

CAPE

California Association of Professional Employees

VOLUME 26

ISSUE 3

SUMMER 2020

CAPEunion.org



**FORWARD
TOGETHER!**

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



CAPE members Erik Bautista pictured with L.A. County Board of Supervisor Hilda Solis at the Lincoln Heights food distribution event.



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're all in
this together
Stop the spread
Wear a mask**

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
Andres**
28.3%

**Kevin
Petrowsky**
27.7%

**Kelly
Koldus**
25.7%

**Nicholas
Stupin**
18.1%



Andres



Petrowsky



Koldus



Stupin



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**.



Carmen Lopez

Administrative Supervisor and Benefits Coordinator

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).



Jarard Kings

Director of Field Services and Communications

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.

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
Abdulqadir Hasan
Peter Nardi
Maria Sim
Royce Kirkland
Brian Misurek
Kristine Arsharuni
Jolanta Sowinska
Amir Tadros
Thuy Hua
Paul Van Suchtelen
Sung Chong
Durga Niraula
Elise Ambrosini
Kristal Ghil
Yvonne Chacon

Cesar Manjarrez
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

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 Hovsepien
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

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 Mekhael
Efrain Escalante
Nooshin Paidar
Leyla Khazai
James Bell
Seroj Hacobian
Miganoosh Davoodi



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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.

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