

**JOHN BERNARD DE LEON**  
**BOARD OF DIRECTORS (AT-LARGE)**

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I am grateful to the last board, led by President Tim O'Connor and Vice President Jaclyn Grossman, who were able to negotiate a favorable deal despite being given mere months to prepare for bargaining. I know they spent long hours, late nights, and many bleary-eyed weekends hard at work.

We all know that even this latest deal did not go far enough. Attorneys stand at the front-line defending Californians. We prosecute criminals, defend laws, protect health care; we uphold civil rights, ensure fair wages, and we fight, every day, to advance the cause of nearly 40 million Californians. However, our pay continues to lag behind private sector attorneys (even if you add in the grossly inflated figures for our benefits) and our public sector colleagues who work for counties, cities, and specialty districts across the state. As a father of five, I understand the necessity of fair benefits and an equitable salary.

I am asking you to join me in preparing for a more bruising fight with CalHR during the next bargaining session. We have years to prepare ourselves for a protracted fight which must be waged across social media, legacy media, and in courtrooms across our state. We need to be prepared for a single-minded, focused campaign publicizing the pay disparity... especially given the important work our membership does to protect Californians.

Now, more than ever, we need to work with our colleagues and get union membership up. I am satisfied by no less than 100% union membership. Non-union members reap the benefits of our hard work, steal our promotional opportunities, and stifle our membership growth without contributing to the shared costs associated with hard-won victories. Non-union members must either join and be welcomed into our union, or, to the fullest extent permitted by law, be cut off and left to wander alone. We need to think creatively about how to convince non-union members to join because anything less than 100% union membership an existential threat.

A vote for me is a vote to prepare for a much more cohesive bargaining strategy to get our membership salary and benefits which better align with our membership's skill and knowledge. A vote for me is a vote to take a much harder line against non-union members and to send a message: join or be left behind.

I am proud to be endorsed by President O'Connor, Vice President Grossman, and most of the incumbent candidates running for reelection because they know my work ethic and my values and they know that I will fight tirelessly for our union and its membership.