]