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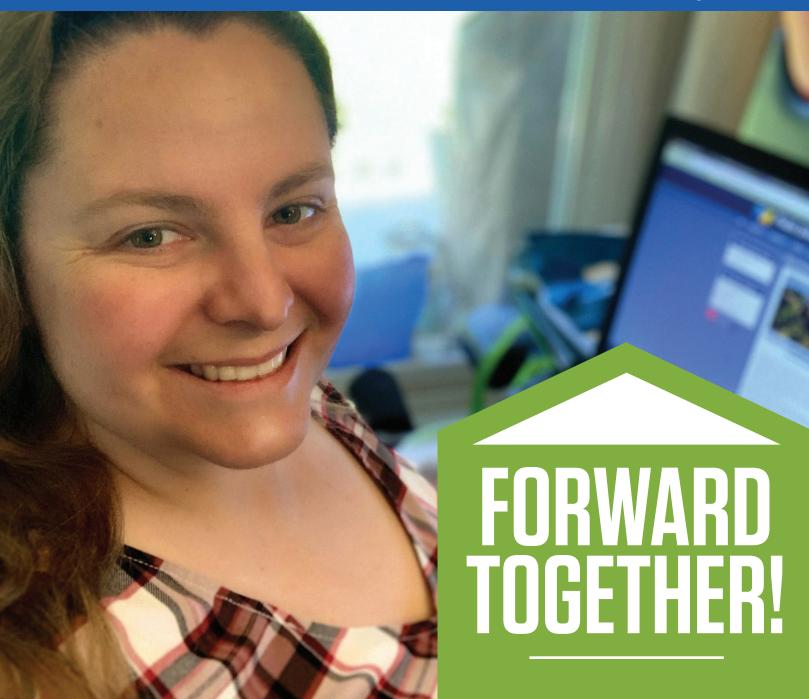
California Association of Professional Employees

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# **CAPE Members Making a Difference in the Community**



During these difficult times, families across California are struggling to put food on the table. CAPE members Erik Bautista, Jason Nakanishi and Thanh Le joined other LA County union volunteers at a recent community food give away event in Lincoln Heights.

By donating a few hours of time, we can help provide food for thousands of people in Los Angeles County who face food insecurity.

CAPE members Erik Bautista, Jason Nakanishi and Thanh Le volunteer at the labor food distribution event in Lincoln Heights.

"Families are hurting and we can help. Being a part of a union doesn't just mean improving things in our workplace. We can make a difference for families across California."

**Erik Bautista**Supervising Civil Engineer, L.A. County





# Strength to Triumph Over Tough Times

A message from the CAPE President

By Carlos Clayton P.E., CAPE President

L.A. County families have dealt with so many unexpected life changes as a result of the COVID-19 pandemic. There's a lot of uncertainty going around today. So many are struggling to balance work, child care and self-care while keeping worries under control. Even more, the financial impact of the pandemic has led to the County and the state to push for budget cuts impacting working families across California.

This pandemic has really shown how critical it is to have affordable healthcare and the protection that only a union can provide.

- Throughout the COVID-19 crisis, CAPE has held regular meetings with the County CEO to take the concerns of our members directly to the top of County leadership.
- CAPE does not expect any layoffs.
- As union members, we have job security protections and a process the County must abide by, even in the event of layoffs.

It's important to know that this is not the first time CAPE has had to work with L.A. County to protect jobs during financial hardships. During the previous cases, CAPE lead the way in working together to minimize reductions and/or avoid layoffs entirely. Know your rights. Download a copy of your CAPE contract/MOU at capeunion.org.

We have a great deal of work ahead of us but there is nothing we can't accomplish when we come together. CAPE is active and working hard, and working together, we can ensure the safety, health and well-being of all CAPE-represented employees and the L.A County community.



# We've Got You Covered

# CAPE Blue Shield open enrollment is October 1 - 31

As members of CAPE, a union united in the Coalition of County Unions, we have exclusive access to a medical plan that offers competitive rates and flexible benefit packages.

CAPE Blue Shield gives you freedom of choice and puts you in control of your healthcare needs. The CAPE Blue Shield Classic and Lite plans combine the cost savings of HMO plans with the flexibility of traditional Fee-For-Service plans.

# If you're choosing a plan, or are currently a member, there are great reasons to choose CAPE Blue Shield:

- Both CAPE Blue Shield plans include prescription drug, mental health, vision and a \$20,000 survivor benefit, Essential Eye Care Services
- Extensive chiropractic and acupuncture benefits are available without a referral from your Personal Physician
- Discounts on a variety of Health & Wellness programs such as Weight Watchers, 24 Hour Fitness,
   Club Sport and Renaissance Club Sport facilities

# CAPE Blue Shield could save you between \$72-1,874 every month!

			Premium difference	
	Family size	2021 monthly premiums	Compare w/CAPE Lite	Compare w/CAPE Classic
CAPE Blue Shield plans				
CAPE Lite	1	\$665	N/A	N/A
	2	\$1,373	N/A	N/A
	3+	\$1,759	N/A	N/A
CAPE Classic	1	\$1,389	N/A	N/A
	2	\$2,712	N/A	N/A
	3+	\$3,258	N/A	N/A
CIGNA plans				
CIGNA Select HMO	1	\$727	\$62	\$ (420)
	2	\$1,461	\$88	\$ (919)
	3+	\$1,683	\$ (76)	\$ (960)
CIGNA Network HMO	1	\$1,003	\$338	\$ (696)
	2	\$2,017	\$644	\$ (1,475)
	3+	\$2,322	\$563	\$ (1,599)
CIGNA POS	1	\$1,804	\$1,139	\$ (1,497)
	2	\$3,224	\$1,851	\$ (2,682
	3+	\$3,381	\$1,622	\$ (2,658)
Kaiser rates				
Kaiser	1	\$775	\$110	\$ (468)
	2	\$1,550	\$177	\$ (1,008)
	3+	\$1,799	\$40	\$ (1,076)

# **NEW CAPE vision enhancements and new dental benefit**

- Vision Under VSP, the in-network allowance for frames will increase from \$120 to \$130-\$150
- **Dental** CAPE medical insurance will now cover these per-person out-of-pocket dental expenses
- Adult and children's orthodontia Up to \$2,000 lifetime maximum
- Dental implants 60%, up to \$1,000 per calendar year

# Don't miss the deadline

Open Enrollment begins October 1. Every eligible member will receive an information packet in the mail from the County on how to enroll. After October 31, you won't be able to enroll or make changes until the next annual benefits enrollment unless you have a qualified life event.

# The 2020 CAPE Board Election Results Are In!

The California Association of Professional Employees (CAPE) is pleased to announce the results of our 2020 CAPE Board of Directors Election.

Elected to two-year terms were:

Lisa Kevin Ke Andres Petrowsky Kol 28.3% 27.7% 25.

Kelly Nicholas Koldus Stupin 25.7% 18.1%













We thank all our candidates and congratulate the newly elected board members. We also thank our 2020 Election Committee, John Ng and Mary Meraz, for taking their personal time to oversee this important part of the union's business.



# Ask a Business Agent By Analisa Alvarez, CAPE Business Agent

Many CAPE members are still telecommuting due to the threat of COVID-19, but there may come a time when you are required to return to work. If you have a pre-existing condition or a medical condition that places you at a higher risk of the virus and are asked to return to work, CAPE recommends getting a doctor's note stating that you are high risk and need to be accommodated to continue to telecommute. Submit the doctor's note to HR.

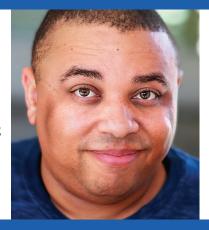
Presenting a doctor's note should result in an Interactive Process Meeting with management to discuss the accommodations. Call us and request CAPE representation at this meeting and a Business Agent will assist you.

# Welcome to the CAPE Team!

On behalf of our CAPE Board of Directors and members, we enthusiastically welcome the newest additions to our CAPE staff: *Carmen Lopez* and *Jarard Kings*.



We are thrilled to welcome back Carmen Lopez to the CAPE family. Carmen is no stranger to CAPE as she previously served as the Benefits Trust Administrative Assistant. Carmen brings more than 20 years on experience in the fields of Operations and Benefits, including working with medical insurance carriers (CIGNA, Transamerica,) privately funded plans (USC) and the administration of union-sponsored plans (CAPE/Blue Shield).



For more than a decade, Jarard Kings has committed his professional career to helping working families across the country fight for a better future. Jarard brings a wealth of experience as a former campaign consultant, union communicator and political campaign manager.

**Carmen Lopez**Administrative Supervisor and Benefits Coordinator

# United Together, We're Making Our County Safer and Moving California Forward













# **CAPE New Members**

Gordon Lee **Robert Briones** James Chon Claudia Verderosa Octaviano Fernandez Jr Abdulgadir Hasan Peter Nardi Maria Sim Royce Kirkland Brian Misurek Kristine Arsharuni Jolanta Sowinska **Amir Tadros** Thuy Hua Paul Van Suchtelen Sung Chong Durga Niraula

Winfred Hilao II Megan Luong Jason Park Jason Jacks Kenneth Kurose Karl Muhs Stephen Lamm Sharis Aghakhani George Molina Brenda Frausto Robert Cichocki Mariam Rizk Gregory Mcqueen Raquel Fuentes Austine Racelis Jacob Hallum Nicole Torres Nicholas Stupin Alex Mikhailpoor

Cesar Manjarrez

Jose Palacios Angelo Caballes Jr Porsche White Austin Neumann Christian Ascencio Darrow Atkins Elnaz Behnam Alexander Haston **Christopher Poston** Joseph Lorente Luczon Eugene Nicko Canlas Omid Mazdiyasni Chamindanie Wadu Thanthrige **Bryce Hindes** Joe Rosalez Bryan Moller **Precious Crosby** Omar Abdelhadi Jorge Gutierrez Kris Hernandez

Nathan Gima Thomas Logue IV Christian Anguiano Luis Garcia Armen Tufenkjian Brianna Adzhemyan Carlos Rodriguez Menooa Hovsepian Mayra Orellana-Vazquez Amelia Kakish Mike Tran Marie Montano Phillip Chen **Bruce Chow** Kimberly Duran Evelyn Ha Samantha Miller Mohammad Faridzad Stephanie Tong Israel Monroy

## **CAPE Retirees**

Elise Ambrosini

Yvonne Chacon

Kristal Ghil

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

Antimo Gonzales
Jim Sakihara
Tom Eng
David Fryer
David Huff
Michael Hong
Steve Smotherman
Howard Gong

Dien Nguyen Geoffrey Owu Keith Mathias Randall Mc Donald Jim Dufour Arnulfo Martinez Joe Zaragoza Freydoon Kheradvar Paul Ely Mohamad Elasaad Herminio Arbas Barbaree Hardy Antonio Jimenez Veldon Reyes Jonathan Tovar Rowland Lee Habib Mekhaiel Efrain Escalante Nooshin Paidar Leyla Khazai James Bell Seroj Hacobian Miganoosh Davoodi



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VICE PRESIDENT Lisa Andres

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

**TRUSTEE Sam Sepetjian**Assessor
(626)458-6362

### **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**

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