

# CAPE

California Association of Professional Employees

VOLUME 27

ISSUE 1

SPRING 2021

CAPEunion.org



**CAPE members are working at vaccination sites throughout L.A. County to help accelerate the administration of COVID-19 vaccines.**

**UNITY & STRENGTH!**



[www.CAPEunion.org](http://www.CAPEunion.org)

# Strength to persevere through tough times

## Message from the CAPE President

By Carlos Clayton P.E., President, California Association of Professional Employees (CAPE)



It was this time last year that our world was rocked with the reality of how prominent the COVID-19 pandemic had become and news that life as we knew it had to drastically change to protect our health and safety.

Our unity and ability to stand together remains our greatest strength. I remember sitting down to write an email to all CAPE members after the Governor announced the initial stay-at-home order. I wanted to give you as much information as we had at the time and reassure you that CAPE was committed to protecting every members' health, well-being, and financial security. Fast forward a year, and together, we have persevered and pushed through budget cuts, the threat of layoffs and daily uncertainty of working during a

global pandemic.

We have led the charge to ensure members' health and safety needs are given full and complete consideration as the County begins conversations of their phased re-opening plan, resulting in continued telework for many classifications, increased PPE for employees who work in the field, and direct representation and advocacy as personal issues and concerns arise. CAPE will continue to aggressively advocate with Department Management regarding each Department's plan to begin resuming normal operations.

Now, it's critical we take that same strength and unity into negotiating our new contract. The fallout from this pandemic has only further exemplified the vital importance of having a strong union

contract. Our CAPE contract was the essential safeguard to ensure that our salary, benefits and voice in the workplace were protected. The world is moving into a "new normal" and it's critical that we lock in a new contract that continues to protect our jobs, our safety, and our ability to effectively deliver quality essential services to L.A. County.

Thank you to each and every CAPE member for your courage, kindness and dedication throughout the year. In the coming weeks, you'll see many opportunities to join us in our contract bargaining process. I strongly encourage you to participate and give us your feedback.

When we stand together, we can accomplish anything.

## CAPE announces new leadership opportunities for members

Our Delegate Leaders, members who volunteer their time to lead our union, are the lifeblood of CAPE and we're striving to build an even stronger community. We're thrilled to announce new opportunities and updates to our CAPE Delegate Leader program.

Starting in April, member-leaders can now sign up to take part in the following new teams:

- **Workplace Safety Committee:** Committee members will serve as on-the-ground advocates for workplace safety concerns. When necessary, the committee will escalate issues to our representation team and actively monitor progress and improvements.
- **Community Service Team:** As a union, we are leaders in our community and have an obligation to look beyond the walls of our workplaces. The Community Service Team will seek to find volunteer opportunities that we can open for CAPE members to participate. The team will serve as frontline representatives/volunteers and work to build delegation teams of CAPE members to join the community service opportunities.
- **Strength and Spirit Committee:** Each month, this team will lead in keeping members informed, updated and encouraged. Work for this committee will range from updating work bulletin boards at all field offices to helping create social media content for the CAPE platforms. When offices are fully back open, this committee will also work with our field team to assist with CAPE tables or workplace meetings.
- **New Organizing Assistance Team:** As we work to grow our union, this team will lead the way in serving as the face of the union to help recruit non-union members. Team members may join our field staff on New Employee Orientations, serve as advocates to non-union county workers, and support any future large-scale new organizing campaigns.
- **Political Action Team:** As CAPE continues to build our political presence in L.A. County, this team of delegate leaders will work to support and build our political strength. This work may involve (but will not be limited to) volunteering at campaign events, participating in lobbying efforts, and representing CAPE at political functions.

Working together, we have the collective strength to make a strong impact in our workplace and our L.A. County communities. Check out [CAPEunion.org](http://CAPEunion.org) to sign up to become a CAPE Delegate and join one of our new teams.



# The results are in!

## CAPE members make priorities clear in our union strategic planning survey

In December and January, hundreds of CAPE members participated in our union's strategic planning survey. The survey is one of many ways CAPE members are engaging to help map out the vision and future of our union.

Our CAPE Board of Directors are using the member survey to guide our union's strategic planning process to determine the values we share, where are we now, and where we want to be.

### Below are some of the top results of our membership survey:

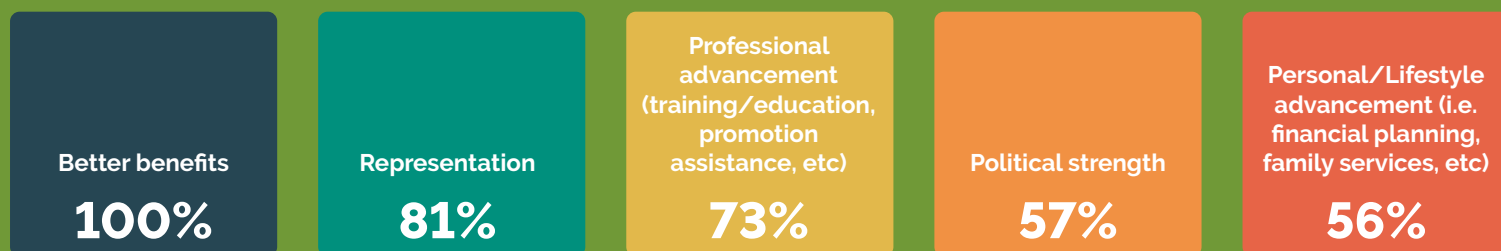
CAPE members want our union's mission and purpose to be built on a foundation of bargaining strong contracts and organizing to build power in the workplace. To achieve these goals, members identified the importance of engaging in political action, conducting leadership training for members, growing our union, and improving the community with charitable programs.

### What are important parts of our union's mission and purpose?



Though only 61% of CAPE member had a favorable view of unions before joining, an overwhelming majority of 85% of members express currently having a favorable view of CAPE and the work we do.

### Benefits, representation and professional advancement are the top areas CAPE members believe we should prioritize and focus on as a union.



### Members want our union to not only improve their own lives, but also lift up the community. I want our union to:



# Meet our 2021 CAPE Bargaining Team



Our 2021 CAPE Bargaining Team will represent all CAPE members in negotiations and work to preserve the achievements we've previously won, and bargain for new improvements in our wages, hours and working conditions.

In the coming months, our new team will work to negotiate contracts/MOUs for Units 131/132, 501/502 and 511/512. We are confident that our new Bargaining Team will not only represent their respective units, but will work for the good of the entire bargaining unit.

Remember, our bargaining team is only as strong as the members in the workplace. In order to build the strength needed to secure a fair contract, all of us need to be involved and active in our contract campaign. Over the next few months, we will be conducting surveys and virtual membership meetings, and member actions to show our strength.

## CAPE 2021 CONTRACT BARGAINING TEAM

### Units 131 and 132

Kelly Koldus  
Lisa Andres  
Ron Hsueh  
Lisa Gunner  
Milan Garcia  
Manuel Gallegos  
Peter Alan Thomas  
Jose Carlos Tovar

### Alternates 131 and 132

Ruby Hunter  
Ramy Salama  
Sam Sepetjian  
Edward Tuan

### Units 501 and 502

Sharad Robertson  
Thanh Pham  
Adam Marcus  
Julianna Colwell  
Carlos Clayton  
Gerald Goodman  
Raymundo Castellanos

### Units 511 and 512

Nelson Manabat  
Nicholas Stupin  
Oscar Olmos  
Linda Phan  
Kevin Petrowsky  
Miguel Garcia  
Alexandra Nguyen Rivera  
Andrew Flores

### Alternates 511 and 512

Garo Avoyan  
James Crabb  
Jonathan R. Gonzalez  
Richard Payne, Sr.

## Did you know?

### CAPE offers career counseling

Many members contact CAPE with concerns about reaching their career goals. CAPE has more than 50 years of experience in providing effective advice and sometimes directly creating opportunities for our members to achieve their career goals.

CAPE has also assisted members who have found themselves on the verge of discharge due to what management labeled as "poor" performance. CAPE has been helpful in providing guidance in navigating the difficult terrain of a "Plan for Improvement." CAPE represents members in working with management to develop reasonable terms for such a plan. In these cases, we've also provided guidance to members on the tools they need to develop in meeting the plan's requirements.

Regardless of the kind of career counseling needed, please contact a business agent at the CAPE office to receive such assistance.

## Thank you Jason!

### Celebrating 15 years of excellence

In March 2006, Jason Neidigh joined our CAPE family shortly after having moved to California from Indiana. For 15 years, Jason has worked tirelessly to move our union forward and help working families in L.A. County fight for a better future. For the majority of his time with CAPE, Jason served a significant role in the day-to-day operations as our Research and Representation Coordinator. He also was the voice of CAPE for our Earthquake Preparedness Campaign, the radio campaign ran from 2010-2012. Most recently he was promoted into the business side of our Operations team, where he flexes his number crunching skills in bookkeeping.

**Fun Facts:** Jason is a huge fan of the Chicago Cubs; enjoys DC comic movies—especially Batman; and is an amazingly talented screenwriter.



# UNITED TOGETHER, WE'RE MAKING OUR COUNTY SAFER AND MOVING CALIFORNIA FORWARD



## CAPE Retirees

Thank you for your membership in CAPE and service to the County. We wish you a long and enjoyable retirement.

Francis Dominguez  
Winston Lim  
Nicholas Agbobu  
Mariette Schleikorn  
James Anderson  
Paul Halter  
Robert Barker  
Landy Lee  
Saleh Khalil  
Timothy Grover  
Jimmy Kwan  
Michael Lewis



## CAPE New Members

Wayne Quan  
Joel Zaragoza  
Brett Stanton  
Miganoosh Davoodi  
Daren George Reyes  
Misha Mikhailpoor  
Brandon Banks  
Justin Dulay





3018 E. Colorado Boulevard  
Suite 200  
Pasadena, CA 91107

## CAPE Board of Directors

### PRESIDENT

**Carlos Clayton**  
Public Works  
(626) 458-6358

### TREASURER

**Nelson Manabat**  
Public Works  
(626) 300-3348

### DIRECTOR

**Nick Stupin**  
Public Works

### DIRECTOR

**Lisa Gunner**  
Assessor  
(213) 974-3245

### DIRECTOR

**Peter Thomas**  
Assessor  
(661) 940-6710

### VICE PRESIDENT

**Lisa Andres**  
Assessor  
(626) 258-6157

### SECRETARY

**Kelly Koldus**  
Assesor  
(213) 893-1251

### DIRECTOR

**Miguel Garcia**  
Public Works  
(626) 458-7753

### DIRECTOR

**Kevin Petrowsky**  
Public Works  
(626) 945-8202

### Benefit Trust Board of Trustees

**TREASURER**  
**Ray Castellanos**  
Public Works

### CHAIRPERSON

**Nelson Manabat**  
Public Works  
(626) 300-3348

**SECRETARY**  
**Linda Phan**  
Office of CEO  
(626) 258-6159

### VICE CHAIR

**Lisa Andres**  
Assessor  
(626) 258-6157

**TRUSTEE**  
**Sam Sepetjian**  
Assessor

## ABOUT CAPE

The California Association of Professional Employees represents more than 2700 employees of the County of Los Angeles. CAPE's representation extends into the areas of collective bargaining of Memorandum of Understandings (work contracts), collective bargaining of Fringe Benefits, Grievances, Legal Advice, and Health Benefits. CAPE, the Union, was formed in 1964 by professional employees of the County of Los Angeles, who recognized the need for fair and effective representation.

CAPE is affiliated with MEBA (Marine Engineers' Beneficial Association) and the AFL-CIO (American Federation of Labor – Congress of Industrial Organizations). CAPE is also a member of the Coalition of County Unions (CCU), an alliance of Los Angeles County Unions that collectively bargain for the health and retirement benefits of all County "Choices" participants.

## TO CONTACT CAPE

California Association of Professional Employees  
3018 E. Colorado Boulevard,  
Suite 200  
Pasadena, CA 91107  
(626) 243-0340  
(626) 243-0368 fax  
info@CAPEunion.org  
www.CAPEunion.org



[www.CAPEunion.org](http://www.CAPEunion.org)