



# CAPE

California Association of Professional Employees  
 VOLUME 19 ISSUE 1 SPRING 2013 EDITION www.CAPEunion.org

## PRESIDENT'S MESSAGE Thank You!

To all the CAPE members who helped us succeed in 2012...  
 A tough year of major turning points

By Carlos Clayton, CAPE President



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

There is no way for me or for our Board of Directors to properly thank each and every one of the CAPE members who gave their time and resources to make 2012 the outstanding success that we can all now celebrate.

To make sure that CAPE members know exactly what we were up against last year, I'll have to list just some of the challenges we faced back in January. Both our salary and our fringe contracts were expiring in September (again) during some of the worst economic news in generations; Legislative leaders in Sacramento were contemplating pension reforms that could have cost CAPE members their retirement security, or at the very least kept us in Court and legal costs for a decade; State and local elected officials were using every opportunity to get headlines vilifying public employees as the cause of every conceivable problem from government budget deficits to male-pattern baldness; and, statewide ballot measures threatened the very existence of CAPE and public employee unions on a Wisconsin-scale.

I heard a phrase that properly characterizes our situation last January — "This month was the worse decade of my life."

We took the challenges one at a time. First, we sent a delegation to Sacramento to explain our position on the pension reform issue. Since the County's budget is thankfully in stable condition, and LACERA continues to be one of the most efficient and responsible retirement systems anywhere, we tried to make our message as simple as possible for the California Legislature—**"If it's not broken, don't fix it."** Our delegation, with the help of our Sacramento representative Tim Yaryan, explained that any reforms considered by the Legislature should not make the mistake of causing problems we don't have in a well-run system. At the end of the year, we can all celebrate that the language finally added in PEPRAs had minimal impact on existing CAPE members, and minor rate and term changes for the County's new hires in 2013. Considering the draconian reforms contemplated by legislative leaders last January, I call it a big victory and send my gratitude for those who travelled to Sacramento to make sure our side was heard.

The next challenge was the expiration of our salary contracts. I want to personally thank the CAPE members who got together to review all of information on our current terms, and all of the economic and budget data, to make recommendations to our Board that resulted in 1-year contract extensions for all six of our L.A. County bargaining units. As an early part of the process, we surveyed members at worksites and sent our team out to discuss the options in-person with CAPE members. With all of that information, it was an easy decision to continue our current contract terms for one more year.

The fringe contract extension took a very similar route, thanks to our own Blaine Meek and the Coalition of County Unions (CCU). Blaine's leadership as the Chairman of the CCU helped secure a one-year extension and restoration of the County's full 4% matching contribution to the Horizons deferred compensation program.

And finally, the defeat of Prop 32 was perhaps the victory I most enjoyed this year. With all due respect to the many people who I know supported the measure, there is no greater satisfaction than seeing the little guys win. Prop 32 may have had its' supporters among the anti-government and anti-union *talk radio* crowd, but the money came from the wealthy corporate interests who stood to gain by taking union voices out of the political process. There were numerous member communications, hundreds of pledge cards collected, eight nights of phone banks, and nearly forty precinct-walk shifts—all coordinated by CAPE staff and assisted by member-volunteers. Thank you, one and all. By membership counts, we're not one of the bigger unions, but our volunteer efforts were cited as a game-changing force by the County's labor leaders. Thanks for making it happen.

For 2013, we still face some of the same challenges. Our contracts are up again at the end of September, and the assaults on our interests are not going to stop just because the election is over. Even with those issues on the horizon, I'm more confident than ever. We engage this year with a much better sense of control over our future, and I thank each one of you who put your time and talents towards our successes in 2012. ■

## HAPPY NEW YEAR! 2012 Ends on a Winning Note for Public Employees

2012 started out as one of the most challenging years ever for California's public employees. At the end of the year, and the close of the 2012 election cycle, public service professionals and supporters of quality public services have much to celebrate.

The most significant victory was the defeat in California of the national-big-business effort to eliminate unions from participating in political campaigns. Proposition 32 was resoundingly rejected by the state's voters because it was unfair, because it would have left the corporate interests as the only political force in California, and because working men and women deserve a voice at the local level, in Sacramento and Washington, DC. CAPE staff and member-volunteers gathered nearly 750 No on Prop 32 Pledge Cards, dedicated eight nights at the association's phone banks, and walked nearly forty precinct walk shifts to educate L.A. County voters. CAPE's volunteer effort to educate voters was hailed by labor leaders as a prime example of what local organizations can contribute to a statewide success.



Proposition 30, the Governor's tax increase measure, was given little or no chance of passage early in the campaign season. The measure was carefully crafted to address the systemic problems with the state's tax structure. With strong leadership from the Governor, and editorial support from an overwhelming majority of local newspapers, including the Los Angeles Times, Proposition 30 narrowly

won a majority on the November ballot. Passage of Prop 30 provides vitally needed resources to restore state spending to schools and government services. Had the measure failed, projected budget deficits at the state level would have impacted the County's budget and services for many years ahead.

And finally, the region's economy continues to show signs of slow recovery. The housing market continues to recover, which will further stabilize property tax revenues. Likewise, sales tax revenues continue to show significant year-to-year increases as a sign of restoration of consumer confidence. The recent debate over the "fiscal cliff" caused temporary volatility, but most expect continued recovery this year.

For several years leading up to the challenges of 2012, many of the state's elected officials and political pundits tried to advance their causes by vilifying public employees. At the end of the year, the news is—they failed.

In California, and especially in Los Angeles County, there is no prize for those who disparage public employees and government services. California voters understand that smart and efficient government services stem from responsible, accountable government leaders. And those who portray the state's public employees as a 'cost' and not an asset are where they belong, in the minority.

2012 ended on a winning note for good government. Let's all hope that our elected officials in Sacramento and Washington DC got the message—the qualities that support good government—leadership and accountability—are vitally important for California's future. ■

## 2013 CAPE Membership Meeting & Dinner Thursday, February 7, 2013, 6–9pm | Pasadena Hilton Hotel

**Featured Speaker:**  
 William T Fujioka  
 Chief Executive Officer  
 County of Los Angeles

**Special Keynote Speaker:**  
 Maria Elena Durazo  
 Executive Secretary / Treasurer  
 Los Angeles County Federation of Labor

Formal invitation mailed separately to members.  
 RSVP to info@capeunion.org or (213)484-0400.



## Contract Bargaining Update: CAPE REPRESENTATIVES RETURN TO THE BARGAINING TABLE IN 2013 Membership Survey, Bargaining Team Selection

CAPE representatives are once again returning to the bargaining table to discuss our salary contract terms with County officials. To make sure our team presents the best proposals, the CAPE Board of Directors has already set a course to take input from members, and started the process for assembling the contract bargaining teams to represent all six CAPE L.A. County bargaining units.

**Membership Survey:** In late January, CAPE members will receive a salary contract negotiations survey to convey their preferences and priorities for the 2013 negotiations with County officials. Participation in the survey is intended to be available to members primarily online and by paper copy on request.

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## 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
KEVIN	ALAMOLHODA	501 - Professional Engineers	10/17/2012
GARRY	ALLEN	511 - Engineering Technicians	10/17/2012
XIOMARA	ARIAS	131 - Appraisers	10/24/2012
JEANINE	BAILEY	131 - Appraisers	10/24/2012
RIZALINA	BALUYOT	131 - Appraisers	12/4/2012
MAURICE	BLACKWELL	512 - Supervisory Engineering Technicians	9/26/2012
KATHERINE	CHAN	131 - Appraisers	10/24/2012
HTOON	CHAO	511 - Engineering Technicians	12/26/2012
JASON	CHIN	131 - Appraisers	10/24/2012
DUANE	FERNANDEZ	511 - Engineering Technicians	11/14/2012
HARRY	FITCH	131 - Appraisers	10/24/2012
ELAINE	GERNADE	131 - Appraisers	10/24/2012
SAM	HA	511 - Engineering Technicians	12/18/2012
HODA	HASSAN	501 - Professional Engineers	12/27/2012
SONG	KIM	131 - Appraisers	10/24/2012
MATTHEW	KLAPP	131 - Appraisers	10/24/2012
WANDA	LAU-QUON	501 - Professional Engineers	12/7/2012
WENDY	LI	131 - Appraisers	10/24/2012
CARL	LINDNER	131 - Appraisers	10/24/2012
ABRAHAM	LIO	131 - Appraisers	10/24/2012
RAYMOND	MCCORMICK	131 - Appraisers	10/24/2012
BRITTANY	MENA	131 - Appraisers	10/24/2012
MILTON	MORRISON	131 - Appraisers	10/24/2012
NICOLE	PUDGIL	131 - Appraisers	10/24/2012
YASMIN	RAHEEMAN	131 - Appraisers	11/27/2012
EDWARD	RENDON	131 - Appraisers	10/24/2012
JAYLYNN	ROMEN	131 - Appraisers	10/24/2012
DANIEL	ROSENFELD	131 - Appraisers	10/24/2012
WILLIAM	RUIZ	512 - Supervisory Engineering Technicians	9/25/2012
ZITA	RUIZ	511 - Engineering Technicians	11/15/2012
ANGIE	SALDIVAR	511 - Engineering Technicians	11/20/2012
PAUL	SHADMANI	501 - Professional Engineers	10/17/2012
KATHY	SHIM	131 - Appraisers	10/24/2012
SAEID	SHIRZADEGAN	501 - Professional Engineers	10/9/2012
ALEXANDER	SPELLMAN	131 - Appraisers	10/24/2012
REJENA	TYSON	131 - Appraisers	10/24/2012
PHYLLIS	VERNON	511 - Engineering Technicians	10/19/2012
JOCELYNE	VICENTE	131 - Appraisers	10/24/2012

## Why I Joined CAPE



CAPE member Jonathan P. Bell

*"I briefly left county service for the private sector and saw the need for a strong labor union. We got little respect or support. When I returned to the county I immediately rejoined CAPE. I know that our labor union fights for us!"*

—Jonathan P. Bell, Regional Planning Assistant II  
L.A. County Regional Planning Department  
Rejoined CAPE in March 2012



New CAPE Members from DPW during their orientation on October 17, 2012



New CAPE Members from the Assessor's Office during their orientation on October 24, 2012.

## CAPE Policy Update: Board Adopts New Union Dues Waiver for Members/Agency-Fee-Payers While on Active Military Leave

In recognition of CAPE members who serve in the U.S. Military, the CAPE Board of Directors has adopted a new policy allowing for the waiver of member's / agency-fee-payer's dues / fees while they are on active military leave.

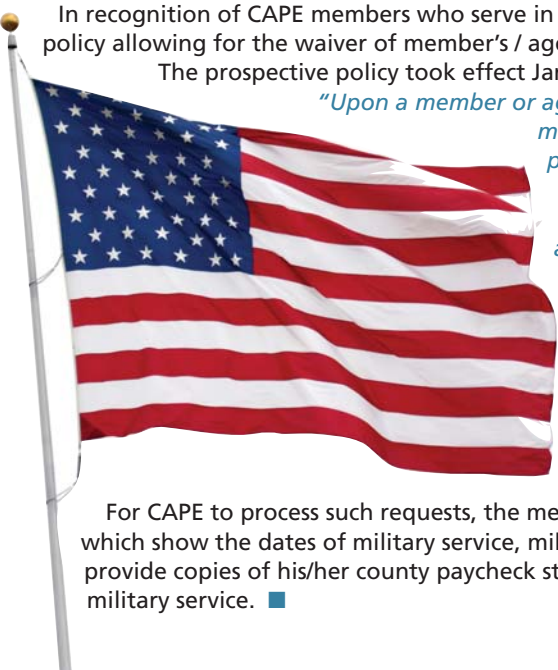
The prospective policy took effect January 1, 2013 and it reads as follows:

*"Upon a member or agency-fee-payer notifying the Association of his or her being on military leave for a time period of over a month in duration and providing sufficient documentation, the Association will waive the dues of the member or the fees of the agency-fee-payer for the anticipated military leave period or, if unknown by the member or agency-fee-payer, for up to one year.*

*If after the anticipated military leave period the member or agency-fee-payer notifies the Association of his or her continuing to be on military leave, the Board may continue to waive the member's dues or agency-fee-payer's fees for up to an additional year."*

Additionally, the Board of Directors will honor requests for the waiver of union dues / fees from members and agency-fee-payers retroactively for their military service dating back four (4) years from the effective date of the new policy, or back to January 1, 2009.

For CAPE to process such requests, the member / agency-fee-payer must provide a copy of the military orders which show the dates of military service, military rank and salary. The member / agency-fee-payer must also provide copies of his/her county paycheck stubs indicating the CAPE dues / fees deducted for the entire period of military service. ■



## Contract Bargaining Update *(Continued from page 1)*

**Bargaining Team Selection:** The CAPE Board of Directors is accepting Volunteer Forms from rank-and-file members to be a member of the 2013 Contract Negotiations Team. Completed Forms are due by **5:00 PM on Thursday, January 24, 2013**. The CAPE Board is scheduled to review the forms and make the Team appointments at or before their February Board Meeting. For more information about the time commitments and responsibilities of Negotiation Team members, contact the CAPE office. For a copy of the Volunteer Form, please visit the website at <http://www.capeunion.org/contract-negotiations>.

CAPE members responding to the Membership Survey could indicate their position that a fair cost-of-living-adjustment pay raise is overdue. Most agree that the County's financial condition has remained stable enough to support across-the-board adjustments for the dedicated workforce that helped the County survive the economic downturn. Working against our position is the continued strong headwind of public sentiment that public employees still have not given enough back to taxpayers.

CAPE's representatives will take all of these issues and much more into account as they make their formal contract proposals to County officials later this year. ■

### TO CONTACT CAPE

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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

Thank you for your participation in one of the CAPE/Blue Shield POS plans for 2013. You've made an excellent choice in your medical coverage. Welcome—if you are new to the CAPE/Blue Shield POS plans watch for your ID card in the mail in early January. If you haven't received your ID card please call the CAPE Benefits Customer Service team at (800) 487-3092 for assistance.

Start 2013 with a goal of a healthier you. A big part of staying healthy is knowing your numbers. Whether it's the weight number on the scale, or your baseline blood pressure, knowing these factors and what they mean can help put you in charge of your health goal. For your next doctor visit:

- ✓ **Schedule a physical exam for high blood pressure**  
High blood pressure is a common condition, which left untreated, can lead to heart disease. A physical exam for high blood pressure includes a comprehensive look at other factors affecting your health.
- ✓ **Learn your cholesterol and triglycerides numbers**  
Cholesterol and triglycerides are the fatty substances that can be measured with a simple blood test. But do you know the difference between the two? And that not all cholesterol is bad?
- ✓ **Have a discussion about your weight**  
Over two-thirds of Americans are overweight. If you know you should lose weight and are struggling to do so discuss with your doctor a fitness and healthy diet routine which will improve your chances of losing weight and keeping it off.
- ✓ **Get blood sugar levels under control**  
Diabetes is a condition of high blood sugar levels, but from time to time, diabetics can suffer from dangerously low blood sugar levels as well. Consult with your doctor to find out what can cause low blood sugar and how to test your blood sugar levels.

Also do not forget to take the easy step toward your "healthier you goal for 2013" through participation in the CAPE/Blue Shield Healthy Lifestyle Rewards program which begins as of January 1, 2013. Completion of three simple program activities (an at-home biometric screening, a wellness assessment, and talking to a health coach) can earn you a \$175 Visa debit card. Just visit the Blue Shield website at [www.blueshieldca.com/hlr](http://www.blueshieldca.com/hlr) to begin your participation. And cheers to a happy and healthier you in 2013! ■

## L.A. County Professionals in Action: For Some CAPE Members, Snow is Part of the Job

By Tim Goodrich, Business Agent



It's winter and with the arrival of snow, Road Maintenance Superintendent Andy Hernandez and Road Maintenance Supervisor Craig Carpenter always see an increase in the amount of work to be done. These CAPE represented employees work out of the Littlerock road maintenance facility and are in charge of 274 miles of roads, many of which are in the mountains of the Angeles National

Forest that regularly get pounded with snow. When the snow comes, Andy and Craig supervise the crews that clear the roads. Then, once the roads are clear, volcanic cinders need to be laid down to improve the traction. As if that wasn't enough work, once spring arrives, miles and miles of dirt road are due for re-grading after the erosion of the past months. To accomplish all this work, operations run on a 24 hour basis at peak times and require employees to be "on call" during off duty hours for the rest of the year. All this work benefits the public at large: many people live up in the mountains and skiers and snowboarders travel these roads to engage in weekend recreation. So, next time you head up into snow country, remember that it was the CAPE represented Road Maintenance professionals that made your drive possible. ■



Road Maintenance Supervisor Craig Carpenter stands in front of a snow plow.

## Representation Update: Know your Rights

By Timothy Farrell, Business Agent



Have you developed a medical condition for which your doctor has told you that although you can return to work you cannot perform all your duties, or can only work part time in your recovery? **Call CAPE for help!**

Pursuant to the Americans with Disabilities Act (ADA) and Fair Employment and Housing Act, and through the Interactive Process, **the County is obligated** to make reasonable efforts to provide appropriate accommodations. If one accommodation does not work, the County must seek another until it's clear that there is no workable accommodation available.

The Process is ongoing, reviewed every 90 days. Pertinent information must be shared. Where information needed in deciding appropriate accommodation is such that only one party could provide it, that party must do so.

The Equal Employment Opportunity Commission (EEOC) has an ADA Compliance Unit which investigates employee claims of management failing to comply with its "reasonable efforts" obligation, or allegations of County retaliation against an employee for requesting an accommodation.

The Process can be emotionally challenging. Your needs and the County's may conflict. Management may cite "essential job functions", claiming that you could not perform them in denying accommodation. You may challenge this claim with "competent evidence contradicting Management's claim". Management may not like this Process, but their obligation to comply is clear. **It's the law.**

CAPE can support you through this process, but only if you call us, as soon as the need is anticipated, prior to or shortly after returning to work. ■

## Pension Reform Update

On September 12, 2012, Governor Brown signed AB 340, the Public Employees Pension Reform Act (PEPRA). The bill makes changes to the pensions of public service employees in California, including LACERA members. Most of the pension changes are for new-hires (those hired on or after December 1, 2012) and DO NOT impact current employees.

To learn about the specific impacts of PEPRA on both **current employees** and **new hires**, please visit the CAPE website at <http://www.capeunion.org/news/pension-reform-act-and-you-get-facts-121312>. ■

## GIS Technology Enhances Public Service throughout Los Angeles County

### RECLASSIFICATION PROPOSALS ARE UNDERWAY FOR THOSE PERFORMING GIS RELATED WORK

Our members in several departments throughout the County of Los Angeles, such as the Department of Regional Planning, Parks & Recreation, Public Works, Beaches & Harbor, ISD, and Office of the Assessor, use Geographic Information Systems (GIS) software technology that allows vast amounts of information to be linked to geographic locations. GIS integrates hardware, software, and data for capturing, analyzing, and displaying all forms of geographically referenced information.

This year's Annual GIS Day was held on November 14, 2012 in Alhambra. It gave our members, students, and residents from the County the opportunity to share how they use GIS technology and learn how this technology provides services



during emergency response, social services, and administration services to the County. The GIS web mapping applications are essential to the business operations of the County. For example, GIS-NET3 allows CAPE-member Planners from Regional Planning to visualize and investigate features ranging from one or more parcels up to an entire community, or the County as a whole. It's a necessary tool for them to use when counseling and servicing the public.

GIS is not only applicable to County departments, but it's a vital technology that County residents use in their daily lives. When people use a mapping application on their smart phone or tablet, they are using GIS.

This technology is also used when people make online purchases or use an ATM machine because it records the location of their activity. In addition, GIS technology allows County employees to provide services in a more efficient and cost-effective manner for the County and the public.

Recently, a County-wide study was conducted with the stated goal of appropriately classifying the positions performing GIS related functions. Based on recommendations from the study, a new series with eight (8) GIS specific classifications is being created. According to the County, reclassification recommendations for existing positions to the new classifications will be made as departments determine the optimal GIS structure for their respective organizations.

Several CAPE members who perform GIS related functions have contacted us with concerns about maintaining their Union representation if they are slated for reclassification. CAPE will continue to monitor the situation closely. No one should lose their Union representation as a result of reclassification.

The dedication and commitment of our members performing GIS work has continued to enhance the quality of public service in the County of Los Angeles. Anyone with concerns about how pending reclassification proposals may impact them should contact a CAPE Business Agent immediately. ■

### CAPE BOARD OF DIRECTORS

<b>PRESIDENT</b> <b>Carlos Clayton</b> Public Works (626) 458-6358	<b>SECRETARY</b> <b>Luis Orendain, Jr.</b> Assessor (213) 974-3387	<b>DIRECTOR</b> <b>Barbara Volz</b> Public Works (562) 865-6262
<b>VICE PRESIDENT</b> <b>Kenneth Roberts</b> Public Works (626) 458-7058	<b>DIRECTOR</b> <b>Paul Hernandez</b> Public Works (626) 458-7019	<b>DIRECTOR</b> <b>Lisa Andres</b> Assessor (626) 258-6157
<b>TREASURER</b> <b>John Fallon</b> Public Works (626) 458-2575	<b>DIRECTOR</b> <b>Joshua Huntington</b> Regional Planning (213) 974-6465	<b>DIRECTOR</b> <b>Dennis Ruh</b> 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 2013

<b>CHAIR</b> <b>John Fallon</b> Public Works (626) 458-2575	<b>SECRETARY</b> <b>Lisa Andres</b> Assessor (626) 258-6157	<b>TRUSTEE</b> <b>Barbaree Hardy</b> Assessor (626) 258-6159
<b>VICE CHAIR</b> <b>Veronica Moser</b> Assessor (213) 974-8656	<b>TREASURER</b> <b>Barbara Volz</b> 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
THOMAS	ASHTON	Public Works Department	Los Angeles County	11/15/2012
JOANNE	LINDGREN	Public Works Department	Los Angeles County	11/30/2012
VERNON	LYNN	Fire Department	Los Angeles County	9/21/2012

Career long CAPE Member, and past Board Member, Joanne Lindgren, receives the CAPE Retirement Award from her sister and current CAPE Board Member, Barbara Volz. Joanne celebrated her retirement with a capacity crowd of colleagues, friends, and family at the Crowne Plaza Hotel /Commerce Casino on November 29, 2012. We thank her for her forty years of dedicated CAPE and County service, and wish her all the best in her retirement.



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SPRING 2013 NEWSLETTER

## CALENDAR—UPCOMING EVENTS

### JANUARY 2013

Tuesday, January 1, 2013

**New Year's Day (Observed)**

CAPE office closed

Wednesday, January 9, 2013

**Table at the Hall of Administration**

2nd Floor Foyer from 10:30am-1:00pm

Thursday, January 10, 2013

**CAPE Board of Directors Meeting**

CAPE office at 2:00pm

Monday, January 21, 2013

**Martin Luther King, Jr. Day (Observed)**

CAPE office closed

Wednesday, January 23, 2013

**Table at the Hall of Administration**

2nd Floor Foyer from 10:30am-1:00pm

Wednesday, January 23, 2013

**New Employee Orientation**

DPW from 12:00 noon-1:00pm

### FEBRUARY 2013

Tuesday, February 5, 2013

**Table at Department of Public Works**

Courtyard from 11:30am-12:30pm

Thursday, February 7, 2013

**CAPE Annual Membership Meeting & Dinner**

Pasadena Hilton Hotel

Wednesday, February 13, 2013

**Table at the Hall of Administration**

2nd Floor Foyer from 10:30am-1:00pm

Thursday, February 14, 2013

**CAPE Board of Directors Meeting**

CAPE office at 2:00pm

Monday, February 18, 2013

**Presidents' Day (Observed)**

CAPE office closed

Wednesday, February 27, 2013

**Table at the Hall of Administration**

2nd Floor Foyer from 10:30am-1:00pm

### MARCH 2013

Tuesday, March 5, 2013

**Table at Department of Public Works**

Courtyard from 11:30am-12:30pm

Wednesday, March 13, 2013

**Table at the Hall of Administration**

2nd Floor Foyer from 10:30am-1:00pm

Thursday, March 14, 2013

**CAPE Board of Directors Meeting**

CAPE office at 2:00pm

Wednesday, March 27, 2013

**Table at the Hall of Administration**

2nd Floor Foyer from 10:30am-1:00pm

Wednesday, March 27, 2013

**New Employee Orientation**

DPW from 12:00 noon-1:00pm



## In Memoriam

### Robert Remes

January 30, 1953 – December 31, 2012

Shortly after the New Year, we were deeply saddened to learn of the passing of our friend, CAPE member and delegate, Robert Remes.

Bob worked as an Appraiser for the Los Angeles County Assessor's Office for 23 years, spending most of that time in the Assessor's South District Office in Signal Hill before moving to the Appraisal Standards Section downtown, where he worked from 2008 to 2012. According to his colleagues at the Assessor's Office, Bob was a reliable and dedicated employee who strove to give his best in every aspect of his job. Yup, that was Bob.

In our experience, Bob's dedication to his job was matched by his devotion to those he worked with. Bob believed in unions, and that the best path to fair treatment in L.A. County is by collective action. Through his constant involvement in CAPE over the years, Bob helped in numerous ways to make his union stronger and improve the careers of his fellow County professional employees.

Bob served on several CAPE negotiating teams, where he advocated for fair and professional treatment by management and worked with his CAPE colleagues to achieve better wages and working conditions for CAPE-represented employees.

A self-described political junkie, Bob served on the CAPE Political Endorsement Committee and volunteered in several political campaigns for which CAPE members had an interest, including the election of County Supervisor Mark Ridley-Thomas in 2008 and, more recently, our defeat of Proposition 32 in 2012.

Bob also played a major role in 2009 in helping to achieve agency shop/fair share status for the Appraiser and Supervisory Appraiser CAPE bargaining units. Those victories helped ensure a stronger CAPE for years to come, and will remain part of Bob's legacy of service and commitment to his colleagues.

Bob Remes' friend and Supervisor at work, another long-time CAPE member, Brent Decker, had the following to say about Bob:

"Bob was big-hearted and compassionate. Despite the growing burden of his health issues in recent times, he strove diligently to carry his share of the load. For those of us fortunate to know him, he will forever be remembered for his clever insights, dry wit, and eagerness to befriend others."

Yup, that was Bob. He will be dearly missed. ■

[CAPE MEMBERS]

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

## 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	\$6.50	\$8.00
Pacific	\$6.00	N/A
Regal (incl Edwards & United Artist)	\$6.50 (\$7.00 effective 2/1/13)	\$7.50 (\$8.00 effective 2/1/13)

### 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](http://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!