

**Randall Rodriguez**  
**Candidate Statement: Director-At-Large**

I am seeking a position on the Board to improve our salary and benefits so that they are comparable to those offered by California cities and counties. We need to begin by listening to the persons who are union members (and those persons who could be union members) regarding their views about their current salary and benefits, and the adverse impact of the current salary and benefits upon them and their families. We need to create strategic priorities (now) in order to prepare for the upcoming negotiations with CalHR; to strengthen our relationships with supporters; to build new relationships; to partner with other unions; to add the strategies and tactics of other unions to our gameplan; to leverage technology and the media; and to create opportunities for politicians to incur consequences and costs if they treat us badly.

My plan is to work with the Board to use, improve and leverage its existing tools and resources to achieve results—and to create and use new tools and resources. I will leverage my experience in private practice to prioritize impactful results for the membership. I can direct and manage strategic policy discussions, as well as boots-on-the-ground tactical discussions. In private practice, I was rewarded and promoted because I produced impactful results, and I became a Senior Vice President with a large financial institution (now acquired by Citicorp) and an Assistant General Counsel with a leading technology company. I was an active business partner; and, in that regard, I acquired a broker-dealer securities license and I became a FINRA arbitrator to support my financial services clients. I also became a Six Sigma Green Belt and CAPE six sigma examiner to support my technology clients. Consistent with my past practice, I will prioritize results that impact the financial interests of the clients—the attorneys and administrative judges covered by the CASE contract.

My success in the private sector was built upon a strong education. My education began as a carpenter's son, who was taught to plan, work hard, seek precision, and to stress accountability. I also have two bachelor degrees (earned in 4 years from UCD and CSUS), a Master of Business Administration degree from UC Berkeley, and a Juris Doctor degree from UC Berkeley. My education was honed by working with the Boards of Directors and C-Suite Officers at Fortune 500 companies, and by interfacing and working with the front-line managers, in order to produce the measurable positive results.

In my time as a state attorney, I focused on work that leveraged my education and experience, and work that allowed me to spend time with my family (since my free time was limited while working in the private sector). My family is grown, and I now have the time to focus on the Board position in order to achieve a specific goal: to improve our salary and benefits so that they are comparable to those offered by California cities and counties. I seek your vote so that I can perform the work that is required to achieve this goal in concert with the Board.