

CAPE

California Association of Professional Employees

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CAPEunion.org

EMPOWER!





Unity and solidarity: The secret to our union's success

Message from the CAPE President

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

We're on the road to celebrating our 60th anniversary of being a union, and we are stronger now than we have ever been.

This has been an amazing year for the labor movement. You can't drive down the street, turn on a television, open a newspaper, or click on your internet browser without seeing hard-working people taking a stand and lifting their voices to raise the standards at their workplace. Even now, L.A. County physicians, dentists, veterinarians, and psychiatrists in our sister union UNAD have overwhelmingly voted to go on strike to save the County healthcare system. Whether working as a hotel worker, County or city employee, actor, writer, doctor, autoworker, teacher, or your local barista, by taking a stand for what's right, you uplift the collective standards for us all.

There is a strong lesson and unifying narrative in all of the major labor disputes this year. This year, each group of workers faced a massive uphill battle

against large, dominant employers determined to keep the status quo at all costs. The only way the workers were going to be successful was through their unity and solidarity—and that is exactly why all of them beat the odds and secured contracts with victories no one imagined they'd ever get.

Our greatest strength at CAPE is our unity and our solidarity. It's the secret to our success. By coming together and uniting our voices, we not only advocate to make changes necessary for our jobs and our professions, but we also uplift the standard of care delivered to the families we serve throughout L.A. County.

This year has been full of transition in L.A. County. After a number of retirements from long-term management team members, there have been a great deal of shifts in management and we all have seen new faces in various leadership positions. Preparations for the Olympics are intensifying throughout the County and the

workload for many will only increase as we get closer to the event. Even more, the County is still catching up from the backlog created by the effects of the pandemic. The pressure will be on, but you are not alone. Now is the time to stand together, speak up, get active, and unite and utilize our union, CAPE, to help make sure you have the voice to advocate for the needs of your profession to ensure the work we do in the County continues to get done at the highest level.

Not only will next year be our Diamond Year Anniversary as a union, but we'll dive into negotiating our new contract. We must take the lessons learned from our brothers and sisters on the frontlines of labor this year and be ready to stand together for a strong contract that locks in the priorities and the needs of our members. Despite the odds, we have everything we need for success because we have each other. *Our greatest strength at CAPE is our unity and our solidarity.*

Are you retiring soon?

Here is some important information to know.



By LACERA

For many people, the years just prior to retirement can be a reality check. They discover that they may face a gap between the retirement income they want and the actual income they can expect. If you find yourself in this situation, try not to panic. The 457(b) Horizons and 401(k) Savings Plans offer some additional ways to increase your savings up to your retirement:

- **Age 50+ catch-up contributions**—In the year you reach age 50, the Internal Revenue Service (IRS) raises the limit on how much you can contribute to your account each year (known as the age 50+ catch-up contribution). If you qualify, you can contribute an additional \$7,500 in 2024.
- **Three-year catch-up contributions**—If you are within three calendar years of normal retirement age, as defined by the Plan, you may be able to contribute even more—up to \$46,000 in 2024—with the three-year catch-up provision. Please note: you cannot take advantage of both types of catch-up contributions in the same calendar year. Three-year catch-up contributions are only available in the 457(b) Horizons Plan.
 - Application deadline: most participants apply for three-year catch-up contributions at least 4-6 months in advance of the desired start date. To apply, contact the Pasadena local office at (800) 947-0845.
- **Contributing your termination pay**—Your final paycheck from the County can boost your retirement savings. You can contribute the payout of any unused vacation, sick leave, and holiday pay to your account, up to the annual limit.
 - Application deadline: most participants apply for termination pay deferral 90 days in advance of the desired retirement date. To apply, contact the Pasadena local office at (800) 947-0845. The termination pay form must be received and in good working order in the Pasadena office at least 40 days in advance of the retirement date.

And once you retire, here are some great reasons for you to stay in the plan!

- **Affordable:** The 457(b) Horizons and 401(k) Savings Plan offer low administrative costs. Also, investment products are institutionally priced and may be more competitive than retail mutual funds.
- **Flexible Distribution Options:** When it's time to start withdrawing your money, you can take unlimited partial distributions anytime or periodic distributions on a monthly, quarterly, semi-annual, or annual frequency. You can cancel withdrawals and stop payments when needed. You can also choose to purchase an annuity and receive payments from an annuity provider.
- **Convenience:** After retirement, access to retirement guidance continues and you maintain control over your account. Required minimum distributions (RMDs) begin in the year you turn 73 or by April 1 of the following year. You are not required to take the RMD while actively employed with the County.
- **Professionally Managed Investments:** By staying in the Plan(s), you maintain access to the target date funds and various asset class funds available in the plans. More knowledgeable investors who acknowledge and understand the risks associated with the investments can select their own investments through a self-directed brokerage account option.

Ask a Business Agent

What happens if I am required to have a driver's license but can no longer drive due to temporary physical or legal limitations?

By Timothy Farrell, CAPE Business Agent



First, like most situations where you feel there may be trouble at work, you should call CAPE to discuss the status of your situation.

After we've discussed the situation and possible scenarios, you should contact your HR Risk Management Section to request an Interactive Process Meeting (IPM). When a member needs accommodation, their department assesses the operational feasibility of making such accommodations after the member participates in an Interactive Process Meeting. (Remember, in order to access CAPE representation for an Interactive Process Meeting, you need to contact the CAPE office and request to speak to a Business Agent upon learning that accommodations at work will be necessary.)

Depending on the situation, you may need an attorney to assist in tailoring driving restrictions that allow some driving that does not violate court orders. Restrictions might include driving only to and from work, installation of a court-approved Ignition Interlocking Device (IID) on your vehicle that will disable the vehicle if alcohol is detected when trying to start your vehicle, etc. Your attorney will work with the court for options and these restrictions will likely include where and when you can drive.

If you have a medical condition that is the cause of your driving limitation, medical documentation in support of an accommodation request will be required as part of the IPM.

Remember, though possession of a current driver's license may be a requirement of your present job, working with your CAPE Business Agent, assignments or positions may be found that do not require you to drive as an essential function, be it reassignment to a comparable position or, if necessary, working from home, or a temporary assignment at a lower Classification level. This will help you to maintain your County Employment, healthcare, retirement, and all the other benefits that union membership brings to you and your family.

As always, when in doubt, CALL CAPE!

Preserving worker longevity through office ergonomics

CAPE DELEGATE CORNER
★ ★ ★
Workplace Safety Cmte

By Jonathan Gonzales, Safety Inspector, COEE
CAPE Member, Department of Public Social Services

CAPE represents nearly 3,000 employees, many of whom gruel over a computer workstation as a regular part of their job. Computer use can expose us to various ergonomic risk factors such as repetition, contact stress, and awkward or static postures. Exposure to more than one risk factor increases the chances of experiencing discomfort. The risk factors also have a cumulative effect over time that increases our risk of injury or, more specifically, a musculoskeletal disorder (MSD).

MSDs are soft tissue injuries that can occur anywhere in the body and typically are not caused by a single traumatic event but rather are due to repetitive microtrauma to tissues that have not had the opportunity to heal (a hint to the importance of taking our breaks and allowing our body to rest). Pain and discomfort are often an indication of a developing MSD. Common MSDs include the trigger finger, carpal tunnel, and tennis elbow, among others. The Bureau of Labor Statistics reports there are tens of thousands of injuries to office workers each year.

MSDs can be controlled through ergonomics or working in postures that result in the least and minimal demands on the body, although working in neutral postures is not entirely intuitive. Much like anything else, learning to preserve neutral postures in front of a computer takes some training and practice, but it is worth it! The energy otherwise lost to our exposure to the ergonomic risk factors can be preserved and used for the more important things in our lives like caring for loved ones, time outdoors, or just living out our best selves.

CAPE Strongly Endorses Janice Hahn for Board of Supervisors (Dist 4)



We need elected leaders who will stand up for CAPE members and our families. That's why CAPE is strongly endorsing reelecting Janice Hahn for L.A. County's Board of Supervisors (Dist. 4).



"Janice Hahn has been a steadfast ally and partner with our members, and we need her on the L.A. County Board of Supervisors to keep up the fight for working people. We are proud to stand with Janice Hahn."

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

As CAPE members and County employees, what happens on the ballot greatly impacts our professions. Now, more than ever, we need strong, reliable advocates for working families and the workers who provide the vital public services that keep L.A. County running.

The California Primary is on March 5, 2024. We encourage all CAPE members to make your voice heard and vote.

CAPE members are politically diverse and united in moving the workforce forward through equity in wages and benefits, safe working conditions, opportunities, nondiscrimination, and protecting workers' rights. We work together and believe in supporting a political and legislative system that empowers working people and uplifts our community.

We did it!

Nicole Mi wins LACERA election



CAPE members across the County are celebrating the historic campaign victory to elect Nicole Mi to the LACERA Board of Investments.

We need strong advocates to protect secure retirements, and as a County employee and CAPE member, Nicole Mi knows exactly how important it is that we have the means to safeguard our future.

During the election, CAPE members turned out the vote and we made the difference. Nicole was also endorsed by SEIU 721 and former LACERA Board of Investments Trustee Herman Santos.

Together, we just made history by voting in a CAPE member who is the first Asian woman to ever be elected to the LACERA Board. Congratulations, Nicole!



Nicole Mi
MBA, CAPE Member
Newly elected LACERA
Board of Investments Trustee

"Thank you to my CAPE family and to everyone who supported me in this journey. It took a village to win this election. I couldn't have done it without you. As your Trustee, I owe you the fiduciary duties of the utmost care and loyalty to oversee LACERA's mission to produce, protect, and provide retirement benefits to every member. Thank you for your trust in me for this leadership role."

L.A. County Assessors receive IAAO's coveted Certificate of Excellence



Congratulations to all our CAPE members in the Assessor's Office, Assessor Jeff Prang, and the entire Assessor Team on the recent IAAO recertification of its prestigious Certificate of Excellence in Assessment Administration.

The coveted Certificate of Excellence in Assessment Administration (CEAA) is the highest professional honor a government assessment agency can obtain. It is awarded to agencies that integrate best appraisal and administration practices and meet the highest professional standards.

CAPE members are on the frontlines working hard every day to ensure L.A. County is safe and operating efficiently. This is an incredible accomplishment—solidifying that our Assessor's Office is one of the most elite government agencies in the nation.

Our CAPE Board of Directors election results

This year, our 2023 CAPE Board of Directors election came to an early close as we had exactly five candidates who qualified for the five open seats. After careful consideration and consultation with our attorneys, our CAPE Election Committee reported that all candidates, having passed the necessary requirements for eligibility, were therefore duly elected without a contest because only five candidates ran for five vacant seats.

The following five candidates have been elected to a two-year term beginning at the September 2023 CAPE Board meeting:



Erik Bautista



Sarah Bays



Carlos Clayton*



Miguel Garcia*



Nelson Manabat*
**incumbent*

CAPE is on the move!

Subscribe to our CAPE email for in-the-moment news and updates and to find out more information on the latest CAPE events.



CAPE Delegate teams present CAPE Day at Harbor Cruise in Long Beach

CAPE members set sail as our Strength and Spirit Committee hosted a "Harbor Cruise CAPE Takeover" where members got to enjoy the beautiful Long Beach coastline while watching the gorgeous skyline, California sea lions playing in the harbor, the world-famous Queen Mary, and so much more.

CAPE Night: Retirement Seminar

We held our first post-pandemic event back at the CAPE office and our CAPE Night: Retirement Seminar was a huge success! Both our in-person and Zoom rooms were full and everyone left with an immense amount of valuable information to help secure our futures.



Union Night at Dodgers Stadium

Closing out the "Hot Labor Summer," CAPE joined hundreds of other union members and labor allies at Dodgers Stadium to celebrate the annual Union Night, where the Dodgers swiftly shut out the San Francisco Giants.



Celebrating our members at the 2023 Safety Awards

CAPE proudly joined our Los Angeles County Public Works members at the Safety Awards at Yards across the County, where County DPW members were honored for their admirably safe records.



Discount movie tickets are back!

CAPE has resumed offering members \$10.25 AMC movie tickets and \$4.50 AMC popcorn tickets. For years, CAPE members enjoyed movie tickets at a reduced rate from box office prices, but the program was forced to pause due to the pandemic.

To purchase tickets, please visit the CAPE office, or mail in a completed order form. Forms are available for download from the CAPE website, or you may call and request to have a form emailed to you. Tickets will be mailed upon receipt of payment. *Prices are set by the theaters and are subject to change. Some theaters may charge a location surcharge to your ticket.*

- All sales are final; no exchanges or refunds
- Cash or check only
- Please make checks payable to CAPE
- Cash is accepted only in person at the CAPE office
- Orders over \$75 will be mailed to you via certified mail

ENTERTAINMENT PACKETS

Available to CAPE members upon request, Entertainment Packets include discount coupons and web links for various attractions throughout Southern California. Availability of individual discounts is subject to change. Currently, the Entertainment Packet includes discounts to the following:

- San Diego Zoo
- *Six Flags Magic Mountain
- *Six Flags Hurricane Harbor
- *Legoland Theme Parks
- *Disneyland
- *Disney California
- *Adventure Park

* Discounts to these great theme parks and others are available at www.unionplus.org

Call CAPE at (626) 243-0340 should you need assistance accessing entertainment discounts!

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THEATRES.

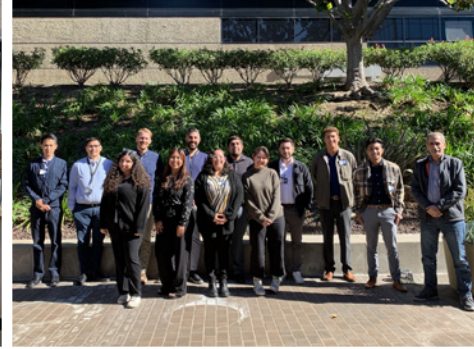
United together, we're making our county safer and moving California forward

Welcome!

2023 Fall/Winter new members

Azza Abdal Halim
Juan Alonso
Samantha Avalos
David Azucena
Seth Babb
Sarmen Bajari
Timothy Ballard
Claire Barr
Gil Batin
Ryan Beale
James Benken
Rachel Biller
Mirette Botros
Albert Bursalyan
Amanise Cano
Yessenia Cardenas
Sofia Cardenas
Justin Casiano
Jose Castro
Brenda Chan
Jeong Yean Cho
Brian Chuong
Connor Cloherty
Manuel Cortez
Jasmine Cuhadar
Huan Dang
Christiano Dangelo
Clark Decastro
Yuanhua Deng
Arbi Derghokasian
Ranbir Dhillon
Larry Dominguez
Anthony Dorado
Scott Dugan
Victoria Elmore
Kami Eshraghi
Javier De Jesus Esparza Ruiz
Andrew Faris Aranda
Claudia Figueroa
Kristopher Filger
Tanya Finney
Michelle Fleishman
Michelle Foothorap
Milla Galam
Jessica Garcia-Alvarez
Aresh Ghiassi
Zhengyang Gong
Connie Gonzalez
Leona Green
Jose Guerra III
Juan Guzman
Robert Hagen
Joseph Hall
Ehsan Hassabelrasoul
Stefan Hernandez
Roanel Herrera
Ryan Hiney
Courtney Hunter
Arturo Jacobo
Jonathan Jimenez

Gonul Johnston
Cameron Jones
Jennifer Jung
Saad Khan
Hien Le
Jen Jiunn Liu
Andre Loew
Giovanni Loyola
Jackie Ly
Peter Ly
Angel Magana
Ejmin Magardich Ebrahemian
Richard Mai
Kynan McGary
Juan Mejia
Daniel Mercado
Christopher Mireles
Edwin Molina
Martin Allen Monasterio
Eugene Moon
Justin Moon
Andre Narvaez
Jessica Nava
Tim Nguyen
Kevin Nguyen
Kevin Ojeda
Ariana Oliva
Armando Olmos Bahena
Jonathan Ontiveros
Christopher Pena
Luis Perez
Omar Pinto
Nelli Pogosyan
Julie Quach
Olga Raigoza
Rusty Renteria
Marvin Reyes
Catherine Ricci
Daniel Roa
Javier Robles
Vincent Roldan
Ismael Romo
Rafael Sanchez
Jon Schneider
Argineh Shabandari
Keon Smith
Andres Solano
Dannica Solorzano
Rolando Soriano
Eric Stormon
Yoshihito Takagi
Krishna Teh
Omari Tobin-Martinez
Jesus Tolon
Adan Toro
Vanessa Torres
Leah Trujillo
Ryan Valera
Zabdiel Vasquez
Marlene Vega-Hernandez
Anthony Wai
Kin Hung Calvin Wan
Kenneth Warner
Jessica Wise
Justin Wong
Cherry Wong-Yu
Tiffany Woo
William Yen
Gabriel Zavala Jr
Xuyuan Zhang
Gary Zhou



2023 Fall/Winter retirees

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

Paul Akamnonu
Elmerico Carlos
David Crockett
Steven Dickson
Edward Dingman
David Gonzalez
Samuel Hinojos
Curtis Jones
Zaim Khayat
Liem Ly
Jose Mandanas
Brilliant Manyere
Deborah Miller
Fattaneh Mokri-Arganeh
Jeantine Nazar
Cesareo Perez
Javier Robles
Ignacio Rojas
Jeremy Yamauchi
John Zeigler

THANK YOU!



3018 E. Colorado Boulevard
Suite 200
Pasadena, CA 91107

CAPE Board of Directors

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Carlos Clayton
Public Works
(626) 458-6358

TREASURER

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Public Works
(626) 300-3348

DIRECTOR

Kevin Petrowsky
Public Works
(626) 945-8202

DIRECTOR

Sandy Sun
Assessor

DIRECTOR

Sarah Bays
Assessor

VICE PRESIDENT

Lisa Andres
Assessor
(626) 258-6157

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Miguel Garcia
Public Works
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DIRECTOR

Kelly Koldus
Assessor
(213) 893-1251

DIRECTOR

Erik Bautista
Public Works

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Public Works
(626) 300-3348

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(626) 258-6157

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Ray Castellanos
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Linda Phan
Beaches
and Harbor
(213) 974-8596

TRUSTEE

Ruby Hunter
Assessor

ABOUT CAPE

The California Association of Professional Employees represents more than 2,700 employees of the County of Los Angeles. CAPE's representation extends into the areas of collective bargaining of Memorandum of Understandings (work contracts) and 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



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