



CAPE

California Association of Professional Employees

VOLUME 18 ISSUE 3 FALL 2012 EDITION www.CAPEunion.org

PRESIDENT'S MESSAGE

Proposition 32: A Deceptive Attack That Threatens All California Workers and All We Have Fought to Achieve

By Carlos Clayton, CAPE President



CAPE President Carlos Clayton, P.E. Unit 501, DPW

We all know the wealthy and well-connected are accustomed to playing by their own set of rules. Their lawyers and lobbyists write special exemptions for them that the rest of us would never be able to get.

For instance, G.E. made \$14.2 billion in profits yet paid no taxes to the federal government – in fact, they got a refund. Despite crashing our economy and getting a massive bailout from taxpayers, the big banks somehow evade meaningful financial industry regulations. Corporate CEOs are slashing the jobs, wages and retirement of

rank-and-file workers, but still giving themselves record bonuses and golden parachutes.

It's not that there aren't rules that we should all live by to make this a fairer and equitable society, it's just that corporate CEOs and billionaires know how to get around those rules by creating a maze of exemptions that allow them to gain even more power at our expense.

This unfortunate reality is on full display with Proposition 32, a November ballot measure its backers say is about getting "special interests" out of politics.

Problem is, Prop. 32, the so-called "Stop Special Interest Money Now Act" isn't what it seems. It's bankrolled by anti-union millionaires. It does absolutely nothing to stem the flow of money into politics from wealthy corporations. In fact, it exempts all of them (and many more corporate interests like real estate developers, insurance companies and Wall St. hedge funds) while silencing the voice of unions and workers, including us.

If they succeed in tricking voters into passing this measure, you better believe it won't stop there. This Proposition is just the first step of an ultimate one-two punch that ends with us losing our rights and all of the things we value, like workplace health and safety, wage protections, affordable health care, retirement security, and even our right to have a union.

Just imagine what the recent pension reforms (PEPRA) adopted by Sacramento politicians might look like if we, as CAPE members, and all of the labor movement had no political voice. Imagine what our careers would look like if, due to losing our voice, the State Legislature or voters decided to strip us of our collective bargaining rights and we had no contract MOUs to negotiate and enforce with L.A. County. Would CAPE have been able to successfully restore the full 4% employer match in Horizons this year? Would the County have agreed to our demand for a substantial increase toward CHOICES in 2013 to help cover our rising healthcare costs? Would our current wages and benefits be safe?

In short, Prop. 32 is the most anti-worker measure we've ever seen. Please don't be fooled. Those behind Prop. 32 aren't do-gooders trying to reform government. They're corporate executives and anti-union millionaires who will stop at nothing to drown out the voices of working people like us. If this deceptive measure passes, the result would be a devastating tilt in power to big banks, corporate CEOs and their lobbyists that would further undermine California's middle class and jeopardize all we have fought to achieve for our careers.

It's up to all of us to stop it from happening. For our part, we're doing all we can. So far we've collected more than 500 NO on PROP 32 Commitment Cards from CAPE members, all of which will be utilized to help Get-Out-The-Vote on or before November 6th. We've also staffed phone banks every Tuesday night since early September, calling voters to identify more NO on PROP 32 votes prior to the Election. By the time we are finished, CAPE members will have made over 5,600 calls to voters resulting in at least 500 more NO on PROP 32 votes.

We must defeat Proposition 32 in the November Presidential Election!

Volunteer opportunities are still available as we approach Election Day. Please visit the CAPE-NO on PROP 32 website page at <http://www.capeunion.org/cape-no-prop-32> or call our office at (213) 484-0400 to find out how you can help ■

Salary & Fringe Contracts Extended: CAPE members' wages, working conditions and benefits protected for another year

The Salary contract, governing CAPE members' wages and working conditions, and the Fringe contract, controlling medical, retirement and many other fringe benefits, were set to expire on September 30th of this year.

CAPE bargaining teams were assembled early this year to prepare positions and proposals for salary contract negotiations, and CAPE Counsel Blaine Meek headed up the preparations for the Fringe contract negotiations as Chair of the Coalition of County Unions (CCU).

CAPE's bargaining teams met three times to prepare for face-to-face discussions with the County. Clear goals were set by the members to make sure current wages and working conditions would be protected as a first priority. In the months prior, all of the County's public safety employee associations reached agreements to extend their contract terms for another 12 months. California's economic and political uncertainty also weighed heavily on the positions developed by the teams.

After soliciting input from CAPE members, the bargaining teams arrived at a recommendation to extend the current Salary contract terms for another year. The CAPE Board and the County Board of Supervisors approved the extension through September 30, 2013.



With CAPE members' wages and working conditions protected, CAPE representatives pursued efforts at the Fringe Benefits contract table. CAPE's Fringe Benefits contract representatives included Carlos Clayton, John Fallon, and Blaine Meek, CCU Chair.

Significant progress was achieved at the Fringe Benefits negotiations table. The one-year extension requires the County's contribution to employee healthcare to increase another 7.2% for 2013. That increase is more than the premium increase from CAPE's Blue Shield, and roughly the same as Kaiser's premium hikes. Cigna participants will see a slight increase. Choices Open enrollment is set for October.

Additionally, the County's deferred compensation program, the Horizons 457 matching plan, is restored to the full 4%, with corresponding restoration of the overall fund cap.

In this political and economic climate, CAPE's representatives at the Salary and Fringe Benefits contract negotiations table deserve some congratulations and thanks from CAPE members for an outstanding effort. Both extensions were for only one year, which means CAPE representatives will be back at the table as soon as next spring. ■

Pension Reform Update: LEGISLATORS PASS AND GOVERNOR SIGNS BILL Full Impact Still Unknown

In the final days of the 2011-2012 Session, legislators met with the Governor and his staff to craft major reform on the laws that govern public employee pension systems and benefits.

Pension managers and local government officials across California are struggling to determine the impact on their employees and pension system members. Los Angeles County and LACERA officials have released only preliminary assessments of the impact on current and future employees. The County's retirees are still waiting for more information to follow from LACERA representatives.



What We Know for Sure:

AB 340, known as the Public Employees Pension Reform Act (PEPRA), was adopted by the State Legislature due to

political imperative NOT because our pension system in L.A. County needed fixing. Legislators and the Governor's staff were forthright about their approach, and that the Act may require fixing in future legislative sessions to correct any unintended consequences.

PEPRA will definitely apply to the County and LACERA. At least one early and incorrect analysis indicated the Act would exclude 1937 Act retirement systems. That information was not accurate. The Act will apply to most state and local employees. Charter cities (Los Angeles

and Pasadena) are required to adopt local ballot measures to comply. New employees, generally those first hired on and after January 1, 2013, will get hit the hardest by the changes.

Major Changes Likely to Impact New Employees:

New employees are defined by the Act as anyone hired on or after January 1, 2013. New employees will be subject to the following restrictions and limitations:

- Reduced retirement formulas.
- Increased retirement ages.
- More restrictive definition of "pensionable" compensation.
- A \$132,120 Cap (indexed for inflation) on the level of pensionable compensation.
- A 3-year final average comp period
- Equal sharing of normal costs between new employees and the County (50/50 split)

Changes Applicable to Current & New Employees:

Most pension experts agree that a short list of the Act's provisions will apply and will be implemented by local agencies and pensions systems by January 1, 2013. Those restrictions and limitations include:

- Prohibition on the Purchase of "Air Time".
- No New Supplemental Defined Benefit Plans.
- Prohibition on Retroactive Benefit Increases.
- Forfeiture of Benefits by Felons.
- Prohibition on Contribution Holidays by employers.

continued page 2

| | | | |
|--|---|---|---|
| Welcome New Members..... | 2 | CAPE Representation Update..... | 3 |
| Why I Joined CAPE..... | 2 | Political Update - CAPE Endorsements... | 3 |
| CAPE Board of Directors Update..... | 2 | CAPE 2012 Retirees..... | 4 |
| CAPE Joins the Fight to Stop Prop 32.... | 2 | CAPE Calendar..... | 4 |
| Benefit Trust Update..... | 3 | CAPE Member Perks..... | 4 |

IN THIS EDITION

MEMBERSHIP UPDATE!

CAPE's Board, staff, and members welcome all the new members of CAPE. Thank you for making your Union even stronger!

| FIRST NAME | LAST NAME | UNIT | JOIN DATE |
|------------|-------------|---|-----------|
| STEPHEN | ADAMUS | 131 - Appraisers | 7/9/2012 |
| SARAH | AHMED | 501 - Professional Engineers | 8/15/2012 |
| JORA | AMIRKHANIAN | 501 - Professional Engineers | 8/15/2012 |
| XOCHITL | ARANDA | 501 - Professional Engineers | 8/15/2012 |
| MARIE | AVAKIAN | 131 - Appraisers | 7/26/2012 |
| ALENOUSH | BABAKANIAN | 511 - Engineering Technicians | 8/15/2012 |
| ISAC | BAROCAS | 511 - Engineering Technicians | 6/12/2012 |
| LANIE | CABAMONGAN | 511 - Engineering Technicians | 5/7/2012 |
| MARK | CHING | 501 - Professional Engineers | 8/15/2012 |
| JENNIFER | DANG | 501 - Professional Engineers | 8/15/2012 |
| KOLOTITA | FUE | 511 - Engineering Technicians | 5/7/2012 |
| ALEX | HO | 501 - Professional Engineers | 8/15/2012 |
| NAM | HOANG | 501 - Professional Engineers | 8/28/2012 |
| BING | HUA | 501 - Professional Engineers | 6/5/2012 |
| TAKAHIRO | KAWAKATSU | 501 - Professional Engineers | 8/15/2012 |
| VIRGINIA | LOPEZ | 511 - Engineering Technicians | 5/7/2012 |
| ROBERT | LUNA | 512 - Supervisory Engineering Technicians | 8/3/2012 |
| KARLO | MANALO | 501 - Professional Engineers | 7/18/2012 |
| MELANIE | MORITA | 501 - Professional Engineers | 8/15/2012 |
| JAVANEH | NOORPARVAR | 501 - Professional Engineers | 8/15/2012 |
| MIGUEL | OSORIO | 511 - Engineering Technicians | 7/11/2012 |
| RAMIL | PARIAL | 501 - Professional Engineers | 7/20/2012 |
| NIMA | PARSA | 501 - Professional Engineers | 6/1/2012 |
| GEORGE | PATTERSON | 512 - Supervisory Engineering Technicians | 6/29/2012 |
| RAFAEL | PIAMONTE | 501 - Professional Engineers | 8/15/2012 |
| MICHELLE | REED | 501 - Professional Engineers | 8/15/2012 |
| SEAN | RYAN | 501 - Professional Engineers | 8/15/2012 |
| SUMITHA | SHIVAL | 501 - Professional Engineers | 6/27/2012 |
| JOSEPH | WALTZ | Technical | 6/18/2012 |
| TRAVIS | WYLDE | 501 - Professional Engineers | 8/15/2012 |
| MANUEL | ZATARAY | 512 - Supervisory Engineering Technicians | 8/1/2012 |

Why I Joined CAPE



CAPE Delegate, Reynaldo Bernabe (L) and new CAPE member Lanie Cabamongan (R) pictured at the Hall of Administration Assessor's Office.

"As professional public servants, we are all working toward the same goals. I joined CAPE because I understand the need for County professional employees to have a STRONG, UNITED VOICE on the issues that impact the vital public services we provide."

—Lanie Cabamongan, Engineering Aid III
L.A. County Assessor Department
Joined CAPE in May 2012

CAPE Board of Directors Update:

The 2012-2013 CAPE Board of Directors Election results were tallied on August 30th by representatives from California Elections Company, an independent elections firm. Congratulations to incumbents **John Fallon** (DPW), **Paul Hernandez** (DPW), **Lisa Andres** (Assessor), and newcomer **Dennis Ruh** (DPW) on their election to the CAPE Board.



Newly elected CAPE Board member Dennis Ruh, DPW, Unit 512.

Dennis Ruh has been a dedicated County employee for more than 23 years, and a CAPE member since week 1 of his employment.

As a Supervisor of Contract Construction with the Department of Public Works, Dennis oversees the work of Head, Senior, and line-level Construction Inspectors on major construction projects throughout the County. Most of the projects are federally funded, so strict requirements apply to make sure that all of the work is done according to plan specifications, the work is properly recorded, and the contractors get paid for the work they perform. It's a demanding job, and Dennis is proud of the work of the Construction Inspectors and his Division for their contributions to a safer, better Los Angeles County.

In addition to his long-standing membership and participation in CAPE, Dennis is a member of the American Legion Fontana Post 262, American Legion Riders Upland/Mt. Baldy Masonic Lodge, President of the Riverside/Corona Model "T" Club, and the San Bernardino Scottish Rite. He is a joiner who believes in accomplishing change through participation in his community and organizations.

One of Dennis's main goals as a member of the CAPE Board is to encourage more participation by our union members. He ran for the Board because he felt the best way to do this was to lead by example. Dennis also wants to be able to retire someday with the security he's earned over his many years of public service, a vision he shares with the CAPE Board for all CAPE members. Dennis is grateful for the opportunity to serve on the Board and he's looking forward to the challenges ahead.

Dennis was elected to fill the open position on the Board left by outgoing Director **Veronica Moser**, the Immediate Past Vice President of the Board. We want to take this opportunity to thank Veronica Moser for her many years of membership and participation in CAPE, including her five years of distinguished service on the Board. We know her experience and strong voice in the workplace will continue to serve the collective interests of CAPE-represented employees.

BOARD MEETING INFO: CAPE Board meetings are held the second Thursday of each month, starting at 2pm, at the CAPE office. Members are welcome to attend, and may address the Board on any subject during the "Open for Members" section of the agenda.

For more information regarding the CAPE Board of Directors, visit <http://www.capeunion.org/cape-board-directors>. ■

Pension Issue Update

(Continued from page 1)

There are many other provisions of the Act that reportedly apply to current employees, although pension experts disagree over how and when the restrictions may apply. Those provisions of the Act include:

- A 6 Month Waiting Period for 120-Day Wonders.
- Clarification of Amounts Excludable from Pensionable Compensation.
- Administrative Procedures Related to Determination of Compensation Earnable.
- Equal Retiree Health Benefit Vesting for Non-Represented and Represented Employees.
- Authority for BOS to Impose Cost Sharing.

Many of these provisions may take months to interpret, and many of them may be implemented differently between jurisdictions. Los Angeles County officials are taking the slow, careful road to determine exactly what should be applied.

For example, the so-called 'cost sharing' provisions set the 50/50 split as a goal between employee and employer contributions, and outlines a 5-year time window for local agencies to negotiate with employee bargaining unit representatives. The Act reportedly allows local agencies to impose cost sharing if no agreement is reached in the 5-year window. However, exactly what constitutes 50/50 cost sharing is not precisely defined in the Act.

The debate over pension reform is likely to shift, at least for the near future, to whether or not the last minute legislated changes are sufficiently onerous on public employees to warrant voter support for the Governor's tax measure, Proposition 30, which has been endorsed by CAPE. Discussions on what pension reform provisions need repairing, and how those repairs will be crafted, are likely to wait until the 2012-13 Legislative Session gets underway in January. ■



CAPE joins the fight to Stop Prop 32!

For more information, visit the CAPE website: www.capeunion.org/cape-no-prop-32 and www.StopSpecialExemptions.org.



TO CONTACT CAPE

California Association of Professional Employees
1910 W. Sunset Blvd., Ste. 600
Los Angeles, CA 90026

(213) 484-0400
(213) 484-4963 fax
CAPE news line:
213-483-8045

info@CAPEunion.org
www.CAPEunion.org

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.

UPDATES

Benefit Trust Update Value, Quality, Providers you know and deserve

Choices Annual Enrollment is Here! Annual Enrollment is October 1-October 31. The CAPE Benefit Trust is pleased to announce the **CAPE/Blue Shield Lite and Classic Point-of-Service (POS) medical plans'** new benefit enhancements and competitive rates for 2013.

Why choose one of the CAPE/Blue Shield POS plans? For the **VALUE, QUALITY, and PROVIDERS YOU KNOW AND DESERVE!**

For the **VALUE**...you told us and we listened! Through our annual surveys the CAPE/Blue Shield participants told us what is important to them when choosing their health plan. The CAPE Benefit Trust used the participants' survey feedback to identify benefit enhancements that should be considered for our plans. While other County Choices plans' rates will increase for 2013 an average of 7.4%, CAPE/Blue Shield plans were negotiated an average 2.2% increase along with adding the important benefit enhancements requested in the annual surveys received from the CAPE/Blue Shield participants.

blue  of california



| 2013 Plan Rates: | CAPE/Blue Shield Lite POS* | Kaiser HMO only | CIGNA HMO only | CAPE/Blue Shield Classic POS* | CIGNA POS—only two benefit tiers |
|------------------|----------------------------|-----------------|----------------|-------------------------------|----------------------------------|
| You Only | \$454.00 | \$593.87 | \$583.13 | \$738.00 | \$1,047.13 |
| You + 1 | \$933.00 | \$1,182.29 | \$1,163.76 | \$1,429.00 | \$1,862.87 |
| You +2 or more | \$1,165.00 | \$1,372.33 | \$1,339.95 | \$1,701.00 | \$1,954.15 |

*three benefit tiers include – HMO, PPO, & Out-of-Network

For the **QUALITY**...included for 2013 the CAPE/Blue Shield Lite and Classic POS plans will feature a **Medical Premium Disability** plan that will cover your monthly medical plan premium during a County-approved long term disability for two years after you are out for six months. Also a **\$10,000 Survivor Benefit** that will assist your loved ones with final expenses.

Under the CAPE/Blue Shield Lite plan the PPO deductible is lowered to \$400 individual and \$800 family from \$500 individual and \$1,000 family.

For both Lite and Classic plans the Out-of-Network PPO co-insurance is decreased from 40% to 30%. The out-of-pocket HMO tier one maximum is reduced to \$1,500 individual and \$3,000 family from \$2,000 individual and \$4,000 family. And for 2013 chiropractic and acupuncture visits through ASHP providers are unlimited.

For the **PROVIDERS YOU KNOW AND DESERVE**...the CAPE/Blue Shield Lite and Classic POS plans continue to be the only plan in Choices offering three levels of coverage – HMO, PPO, and Out-of-Network while featuring one of the largest HMO and PPO provider networks to choose from in Southern California. For a list of Blue Shield providers visit their website at blueshieldca.com.

Why choose one of the CAPE/Blue Shield POS plans?

- ✓ Only Choices plans that offer three levels of coverage – HMO/PPO/Out-of-Network
- ✓ Vision benefits including an annual eye exam and hardware
- ✓ Up to \$175 earned through the Healthy Lifestyle Rewards program
- ✓ Preventative care covered under all three benefit levels at no charge
- ✓ No lifetime benefit maximums under all three benefit levels
- ✓ Health & wellness discount programs – Weight Watchers, 24 Hour Fitness, and many others
- ✓ Dedicated CAPE Benefits Customer Service team to provide personal service

Let us help you with YOUR HEALTHCARE, YOUR CHOICE! Call the CAPE Benefit Customer Service team at (800) 487-3092, or access information on all CAPE benefit offerings at www.capeunion.org.

Representation Update: Timeliness in Representation Matters

CAPE's commitment is to respond to member inquiries within 24 hours or less, and in a manner that will best help them meet their career goals. Depending on the nature of your call, you will be assisted by the appropriate professional staff that includes CAPE Legal Counsel, Business Agents and Administrative Staff.

However, this can only happen when a member calls CAPE **as soon as possible** on any situation in which the member is considering filing a complaint, a grievance, is being interviewed, or disciplined, or is wanting to appeal an exam result. Timelines for filing in such cases are outlined in the CAPE Representation Handbook and/or MOU online and as a hard copy.

For example, to be considered timely, a grievance, such as on a Performance Evaluation, must be filed within ten (10) business days from the occurrence of the matter on which a complaint is based, or of your knowledge of such an occurrence.

The easiest case for management to make in denying a grievance is "lack of timeliness". They need only point to a calendar and count to 5, 10, 15 or 30 calendar or business days, depending on the issue. They just point to your own MOU. As simple as that sounds, all too often time frames are allowed to expire.

Due to the short time frames and extensive preparation needed for Civil Service representation in cases of probationary reductions, claims of discrimination, and challenges to promotional exams, you must contact a CAPE Business Agent **within two (2) business days from the date of the County's notice document. Do not wait until you have all your information together before calling CAPE for representation on these matters.**

Again, CALL CAPE AS SOON AS POSSIBLE, at the first sign of trouble, real or imagined. We can help you sort it out, and address your concerns, but only if you call us as soon as possible.

Visit <http://www.capeunion.org/representation-services> for everything you need to know about accessing our professional job representation services. ■



CAPE members get the word out to vote No on Prop 32

Political Program Update: November 2012 Presidential Election: CAPE Endorsements

The CAPE Political Endorsement Committee works hard to make sure our association weighs in on the important legislative races and ballot measure contests.

Some of the measures and many of the candidates do not require much consideration. Voting NO on Proposition 32 seems obvious, but if you don't vote, your voice will not be heard.

The CAPE Board of Directors urges all of our members and their families to VOTE EARLY. If you are a permanent absentee voter, cast your ballot and return it as soon as possible. For everyone else, there is an absentee ballot request form on the back page of your ballot material pamphlet. Sign it, put a stamp on it and return it by mail to the LA County Registrar-Recorder, and your ballot will be received within days. Cast your votes, and return it immediately.

Vote early, to make sure your **union vote** counts.

CAPE's recommendations for the November Presidential Election:

YES on Proposition 30 – It's a critical step in addressing the continual budget shortfalls that plague California and spill-over onto Los Angeles County.

NO on Proposition 32 – It's a fraud and the ultimate one-two punch against union-represented workers! It would silence our voice and give even more power to corporate special interests to take-away our hard-earned rights and benefits.

U.S. Congress:

District 27, Judy Chu*
District 30, Brad Sherman*
District 44, Janice Hahn*

State Assembly:

District 38, Edward Headington
District 43, Mike Gatto*
District 46, Adrin Nazarian
District 49, Ed Chau
District 50, Betsy Butler*
District 51, Jimmy Gomez
District 53, John Perez*
District 54, Holly Mitchell*
District 59, Reggie Jones-Sawyer
District 63, Anthony Rendon
District 66, Al Muratsuchi

*incumbents



CAPE BOARD OF DIRECTORS

PRESIDENT
Carlos Clayton
Public Works
(626) 458-6358

SECRETARY
Luis Orendain, Jr.
Assessor
(213) 974-3387

DIRECTOR
Barbara Volz
Public Works
(562) 865-6262

VICE PRESIDENT
Kenneth Roberts
Public Works
(626) 458-7058

DIRECTOR
Paul Hernandez
Public Works
(626) 458-7019

DIRECTOR
Lisa Andres
Assessor
(626) 258-6157

TREASURER
John Fallon
Public Works
(626) 458-2575

DIRECTOR
Joshua Huntington
Regional Planning
(213) 974-6433

DIRECTOR
Dennis Ruh
Public Works
(626) 458-1731

The CAPE Board meets regularly the second Thursday of every month at the CAPE office. Members are welcome to attend, and may address the Board at 6:30 pm.



THIS NEWSLETTER IS
AN OFFICIAL PUBLICATION OF CAPE
Barbara Volz, Editor

BENEFIT TRUST BOARD OF TRUSTEES 2012

CHAIR
John Fallon
Public Works
(626) 458-2575

SECRETARY
Lisa Andres
Assessor
(626) 258-6157

TRUSTEE
Barbaree Hardy
Assessor
(626) 258-6159

VICE CHAIR
Veronica Moser
Assessor
(213) 974-8656

TREASURER
Barbara Volz
Public Works
(562) 865-6262

CAPE 2012 Retirees

Thanks for your membership in CAPE and best wishes in your retirement!

| FIRST NAME | LAST NAME | DEPARTMENT | AGENCY | RETIREMENT DATE |
|------------|---------------|-------------------------|--------------------|-----------------|
| ROBERT | BARONE | Assessor | Los Angeles County | 5/31/2012 |
| JAIME | CABALLERO JR. | Internal Services Dept | Los Angeles County | 6/30/2012 |
| WALTER | CARSON | Public Works Department | Los Angeles County | 8/31/2012 |
| DEVONA | DELGADO | Internal Services Dept | Los Angeles County | 4/15/2012 |
| NOE | DICHOSO | Assessor | Los Angeles County | 8/31/2012 |
| THUONG | DO | Public Works Department | Los Angeles County | 7/27/2012 |
| ANGEL | FORTUNA | Assessor | Los Angeles County | 6/30/2012 |
| ALFONSO | LIPANA | Public Works Department | Los Angeles County | 7/31/2012 |
| THOMAS | MC NEIL | Public Works Department | Los Angeles County | 4/15/2012 |
| ANTHONY | SANDOVAL | Regional Planning Dept | Los Angeles County | 7/18/2012 |
| MICHAEL | SHEPPA | Internal Services Dept | Los Angeles County | 4/15/2012 |



California Association of Professional Employees

1910 W. SUNSET BOULEVARD
SUITE 600
LOS ANGELES, CA 90026

FALL 2012 NEWSLETTER

NO ON PROPOSITION 32 - "WE WILL NOT BE SILENCED"



[CAPE MEMBERS]

Please distribute this important information to non-members at your work location.

CALENDAR—UPCOMING EVENTS

OCTOBER 2012

Tuesday, October 2, 2012

Table at Department of Public Works
Courtyard from 11:30am-12:30pm

Tuesday, October 2, 2012

CAPE/Blue Shield – Annual Enrollment Luncheon
DPW Alhambra—Alhambra Room from 11:30am-1:00pm

Tuesday, October 2, 2012

No on Prop 32 – Phone Banking
Lavell Communications from 5:30pm-8:45pm

Wednesday, October 3, 2012

CAPE Lunch Meeting
ISD Eastern from 12:00noon-1:00pm

Thursday, October 4, 2012

CAPE/Blue Shield – Annual Enrollment Luncheon
DPW Alhambra—Alhambra Room from 11:30am-1:00pm

Monday, October 8, 2012

Columbus Day (Observed)
CAPE office closed

Tuesday, October 9, 2012

CAPE Lunch Meeting
Regional Planning Department from 12:00noon-1:00pm

Tuesday, October 9, 2012

No on Prop 32 – Phone Banking
Lavell Communications from 5:30pm-8:45pm

Wednesday, October 10, 2012

Table at the Hall of Administration
2nd Floor Foyer from 10:30am-1:00pm

Thursday, October 11, 2012

CAPE Board of Directors Meeting
CAPE office at 2:00pm

Tuesday, October 16, 2012

No on Prop 32 – Phone Banking
CAPE Office from 5:30pm-8:45pm

Wednesday, October 17, 2012

New Employee Orientation
DPW from 12:00noon-1:00pm

Tuesday, October 23, 2012

No on Prop 32 – Phone Banking
Lavell Communications from 5:30pm-8:45pm

Wednesday, October 24, 2012

New Employee Orientation
Assessor's Office

Wednesday, October 24, 2012

Table at the Hall of Administration
2nd Floor Foyer from 10:30am-1:00pm

Thursday, October 25, 2012

CAPE Benefit Trust Meeting
CAPE office at 6:30pm

Tuesday, October 30, 2012

No on Prop 32 – Phone Banking
CAPE Office from 5:30pm-8:45pm

NOVEMBER 2012

Tuesday, November 6, 2012

CA Election Day- PLEASE VOTE!

Thursday, November 8, 2012

CAPE Board of Directors Meeting
CAPE office at 2:00pm

Monday, November 12, 2012

Veteran's Day (Observed)
CAPE office closed

Wednesday, November 14, 2012

Table at the Hall of Administration
2nd Floor Foyer from 10:30am-1:00pm

Thursday, November 22, 2012

Thanksgiving Day (Observed)
CAPE office closed

Friday, November 23, 2012

Day After Thanksgiving
CAPE office closed

Wednesday, November 28, 2012

Table at the Hall of Administration
2nd Floor Foyer from 10:30am-1:00pm

DECEMBER 2012

Tuesday, December 4, 2012

Table at Department of Public Works
Courtyard from 11:30am-12:30pm

Wednesday, December 5, 2012

New Employee Orientation
DPW from 12:00noon- 1:00pm

Wednesday, December 12, 2012

Table at the Hall of Administration
2nd Floor Foyer from 10:30am-1:00pm

Thursday, December 13, 2012

CAPE Board of Directors Meeting
CAPE office at 2:00pm

Tuesday, December 25

Christmas Day (Observed)
CAPE office closed

Wednesday, December 26, 2012

Table at the Hall of Administration
2nd Floor Foyer from 10:30am-1:00pm

JANUARY 2013

Monday, January 1, 2013

New Year's Day (Observed)
CAPE office closed

CAPE MEMBER PERKS

DISCOUNT MOVIE TICKETS

CAPE offers members movie tickets at a reduced rate from box office prices. Prices are set by the theatres and are subject to change. To purchase tickets, please visit the CAPE office, or mail in a completed order form. Forms are available for download from the CAPE website via the Membership tab. Alternately, you may call and request to have a form emailed to you. Tickets will be mailed upon receipt of payment.

- 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.
- Restricted tickets may not be used for special engagements.



| Theatre | Restricted Tickets | Unrestricted Tickets |
|--------------------------------------|--------------------|----------------------|
| AMC | \$6.00 | \$7.50 |
| Pacific | \$6.00 | N/A |
| Regal (incl Edwards & United Artist) | \$6.50 | \$7.50 |

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:

- Universal Studios Hollywood
- Six Flags Hurricane Harbor
- Six Flags Magic Mountain
- San Diego Zoo
- Medieval Times
- Aquarium of the Pacific
- Sea World
- Knott's Berry Farm



Call CAPE at (213) 484-0400 to request your entertainment discount packet today!

REDUCE PAPER CLUTTER!

REQUEST CAPE COMMUNICATIONS BY EMAIL IN THREE EASY STEPS:

- 1) visit the CAPE website at www.capeunion.org/news
- 2) click the "Go Green" link on the right-side column
- 3) provide your name, employee ID, and home and work email addresses then click "Submit".

It's that easy to Go Green with CAPE!