

Mission Statement

CCWR works to promote the highest standards of animal care in wildlife rehabilitation by providing education and networking opportunities among wildlife rehabilitators and regulatory agencies.

Fall 2015

CCWR INVITES YOU TO JOIN US AT OUR ANNUAL SYMPOSIUM

EMBASSY SUITES HOTEL SACRAMENTO, RIVERFRONT PROMENADE FROM NOVEMBER 7, 8 AND 9, 2015
REGISTRATION AVAILABLE ONLINE NOW THROUGH OCTOBER 25, 2015 AT WWW.CCWR.ORG

oin us Saturday, November 7th through Monday November 9thh for a weekend packed with lectures and labs to help you in your wildlife rehabilitation work. The Embassy Suites Hotel, the location of this year's symposium, is located adjacent to the Sacramento River. The hotel is offering symposium attendees a group rate of \$149 per night, plus taxes and fees. Each guest room is a two room suite, with a living room and separate sleeping room. Hotel guests may partake of a free made-to-order breakfast each morning in the breakfast area. In the evening, snacks, wine, beer and well drinks are provided free of charge in the same area. In room Wi-Fi is free to attendees and is free in the lobby area. Hotel parking is valet only at \$10/day for hotel guests and includes in and out privileges. Non-guests parking in the Embassy Suites lot will be charged \$6 an hour, \$30 per night and have no in and out privileges. City parking is available across the street for \$11. Metered parking is available within a 2-3 block area of

the hotel at \$1.25 per hour and free after 6 pm.

Book your room via a custom webpage for our event at: www.tinyurl.com/ccwr2015hotel. You may also book online at www.sacramento.embassysuites.com or call directly at 916 326-5000 and use the convention code of CCW. Unfortunately, the Embassy Suites does not allow pets.

Some of this year's session topics are "Making a Killing (Without Killing)" with Rebecca Dmytryk, "Reuniting Urban Mammals" with John Griffin, "Cleaning Oiled Wildlife with a Nontoxic BioSolvent Derived from Vegetable Oil" with Dr. Randall von Wedel, "Anticoagulant Rodenticide Exposure and Toxicosis in Non-target Wildlife" with Kelle Kacmarcik, along with several other mammal, bird, and administrative topics. Six labs will be offered at an additional charge of \$15 each that must be paid along with registration. Each lab will have a prerequisite lecture that will be open to all.

For a full list of classes and labs, visit our website at: www.ccwr.org/symposium/symposium-schedule.html. Registration information and fees are available online at: www.ccwr.org/symposium/registration.html. Mail-in registrations will be accepted until September 20, 2015. Online registrations are accepted until October 25, 2015. Labs typically fill up



quickly. You must pay registration fees to sign up and pay for a lab(s).

Remember, Family Memberships can register two people at the CCWR membership price. Organizational Memberships can register two people in their organization at the membership price. Any additional registrations that are not Family or Individual memberships on their own must register at Non-Membership cost. Individual membership covers one registration at member cost.

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Your Board Activity

Sharon Ponsford, CCWR's Advocacy Committee Chairperson, noticed that the article produced by the California Department of Fish & Wildlife (CDFW) and printed in the last CCWR newsletter could be improved. Sharon contacted Nicole Carion of CDFW and asked for the original editor of the article, CDFW Lt. Michael Milotz, to change the wording in the CalTIP article in the 15th paragraph to instruct people to first consider a humane exclusion service, then secondly local Animal Control and lastly a pest control company. In the future when this article is used for a Press Release, training or informational posting, it will hopefully influence the reader's plan of action.

Anyone wishing to learn more about or to join the Advocacy Committee, contact Sharon@ccwr.org.

We hope our current CCWR committee members who have served for at least a year will consider expanding their roles by applying to become board members. Our by-laws allow us to have up to 15 Directors on the Board. If you've served on your committee for at least a year, consider applying to become a Board Member (Kathy@ccwr.org)

Any member is welcome to attend the board meetings. Please advise CCWR President Vann Masvidal at least two weeks prior to attending (Vann@ccwr.org). Members who wish to present a topic must understand that speaking time will be limited as the meeting agenda is typically full of items to be discussed. Also the board may call an executive session or vote during the meeting and all regular members will need to temporarily step out of the room.

UPCOMING BOARD MEETING

Nov 6 at the Embassy Suites Hotel Sacramento, Riverfront Promenade

LETTER TO THE FISH & GAME COMMISSION

All California Department of Fish & Wildlife (CDFW) permit holders received a letter in August about upcoming hearings on transgenic animals. A transgenic animal is one that carries a foreign gene that has been deliberately inserted into its genome. The letter contains a Policy Statement Overview and Informative Digest of the Proposed Changes in Regulations of the transgenic pet industry for fish. Basically this came about because a national fish company couldn't sell GloFish® in California with the existing laws concerning transgenic animals. The proposed changes can be viewed in their entirety at: www.fgc.ca.gov/regulations/2015/1_92ntc.pdf.

2015 CCWR SYMPOSIUM CONTINUED

Onsite registration will be available 7:00 pm to 8:30 pm Friday, November 6, 7:00 am to 12:00 pm on Saturday, November 7. Registration closes Saturday at noon, walk-in registrations will be accepted as space permits.

The Annual General Membership Meeting will be held at 9:00 am on Saturday during the general session.

For your social pleasure, there will be a Networking Icebreaker Saturday evening 5:30 to 7:30, followed by a short walk to Laughs Unlimited stand-up comedy house to which all registered symposiums attendees will get a free ticket. Any guests or family members wishing to attend

may purchase tickets at the door, space permitting.

Sunday night's sit-down dinner is from 6:30 – 7:30 (preregistration and payment for dinner required by October 25). Following dinner in the Old Sacramento Ballroom will be the Awards ceremony and guest speaker Judy Irving presenting "Pelican Dreams". In the same room will be the Raffle and Silent Auction from 8:00 pm – 9:30 pm. Family and friends are welcome to the presentation and Silent Auction.

Shopping at the CCWR Marketplace will be in the River City Ballroom from 8:00 am to 5:00 pm on Saturday and

Sunday and 8:00 am to 3:00 pm on Monday.

Those of you bringing family and friends can visit your own favorite travel websites to find out all the nearby attractions and shopping. Family members not attending the symposium can find plenty to entertain themselves.

The symposium is approved by the California Department of Fish & Wildlife for 12 hours of continuing education. Certificates will be issued during the symposium.

THE CALIFORNIA FISH & GAME COMMISSION

Forward by Sharon Ponsford, CCWR Advocacy Committee Chairperson

"All wildlife rehabilitators are wildlife advocates, whether they know it or not. We deal with the public every day and explain to them why they can't keep that cute baby raccoon as a pet, why they should keep their cat indoors as they hand over a seriously injured bird, why they don't need to worry that opossum in their backyard would kill their cat or how to humanely evict squirrels from their attic - that's advocacy. A large part of our job is advocating. Our wildlife needs a voice. And now CCWR is getting more involved in dealing with the department that regulates us. We can write letters, we can sign petitions, we can go to the Commission meetings and speak or just listen. We can and do make a difference.

When I first got involved in advocating for wildlife, I found it very confusing. Who is the DFW? What is the DFG Commission? How do they interact? ho makes the rules and regulations that we must abide by? I wish I'd had an article such as the following one to help me navigate. Thanks to Leslie Bale for pulling it all together."

HISTORICAL BACKGROUND

The California Fish and Game Commission was the first wildlife conservation agency in the United States, predating even the U.S. Commission of Fish and Fisheries.

In 1870 the Board of Fish Commissioners, the forerunner of the modern day Fish and Game Commission, was established to provide for the restoration and preservation of fish in California waters.

In 1909 the Board of Fish Commissioners' name was changed to the Fish and Game Commission, which reflected the growing importance of game conservation. The complex fish and game regulations and administration of today date from these years when the Commission was

given more authority to undertake new responsibilities in the areas of conservation.

In 1927 the administrative functions of the original Commission were assumed by the newly established Division of Fish and Game, set up within the Department of Natural Resources. In 1927 the first deer tag (\$1.00) was issued.

In 1937 the Fish and Game Commission was increased from three to its current five members, and in 1940 a constitutional amendment provided for six-year staggered terms with Commissioners appointed by the Governor subject to confirmation by the Senate according to Government Code subsection 1774(c).

In 1945 the Fish and Game Commission received the responsibility for promulgating regulations to manage sport fishing and

hunting. This act was done by the Legislature, through constitutional amendment.



Finally, in 2012, the

Governor approved a bill that changed the name of the Department of Fish and Game to the Department of Fish and Wildlife. The name change did not affect the Commission and so its name remains unchanged.

There is often confusion about the distinction between the Department of Fish and Wildlife and the Fish and Game Commission.

In the most basic terms, the Department of Fish and Wildlife is charged with implementing and enforcing the regulations set by the Fish and Game Commission, as well as providing biological data and expertise to inform the Commission's decision making process.

FISH & GAME CODE

The Legislature has delegated to the Fish and Game Commission a variety of powers, some general in nature and some very specific. These powers are delegated within California Statutes that comprise the Fish and Game Code. Hard copies are printed annually after the conclusion of the Legislative Session and the current electronic version is found at http:// leginfo.legislature.ca.gov/faces/codes. xhtml.

TITLE 14. NATURAL RESOURCES, **CALIFORNIA CODE OF REGULATIONS**

The Fish and Game Commission's regulations are included within Title 14 Natural Resources within the California Code of Regulations. These regulations are available in printed format, with quarterly updates. Additionally, the regulations can be found on the Office of Administrative Law's webpage at www.oal.ca.gov.

RESPONSIBILITIES

The Fish and Game Commission has a wide range of responsibilities that continually expands and includes:

- Formulation of general policies for the conduct of the Department of Fish and Wildlife
- Seasons, bag limits and methods of take for game animals, sport fishing and some commercial fishing
- Controlling non-native species importation, possession, sale
- Establishing protected lands/waters (marine protected areas, wildlife areas and ecological reserves.)
- Regulating uses of protected areas
- Listing and delisting of threatened/ endangered species under California Endangered Species Act
- · Accepting mitigation lands on behalf of the State
- Leasing State water-bottom for shellfish cultivation

THE CALIFORNIA FISH & GAME COMMISSION CONTINUED

- Leasing kelp beds for harvest
- Authorizing terms and conditions for Private Lands Management Program
- Assuming a quasi-judicial role in considering appeal hearings for revocation or suspension of licenses and permits
- Prescribing terms and conditions for issuance, suspension, revocation of licenses/permits issued by the Department, including:
 - most commercial/recreational fishing
 - hunting
 - hunting/fishing guides
 - falconry
 - raptor capture
 - game bird club
 - trapping
 - fur agent/dealer
 - restricted species
 - aquaculture registration
 - game breeders
 - fallow deer farming
 - nuisance bird abatement
 - domesticated migratory game bird shooting area
 - native reptile propagation
 - wild animal care
 - wild animal exhibitor
 - Association of Zoos and Aquaria detrimental species

CALIFORNIA ADMINISTRATIVE PROCEDURE ACT

The Fish and Game Commission's regulatory process is governed by the California Administrative Procedure Act (APA). APA is a series of acts of the California Legislature, first enacted June 15, 1945. Chapter 3.5 of the APA requires California State agencies to adopt regulations in accordance with its provisions.

The APA allows the public to participate in the adoption of State regulations in order to ensure that the regulations are clear, necessary, and legally valid. The APA provides that any interested person may petition a State agency to change regulation. These changes include the adoption of a new regulation or the amendment or repeal of an existing one.

COMMISSION BUSINESS

The Fish and Game Commission conducts its business at twelve meetings a year, alternating decision meetings with its Marine Resources Committee and Wildlife Resources Committee meetings. These meetings span from one to two days and are strategically located throughout the State to encourage public outreach and participation. The annual meeting schedule must be announced sixty days prior to the first meeting of the calendar year, though it remains subject to change.

The Commission must annually elect one of its members as President and one as Vice President.

The powers of the President include chairing the public meetings, signing correspondence that results from a majority Commission action, and serving as a member of the Wildlife Conservation Board (Section1320, Fish and Game Code). The President may also be a member ex officio of the Migratory Bird Conservation Commission created by the Migratory Bird Act of Congress in 1929 (Section 357, Fish and Game Code).

BAGLEY-KEENE OPEN MEETING ACT

The Bagley-Keene Open Meeting Act of 1967 implements a provision of the California Constitution which declares that "the meetings of public bodies and the writings of public officials and agencies shall be open to public scrutiny," and explicitly mandates open meetings for California State agencies, boards, and commissions. The Act facilitates accountability and transparency of

government activities and protects the rights of citizens to participate in State government deliberations.

Except as otherwise provided, the Commission shall provide an opportunity for members of the public to directly address the Commission on each agenda item before or during the Commission's discussion or consideration of an item. However, the Act allows a great many exceptions to this provision. Select provisions include:

- Notice of State body meetings shall be provided at least 10 days in advance
- Notices shall include a specific agenda for meetings, including the items of business to be transacted or discussed, and no item shall be added to the agenda subsequent to the notice
- Agendas of public meetings and other writings, when distributed to the members of a State body for discussion or consideration at a public meeting of such body, are public records under the California Public Records Act
- State bodies may, however, take action on non-agendized items of business under certain circumstances, most notably upon a determination by a majority vote of the State body that an emergency situation exists
- Any person attending an open and public meeting of a State body shall have the right to record and broadcast (audio and/or video) the proceedings.
- Each member of the State body shall be provided a copy of the Act upon his or her appointment to membership or assumption of office
- State agency shall conduct any meeting or function in any facility prohibiting admittance to any

person on the basis of race, religious creed, color, national origin, ancestry, or sex

COMMITTEES

Currently the Commission has three committees: the Marine Resources Committee (MRC) and Wildlife Resources Committee (WRC), which were created in statute (Sections 105 and 106 of the Fish and Game Code), and the Tribal Committee. Each is chaired or co-chaired by no more than two Commissioners. These assignments are generally made annually by a majority vote of the Commission at the time of election of the President.

The goal of these committees is to allow presentations and discussions on regulatory proposals that allow greater time and detail than what is possible at full Commission meetings. The committee meetings are less formal in nature and provide for additional access to the Commission. Additionally, the committees follow the requirements of Bagley-Keene.

It is important to note that the committee chairs cannot take action independent of the full Commission. Instead, the chairs make recommendations to the full Commission at regularly scheduled meetings.

When the public requests for the Commission to take a position on proposed legislation, the Commission's "Legislation" policy states that the position must first be approved by the respective committee and then presented to the full Commission at a public meeting for final consideration.

Due to the increasing authority of the Commission and the broad diversity of our State, the Commission often forms ad hoc committees to temporarily deal with short term issues that may arise. Examples include State issued water-bottom lease revisions for aquaculture and budget issues.

CODE OF CONDUCT

The Commission adopted a "Code of Conduct" Policy in March 2013 which states: It is the policy of the Fish and Game Commission that:

- 1. A commissioner shall faithfully discharge the duties, responsibilities, and quasi-judicial actions of the commission.
- 2. A commissioner shall conduct his or her affairs in the public's best interest, following principles of fundamental fairness and due process of law.
- 3. A commissioner shall conduct his or her affairs in an open, objective, and impartial manner, free of undue influence and the abuse of power and authority.
- 4. A commissioner understands that California's wildlife and natural resources programs require public awareness, understanding, and support of, and participation and confidence in, the commission and its practices and procedures.
- 5. A commissioner shall preserve the public's welfare and the integrity of the commission, and act to maintain the public's trust in the commission and the implementation of its regulations and policies.
- 6. A commissioner shall not conduct himself or herself in a manner that reflects discredit upon state laws or policies, regulations, and principles of the commission.
- 7. A commissioner shall not make, participate in making, or in any other way attempt to use his or her official position to influence a commission decision in which the member has a financial interest.

HOW A COMMISSIONER IS CHOSEN

A candidate for Commissioner applies directly to the Governor's Office. It is a very political process where the candidate presents letters of endorsements and sponsors. The application goes through

different people in the Governor's office, who then present the candidates for the Governor to appoint to the Commission when there are vacancies. The seated Fish & Game Commission is not consulted during the process. Once appointed, the commissioner gets a daily stipend plus travel expenses to attend meetings.

COMMISSIONERS

- Mr. Jack Baylis, President
- Mr. Jim Kellogg, Vice President
- Mrs. Jacque Hostler-Carmesin, Member
- Mr. Anthony C. Williams, Member
- Mr. Eric Sklar, Member

President Jack Baylis, of Los Angeles,



was appointed to the Fish and Game Commission September 29, 2010 and confirmed by the State Senate on September 1, 2011.

Currently, Mr. Baylis is the President and CEO of The Baylis Group, LLC. The Baylis Group services public and private sector clients in the Infrastructure and Environmental fields providing strategic, management, and technical services and consultation.

Mr. Baylis has excelled in management, operations, business development, and client service roles; he has achieved success as a principal, director and manager of numerous environmental, civil infrastructure, water and transportation programs and projects; he is experienced with p&l responsibilities, technical review, program management, and staff development; he has served on joint venture boards specifically focused on strategic and larger programs and projects with construction values over a billion (US) dollars He has also served on community, non-profit, and government service boards and commissions including as a Governor appointee to the California State Fish and Game Commission and is

THE CALIFORNIA FISH & GAME COMMISSION CONTINUED

a Presidential appointee to the National Infrastructure Advisory Council (NIAC). His Specialties include operations and business development for regional operations and global strategic investments and development; client service, teaming, joint ventures, contracts, procurement negotiations, program management, and geopolitical positioning.

His term on the Commission expires January 15, 2016

Vice President Jim Kellogg, of



Discovery Bay, was appointed to the Commission on January 31, 2002, to complete the term of the position vacated by former Commissioner

Richard Thieriot. He was reappointed on March 28, 2006 to a six year term. He was reappointed on April 10, 2012 to another six year term. Growing up in the Bay Area James W. Kellogg is a native Californian who has spent forty-eight years with the (UA) United Association of Journeyman and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada. He was first elected to full time office with the Steamfitters Local Union 342 in 1976.

Jim has devoted his entire adult life to helping people and doing whatever possible to provide the best working environment and conditions that the particular times would bear for the people he represents. He has been recognized many times over for his leadership abilities and has gained the respect and admiration of everyone who has had the opportunity to interface with him.

He is a strong supporter of education and heavily promotes union apprenticeship and journeyman training programs and has been rewarded for those efforts by having two schools in Northern California named after him. He is the founder of the California Native American Apprenticeship Initiative.

After years of community service and serving on many statewide labor boards and committees, Jim in January 1999 was appointed by Governor Gray Davis to the powerful California Transportation Commission and served as Chairman in 2000. He has also been appointed by Governor Davis to the California Fish and Game Commission, the Commission on Building for the 21st Century, and the California State Work Force Investment Board. He serves on the Board of Directors for the California Residence Foundation, Board of Directors Contra Costa College Foundation, Board of Directors for the Mesothelioma Research Foundation of America, Board of Directors for the America on the Move Foundation, and is the labor representative on the oversight committee for Contra Costa County's "Shaping Our Future" project. He serves on the Executive Board of the Contra Costa County Sheriff's Posse and is Vice President of the California State Building & Construction Trades Council. He is a member of California Waterfowl Association, Outdoor Sportsmen's Coalition of California, Rocky Mountain Elk Foundation, California Deer Association, Ducks Unlimited, California State Sheriff's Association and is a lifetime member of the California Highway Patrol 11-99 Foundation.

His term on the Commission expires January 15, 2018.

Jacque Hostler-Carmesin, of



McKinleyville, was appointed to the California Fish and Game Commission on June 4, 2013. Hostler-Carmesin

has been chief executive officer at Cher Ae Heights Indian Community of the Trinidad Rancheria since 2010 and was director of transportation and land-use planning from 2007 to 2009. She was roads director at the Hoopa Tribal Roads Department from 2003 to 2007. Hostler-Carmesin served in multiple positions at the Redwood Empire Aggregates Inc. from 1990 to 2002, including payroll administrator and contract administrator.

Jacque was appointed to the National Ocean Council Governance Coordinating Committee by President Barack Obama in 2011 as one of three tribal representatives for the United States. She has been the primary California representative to the National Tribal Transportation Program since 2005 and vice chair since 2010. She has been a member of the CalTrans Native American Advisory Committee since 2006.

Her term on the Commission expires January 15, 2019.

Anthony C. Williams, of Huntington



Beach, has been appointed to the California Fish and Game Commission. Williams has been director of government relations at the Boeing

Company since 2014. He served as policy director and counsel in the Office of California State Senate President pro Tem Darrell Steinberg from 2010 to 2014, was founding partner at Wada Williams Law Group LLP from 2006 to 2010, director of government affairs at the State Bar of California from 2004 to 2006 and principal consultant for California State Senate President pro Tem John L. Burton from 2000 to 2004. Williams was a consultant for the California Democratic Party from 2000 to 2004, senior legislative advocate at the Judicial

Council of California from 1994 to 2000, senior consultant at Ernst and Young LLP from 1993 to 1994 and a capital fellow in the Office of California State Assemblymember Thomas Hannigan from 1990 to 1991. He is founder and president of Stand Strong Foundation Inc. Williams earned a Juris Doctor degree from the University of the Pacific, McGeorge School of Law and a Master of Public Policy degree from the Harvard University, John F. Kennedy School of Government.

His term on the Commission expires January 15, 2021.

Eric Sklar, of St. Helena was appointed



to the Commission in June of 2015. A Napa Valley vineyard owner, entrepreneur and former public official, Eric Sklar and his family have been

growing grapes in Napa Valley for over 38 years. He recently founded CS2 Wines and is in the process of seeking approval for a new winery in the Oakville American Viticultural Area of Napa Valley

Eric was co-founder and Managing Partner (2005-2013) of Alpha Omega Winery in Rutherford, California. From 2003-2010 he served on the St. Helena City Council - the last two years as Vice-Mayor. In 2010, he was elected to the Board of the Napa Valley Vintners where he served as Treasurer and Vice-Chair, and from 2009-2011 he served as chair of the Napa Valley Vintners' Community and Industry Issues Committee.

Eric was Chairman and CEO of Burrito Brothers, Inc. a restaurant chain he founded in 1989 based in Washington, DC and sold in 1999. He was also an adjunct professor at Georgetown University's School of Business where he taught courses in entrepreneurship, business strategy and marketing.

Starting his professional career in 1984 as the Assistant Press Secretary to Vice Presidential candidate Geraldine Ferraro, he went on to hold other political positions. Those include Press Advance for Dukakis/Bentsen in 1988; Director and Founder of the American Small Business Alliance; Director and Secretary of The Coalition to Defend Working Families.

Eric received a Bachelor of Arts degree in Political Science at the University of California at Berkeley in 1984, a Diploma in Business Studies at the London School of Economics in 1986, and a Master of Business Administration at Georgetown University in Washington, DC in 1997.

He is a retired volunteer for the St. Helena Fire Department. He has also served on the boards of various organizations including the Napa Valley Transportation Agency, Business for Social Responsibility and the Metropolitan DC Restaurant Association among many others.

Eric is a sailor, hunter and loves backpacking the trails of California. He and his wife Erica live in St. Helena, CA, and have two daughters.

His term on the Commission expires January 15, 2017.

Sonke Mastrup, is a non-voting member



of the Commission, serving ex-officio in his role as Executive Director of the Fish & Game Commission. He is retired from the Department of Fish

& Wildlife (DFW) and works more routinely with DFW in his role with the Commission. He oversees that the mandated number of meeting are held each year.

The Commission is tasked with adjusting the parameters of certain codes and policies. 12 meetings per year are held, dispersed geographically throughout the state. Meeting agendas are posted on their website, although they aren't required to follow the order on the agenda. Meetings are open to the public and may be recorded and/or broadcast. WWW.Cal-Span.org live streams the Commission meetings. The Commission provides an opportunity for members of the public to directly address the Commission on each agenda item before or during the Commission's discussion or consideration of an item. However, the Commission may limit the speaker's time. 👀

UPCOMING MEETINGS

October 6, 2015 **Tribal Committee**

Los Angeles

October 7 - 8, 2015

Fish and Game Commission

Embassy Suites - LAX North. 9801 Airport Blvd., Los Angeles, CA 90045

November 4, 2015

Marine Resources Committee

Four Points by Sheraton Ventura Harbor Resort, 1050 Schooner Drive, Ventura, CA 93001

December 9-10, 2015

Fish & Game Commission

Town and Country Resort & Convention Center, 500 Hotel Circle North, San Diego, CA 92105

http://www.fgc.ca.gov/public/information/ Join electronic mailing list, decisions pending http://www.fgc.ca.gov/ Biographical background on commission http://www.fgc.ca.gov/public/information/bios.aspx Commission meeting information, agendas (posted one week before meeting) http://www.fgc.ca.gov/meetings/2015/

Historical background, responsibilities, Code of Conduct



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CALIFORNIA COUNCIL FOR WILDLIFE REHABILITATORS

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