

CAPE

California Association of Professional Employees

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CAPEunion.org

VICTORY!



Unity leads to victory

Message from the CAPE President

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



As the year comes to a close and we all sit back and reflect, CAPE members have so much to be thankful for. Although, we are constantly faced with adversity, together we have been able to persevere and achieve tremendous success for not only L.A. County's professional workers, but for working families across Los Angeles County.

Just a few weeks ago, CAPE members overwhelmingly voted to ratify a strong new three-year contract. To achieve that new contract, it took co-workers volunteering on our bargaining team, sacrificing more than a year of their lives to push for the priorities of the membership.

It took coworkers serving as CAPE Delegates year after year to update members while working to build and grow our union through various action teams. It took a dedicated team of CAPE staff working behind the scenes to represent us and advocate for the respect our professions deserve. We have so much to be thankful for.

CAPE is only as strong as our members are active. No individual CAPE Director, Delegate or staff can get much done without members standing united to do what it takes to achieve our goals. The strength of our unity is about more than just getting raises and bonuses—it's about ensuring our security at

home and in turn positively impacting our communities and the communities around us.

In the coming year, we must continue to stand strong and united. With our new contract secure, we must now focus our attention on enforcing and holding the County accountable to the guarantees afforded each and every member.

Thank you for everything you do.

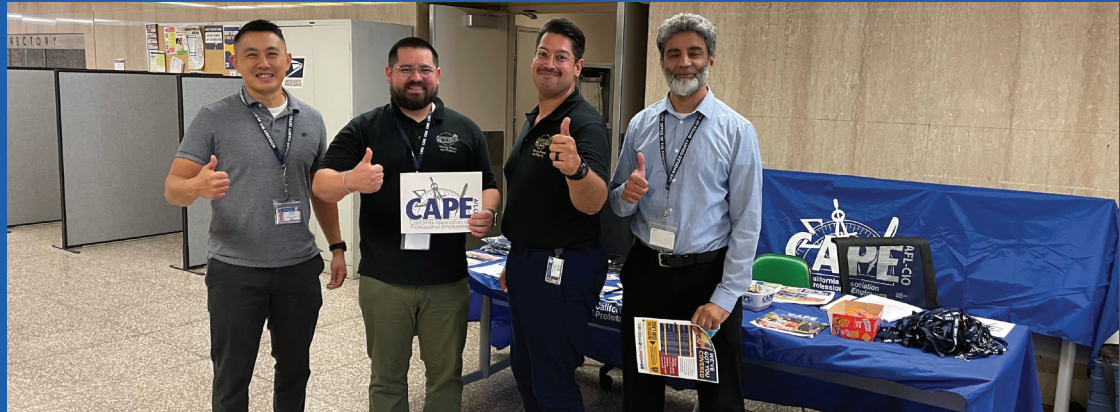
Together, we will continue to stand up for what is right.

93% YES

CAPE Members overwhelmingly vote YES to ratify strong new contract

CAPE members have made our voices heard loud and clear. All six CAPE bargaining units have overwhelmingly voted 93% YES to ratify our strong new three-year contract.

Our ratification vote is the culmination of weeks of mail-in voting from CAPE members and nearly a year of negotiations led by our 2022 CAPE Bargaining Team. Our new three-year contract not only protects our wages and working conditions, but also includes the largest one-year salary increase since 2006, brand new telework protections, and much more.



Our new CAPE contract will include:

RAISES

- 12% raise over the life of our three-year contract:
 - 5.5% in October 2022
 - 3.25% in October 2023
 - 3.25% in October 2024
- \$1,375 signing bonus within 45 days of agreement

■ Salary inequity increases

- Appraiser Assistants (1958)
- Medical Electronics Equipment Specialists
- Waste Control Engineering Inspectors
- Title Examiners
- Surveyors

TELEWORK

- Expanded telework opportunities for all departments
- Reimbursements for required expenses
- Accountability in telework selection criteria

NEW BONUSES AND SPECIAL PAY PRACTICES

NO CONCESSIONS • NO TAKEAWAYS

Coalition of County unions reach agreement with County on successor fringe contract worth more than \$40 million

After months of negotiations, CAPE, alongside fourteen of our sister-unions united in the Coalition of County Unions (CCU), have reached an agreement with the County of Los Angeles on a Successor Fringe Contract worth more than \$40 million.

The term of the contract is July 1, 2022, to June 30, 2025.

The agreement includes:

NEGOTIATED CHOICES CONTRIBUTION

The parties have reached agreement on the following increases to the County's contribution to the Choices Plan for plan years 2023, 2024, and 2025. Critically, the new base for 2023 is more than a full percentage point above the average medical insurance increase of 2.9% for 2023, assuring that County employees affiliated with unions in the CCU.

			Premium Difference*	
	Family size	2022 monthly premiums (tentative)*	CAPE LITE	CAPE CLASSIC
CAPE BLUE SHIELD PLANS				
CAPE LITE	1	\$704.25	N/A	N/A
	2	\$1,424.35	N/A	N/A
	3+	\$1,774.28	N/A	N/A
CAPE CLASSIC	1	\$1,598.18	N/A	N/A
	2	\$3,091.70	N/A	N/A
	3+	\$3,653.63	N/A	N/A
CIGNA PLANS				
CIGNA SELECT HMO	1	\$749.13	(\$45)	\$849
	2	\$1,506.60	(\$82)	\$1,585
	3+	\$1,734.74	\$40	\$1,919
CIGNA NETWORK HMO	1	\$1,033.75	(\$330)	\$564
	2	\$2,079.04	(\$655)	\$1,013
	3+	\$2,393.86	(\$620)	\$1,260
CIGNA POS	1	\$1,860.09	(\$1,156)	(\$262)
	2	\$3,323.50	(\$1,899)	(\$232)
	3+	\$3,486.17	(\$1,712)	\$167
KAISER PLANS				
KAISER	1	\$791.34	(\$87)	\$807
	2	\$1,582.68	(\$158)	\$1,509
	3+	\$1,835.89	(\$62)	\$1,818

*subject to final approval by the Board of Supervisors

UNION SPONSORED MEDICAL PLANS

New hires will now be eligible to join the CAPE Health Plans throughout the year; however, employees must meet union membership requirements during the next open enrollment period.

OTHER NEGOTIATED IMPROVEMENTS

- \$1 million increase to the Dependent Care Spending Account.
- Term Life Insurance benefit increase of \$3,000 per employee for members in LACERA Retirement Plans A, B, C, D, G, and E.
- Increase of \$100,000 to the Civic Center Parking Joint Labor Management Committee.

Congratulations to our Fringe Benefits Contract Negotiations Team that put in the long hard hours to achieve this strong contract while staying safe in a virtual environment.

The CAPE Board of Directors election results are in!

The California Association of Professional Employees (CAPE) is pleased to announce the results of our 2022 CAPE Board of Directors election.

Elected to two-year terms were:

- **Lisa Andres**
- **Kelly Koldus**
- **Kevin Petrowsky**
- **Sandy Sun**

We thank all our candidates and congratulate the newly elected Board members.

We also thank our volunteer Election Committee – Adriana Lim, John Ng, and Jonathan Gonzalez – for taking their personal time to oversee this important part of the union's business.



Lisa Andres



Kelly Koldus



Sandy Sun



Kevin Petrowsky



Ask a Business Agent

What should I do if I feel my assigned work task is unsafe?

Analisa Alvarez

CAPE Business Agent

It is the duty of County Management to make every reasonable effort to provide and maintain a safe place of employment. As a CAPE member, if during the course of performing regularly assigned duties you become aware of unsafe practices, equipment and/or working conditions, it is recommended to report any such unsafe practices and conditions in writing to the immediate supervisor and Departmental Safety Officer.

In addition, make your CAPE Business Agent aware of the unsafe practice.

The employee has the right to submit the matter in writing personally. The immediate supervisor and/or the Departmental Safety Officer will submit a written response to the employee.

If a member is not satisfied with the response or is not responded to in a timely manner, contact a CAPE Business Agent.

EXCERPT FROM CAPE MOU ARTICLE ON SAFETY:

It is the duty of Management to make every reasonable effort to provide and maintain a safe place of employment. CAPE will cooperate by encouraging all employees to perform their work in a safe manner. It is the duty of all employees in the course of performing their regularly assigned duties to be alert to unsafe practices, equipment and conditions and to report any such unsafe practices and conditions in writing to their immediate supervisor and Departmental Safety Officer. The employee has the right to submit the matter in writing personally or through the area representative. The immediate supervisor and/or the Departmental Safety Officer will submit a written response to the employee.

On any matter that is not resolved by the immediate supervisor or the Departmental Safety Officer within a reasonable period of time, the area representative may confer with the Safety Officer who will respond in writing.

If the employee or the area representative is not satisfied with the response, a CAPE business representative may consult with the Chief of the Disability Benefits, Health and Safety Division of the Chief Executive Office or his/her designate. A representative of such Division shall investigate the matter and advise the department head and CAPE of his/her findings and recommendations, if any.

Management and CAPE mutually agree that safety and health conditions in employment in the County of Los Angeles are subject to the provisions of the Williams-Steiger Occupational Safety and Health Act of 1970 and the California Occupational Health Act of 1973.

Congratulations to our CAPE-endorsed candidates!

Election victories will mean political strength moving forward

This year, voters came out in record numbers, which resulted in key victories for CAPE-endorsed candidates.

Hilda Solis



Supervisor Hilda Solis pictured here with CAPE President Carlos Clayton at her December 2022 Swearing-in Ceremony.

Hilda Solis has been a constant champion for CAPE members and all working people throughout L.A. County. Supervisor Solis knows how important good union jobs are for L.A. County families and will continue to stand against contracting out of our jobs, protect County workers' benefits, and strengthen County services.

Jeff Prang



Assessor Jeff Prang pictured here with CAPE Vice-President Lisa Andres at his December 2022 Swearing-in Ceremony.

Jeff Prang has a clear vision to move the office of the Assessor forward, as well as a commitment to work directly with CAPE members to make vital improvements needed to ensure we can effectively tackle the hurdles ahead without burning out frontline employees.

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



Welcome to the team!

Louie Rada becomes CAPE's newest Business Agent

CAPE proudly welcomes Louie Rada to our CAPE family. Louie is the most recent addition to our CAPE staff as a Business Agent—bringing with him nearly 20 years of experience in the labor movement.

Born in Ecuador and raised in California's San Fernando Valley, Louie says the origin of his labor activism was cultivated as a child, as his father would take him to UAW Executive Board Meetings. Louie graduated from Cal State LA where he studied Political Science and Chicano Studies. Before joining our CAPE team, Louie has previously worked with United Nurses Associations of California/Union of Health Care Professionals (UNAC/UHCP), the Screen Actors Guild (SAG-AFTRA), and the California Nurses Association (CNA).

We're honored to have Louie Rada in our CAPE family and look forward to him working to help us grow.

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



2022 CAPE new members

Pemaneh Abaghi
Omar Abdelhadi
Tanjina Akter
Omar Al Abaza
Hothaifa Al Eid
Alma Al Shishani
Nada Al Shishani
Chantal Alatorre
Sama Ali
Scott Allen
Carlos Alvarado
Marcy Anderson
Maribel Andrade
Roberto Arroyo
Isabella Aslan
Luis Ayuso
Michael Banack
Joan Becker
Rongchao Bi
Laura Bobadilla
Eric Bonilla
Adam Bowie
Esmeralda Bracamontes
Yamillet Brizuela
Ryan Butler
Evelina Cardenas
Isaac Carrera
Katrina Castaneda
Alexander Castro
Juliann Chambers
Ioan Chelu
Lisa Chen

Philip Chen
Mi Chow
Kathrin Covarrubias
Abby Coyle-Richards
James Cubillas
Chelsea Davis
Arleth Dayus
Daisy De La Rosa
Jose De La Rosa
Silvia De La Torre Zavala
Jaime Del Carpio
Arnulfo Delgado
Brian Diep
Sophia Do
Dustin Dvorak
Isuda Esmaelipour
Henry Felix
Adedoyin Fetuga
Victor Flores
Ian Fraser
Adelaida Gabrielyan
Sona Gahru
Alexandro Garcia
Anthony Garcia
Elizabeth Garcia
Genevieve Garcia
Haik Gharapeti-Nercessian
Nicholas Giglia III
David Guthrie
Jose Gutierrez
Patricia Gutierrez
Lynn Hassoun Sawas

Geraldine Hernandez
Rachel Hernandez
Quincy Jackson
Johnny James Jr
Craig Jellison
Justin Jimenez
Shahe Kaimattian
Kevin Kane
Mushegh Karapetyan
Madelaine Karpuzyan
Charlie Kattan
Wattay Kho
Shirley Kifedjian
Tyler Kim
Mitzi Kim Rios
Sebastian Koh
Katherine Lample
Danny Le
Elise Leclair
Dennis Lee
Raina Lee
Sarah Lee
Martin Lemus
Christopher Leymore
Hofu Li
Matthew Limon
Erly Ling
Gabriel Lopez
Nairy Lopez
Oscar Luna
Sally Ma
Frederic Mak

Crystal Manuel-Truong
Jimmy Mark
Jessy Martinez
Dalia Matz
Matthew Mavrosakis
Arno Mazman
Albert Mc Cray Jr
Brian McGinnis
Marcus McIntosh
Romaina McLeod
Michael Medina
Irving Mendelson
Denice Mendez
Jerry Mills
Nomer Mones
Omid Montafej
Joseph Montanez
Bryan Mundia
Angelo Mutia
Jason Nakanishi
Robert Nava
Eber Navarrete
Brian Nguyen
Cung Nguyen
Troy Norman
Emelina Novoa
Hayarpi Oganessian
Uzoma Okeneme
Rhys Parfitt
Elvia Partida Gonzalez
Jason Jade Pepito
Phuong Thao Pham

Martin Ponce
Lourdes Ragas
Kevin Ramos
Luis Rao
Edward Real
Floris Reategui
Stephannie Rodriguez
Vanessa Rodriguez
Luis Rojas
Kevin Roldan
Eva Rosales
Jose Ruiz
Yggy Ruiz
Charles Ruiz Jr
Robert Sahagun
Arthur Sanchez Jr
Heather Santos
Charles Sargent
Ezequiel Saucedo-Medrano
Jason Scholz
Jennifer Segovia Carrera
Danya Shelleh
Ignacio Silva
Jose Simental
Karman So
Danelle Solorzano
Craig Sugiyama
Alexander Sun
Kana Suzuki
George Tam-Jitrikawiphol
Christopher Tan
Shana Tan

Welcome!

Christine Tang
Jenna Tanimoto Nguyen
Hugo Tejeda Jr
Reginald Thornton
Tammy Tobin
Manuel Torres Santoyo
Courtney Tossounian
Michelle Tran
Daniel Tseng
Frank Vi
Anthony Vidal
Erik Villa
Sammy Voong
Dongjie Wang
Maggie Wen
Kyle Williams
Kinson Wong
Michael Wong
Winnie Wai Lam Wong
George Wood III
Min Yim
Felicia Yin
Sunmin Yoon
Alexander Yotsov
Christina Zabalza
Erik Zelaya
Francisco Zuniga
Blanca Zuniga Delgado

2022 CAPE retirees

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

Bassam Abdelhadi
Public Works Department
Lucia Adams
Public Works Department
Martins Aiyetiwa
Public Works Department
Robert Alloway
Public Works Department
Clinton Almendras
Assessor
Antonio Alvarez
Public Works Department
Ofori Amoah
Public Works Department
Albert Anidi
Public Works Department
Anthony Baclig
Assessor
Paul Barbe
Public Works Department
Jose Bautista
Assessor
Crispin Bernabe
Public Works Department
David Bertrams
Public Works Department
Ronald Bleier
Fire Department
Clemmie Booker
Chief Executive Office
Jerome Bragg
Public Works Department

Robert Briones
Public Works Department
Lonnie Brown Jr
Public Works Department
George Bustamante
Public Works Department
Patricia Chin
Internal Services Dept
Julianna Colwell
Public Works Department
Leslie Cozby
Public Works Department
Ali Dana
Public Works Department
John Di Francesco
Public Works Department
Rosalina Edmonds
Assessor
Ricky Edwards
Public Works Department
Siavash Etemadi
Public Works Department
Pete Flores
Public Works Department
Irena Guilmette
Public Works Department
Edwin Hadnott
Assessor
William Hernandez
Public Works Department
John Hickman
Assessor

Nam Hoang
Parks & Recreation Department
Samia Hourany
Public Works Department
Gregorio Ignacio
Assessor
Serena Jen
Assessor
Sung Kim
Public Works Department
Frank Kuo
Public Works Department
Teddy Kwong
Assessor
Ronaldo Lacayo
Public Works Department
Jeffrey Lee
Public Works Department
John Li
Internal Services Dept
Hilde Linn
Assessor
Robert Luther
Assessor
Anita Luthria
Assessor
Yolanda Malacon-Lacayo
Public Works Department
Victor Martin
Assessor
Brian Mossberg
Public Works Department

James Namminga
Public Works Department
Amando Narag Jr
Public Works Department
Rafael Naval
Assessor
Maria Nguyen
Public Works Department
Wesley Oda
Assessor
Anthony Pasek
Public Works Department
Linda Paul
Assessor
Freyja Pena Lee
Public Works Department
Carol Peters
Assessor
Brent Read
Assessor
Michael Roach
Public Works Department
Randall Roberts
Public Works Department
Ivan Samarzich
Public Works Department
Chien Shih
Public Works Department
Andre-Justin Simmons
Registrar Recorder
Jolanta Sowinska
Public Works Department

Maureen Sterling
Beaches & Harbors
Moi Tan
Public Works Department
Donna Taylor
Assessor
Rona Tintut
Public Works Department
Glenn Troman
Public Works Department
Allen Ude
Public Works Department
Karl Uhlig
Public Works Department
Armen Vardanyan
Assessor
Claudia Verderosa
Assessor
Ruby Wang
Public Works Department
Johnny Wong
Public Works Department
Joel Zaragoza
Public Works Department

THANK YOU!



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CAPE Board of Directors

PRESIDENT

Carlos Clayton
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(626) 458-6358

TREASURER

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(626) 300-3348

DIRECTOR

Frank Ochoa
Public Works

DIRECTOR

Sandy Sun
Assessor

DIRECTOR

Peter Thomas
Assessor
(661) 940-6710

VICE PRESIDENT

Lisa Andres
Assessor
(626) 258-6157

SECRETARY

Miguel Garcia
Public Works
(626) 458-7753

DIRECTOR

Kevin Petrowsky
Public Works
(626) 945-8202

DIRECTOR

Kelly Koldus
Assessor
(213) 893-1251

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Public Works
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Assessor
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TREASURER
Ray Castellanos
Public Works

SECRETARY
Linda Phan
Office of CEO
(626) 258-6159

TRUSTEE
Ruby Hunter
Assessor

ABOUT CAPE

The California Association of Professional Employees represents more than 2700 employees of the County of Los Angeles. CAPE's representation extends into the areas of collective bargaining of Memorandum of Understandings (work contracts), collective bargaining of Fringe Benefits, Grievances, Legal Advice, and Health Benefits. CAPE, the Union, was formed in 1964 by professional employees of the County of Los Angeles, who recognized the need for fair and effective representation.

CAPE is affiliated with MEBA (Marine Engineers' Beneficial Association) and the AFL-CIO (American Federation of Labor—Congress of Industrial Organizations). CAPE is also a member of the Coalition of County Unions (CCU), an alliance of Los Angeles County Unions that collectively bargain for the health and retirement benefits of all County "Choices" participants.

TO CONTACT CAPE

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