

# CAPE

California Association of Professional Employees

VOLUME 27

ISSUE 1

WINTER 2021

CAPEunion.org



# The true power of being in a union

## Message from the President

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



As we near the close of one extraordinary year and embark upon the new, I want to extend my gratitude and appreciation to each and every one of you, my CAPE brothers and sisters.

At the start of the year, there was immense uncertainty but we banded together, accepted all challenges, and overcame any and all obstacles that stood in our way.

After months of virtual bargaining for our CAPE Unit and Fringe Benefits contracts/MOUs, we successfully secured short-term agreements for both. These are uncommonly short terms that we negotiated in recognition of the unusual times we are in and ongoing uncertainty regarding the economic impact of the pandemic. However, the short-term timeline was also a strategic move to ensure we begin negotiations for our long-term contract much earlier to make sure we are the ones setting the standard before the County has adopted their next budget.

Together, we successfully safeguarded our wages and working conditions, despite

the economic uncertainty brought on by the pandemic. We also fought back the County's attempts to take away our ability to protect our benefits in the annual medical insurance renewal process for Kaiser and Cigna, and to radically change enrollment rules for the CAPE medical plans.

As a union, we've worked to build our organization so that we can continue to grow and serve as the premier labor union in L.A. County:

- Strengthened engagement and leadership opportunities within our union
- Increased communications with members
- Bolstered our community engagement to have impact outside the walls of our union and workplace
- Reinforced our political relationships to ensure we have strong allies to support our members
- Maintained a robust record of excellence in representation

We can be proud of the work we have done as a union this last year.

Now, we look ahead to a new year full of new opportunities, as well as new hurdles we'll need to overcome. We're kicking the year off by negotiating our new long-term Unit and Fringe Benefits contracts. Let there be no doubt; our upcoming negotiations will not be easy and we will need the support and solidarity of every CAPE member if we're going to be successful.

The true strength of a union is in the collective power of our members standing together to make a difference in our workplace. That has been the key to our success at CAPE for years, and will be the guiding force for our union for generations to come.

I wish you all a safe and healthy holiday season and a prosperous new year!

## Contract victory!

### New short term contract agreements safeguard our pay, benefits and working conditions

After months of bargaining, CAPE has reached a 6-month tentative agreement with L.A. County for a new short-term unit contract through March 31, 2022. United with the Coalition of County Unions (CCU), we have also secured an agreement for a nine-month Fringe Benefits contract, effective retroactively from July 1, 2021, to March 31, 2022.

By locking in these short-term contracts, we've secured our wages, benefits and working conditions while we gear up for new long-term contracts.

As part of our new unit contract agreement, we will meet with County-management in Department-level meetings to discuss critical issues facing our members such as open positions, staffing levels, contracting out, organizational matters and more in preparation for next year's negotiations.

Together in the CCU, we successfully fought back the County's attempts to take away our ability to protect our benefits in the annual medical insurance renewal process for Kaiser and Cigna, and to radically change enrollment rules for the CAPE medical plans.

#### Key Highlights from our new short-term Fringe Benefits Contract:

- A 2.5% increase in the negotiated Choices contribution to cover most of the 2022 premium increases for the medical and dental plans available to employees that participate in the Choices Plan
- A \$1,000 one-time bonus for all full time County employees (\$500 for part time employees)
- A \$500 COVID appreciation bonus
- Juneteenth as a paid holiday for all County employees; and
- The ability to carry over an additional \$50 (up to \$550) in unused Health Care Spending Account funds from the prior Plan Year to the next Plan Year.

Now that our contract protections are secure, we're moving full steam ahead on a strong new long-term contract. Bargaining for our next contract will begin in January. With an earlier start date, we'll not only be negotiating before the County has adopted their next budget but we'll be integral in setting the tone for County union negotiations for the year.

Over the next few weeks, we will be conducting a new bargaining survey, open the search for new 2022 CAPE Bargaining Team members, and gearing up to make strong new proposals for improvements to our wages, hours and working conditions.

Remember, it's important we all stay connected, involved and active in our contract campaign. We'll continue to keep you updated as we move forward to a strong new contract.



# The results are in!

## CAPE Board of Directors election results

Throughout the month of August, CAPE members made our voices heard by mailing in ballots for six of the CAPE Board of Directors seats. We're pleased to announce the results of our 2021 CAPE Board of Directors Election.

Elected to two-year terms were:

- **Peter Thomas**
- **Carlos Clayton**
- **Lisa Gunner**
- **Nelson P. Manabat**
- **Miguel Garcia**

We thank all our candidates and wish luck to the newly elected board members. We also thank our volunteer Election Committee—Jonathan Gonzalez, Mary Meraz, and John Ng—for taking their personal time to oversee this important part of the union's business.



Peter Thomas



Carlos Clayton



Lisa Gunner



Nelson P. Manabat



Miguel Garcia



## Ask a Business Agent Excess vacation time

**Analisa Alvarez**  
CAPE Business Agent

The holiday season is upon us and there are a lot of questions about vacation time.

The amount of PTO one can accrue is based on their years of service. The County may require employees to use vacation hours that are in excess of the total number that can be carried over annually.

Once a member is notified of how much excess vacation time you need to take, CAPE recommends you request the desired vacation time as soon as possible so you have first dibs on your preferred days off. Like normal vacation requests, this request will either be approved or denied. If your request is denied, you have the right to grieve the denial and can contact your CAPE Business Agent as soon as possible to get information on the grievance process.

Keep in mind that you can read up about vacation time and all of our other benefits in our Fringe Benefits contract on our website, [CAPEunion.org](http://CAPEunion.org).

## CAPE Benefit Trust update

**Deadline approaching  
to modify healthcare  
for major life events**



CAPE Blue Shield participants who experience major qualified life events (i.e., marriage, divorce, birth/adoption, etc.) occurring between October 1 and December 31 must complete TWO life event enrollments—one for plan year 2021 benefits and another for plan year 2022 benefits. For assistance, contact County's Department of Human Resources Benefit Hotline at **213.388.9982** or go to **[mylacountybenefits.com](http://mylacountybenefits.com)**.





## CAPE Members making a difference when it's needed most



Over the last year, CAPE has doubled down on our commitment to make a difference for L.A. County families. Our new CAPE Community Service Team has worked hard throughout the pandemic, partnering with Labor Community Services to volunteer at food banks across the County helping to feed tens of thousands of families in need.

As a union, we are leaders in our community and have an obligation to look beyond the walls of our workplaces. Next year, we plan to open a number of opportunities to CAPE members to volunteer all across the County.



## CAPE sends letters of support to our member serving overseas

In September, CAPE members joined together to spread a little light to one of our L.A. County co-workers and fellow CAPE member who is currently serving overseas.

Eric Schuchman was recently deployed to Kuwait and will be there for at least 10 months. Our Community Service Team-sponsored letter-writing campaign was a huge success and we collected numerous messages of support to encourage Eric while he's away. We also followed up in December, sending a huge care package over to share with the troops of his base during the holidays.

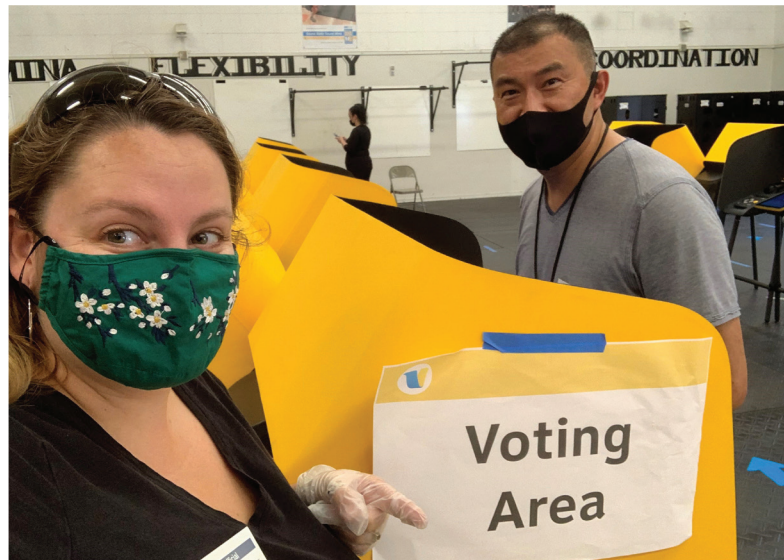




# United together, we're making our county safer and moving California forward

## CAPE new members

Mohammed Alam  
Victor Anguiano  
Daria Antonova  
Gino Bunagan  
Jonathan Chea  
Bob Cheng  
Odell Cole  
Fadi Copti  
Nam Dang  
Travis Diaz  
Justin Duong  
Robin Etniel  
Pablo Forni  
Antonio Garcia  
Carolyn Griffiths  
Arthur Guzman  
Ramon Herman III  
Rosa Hernandez  
Andrea Huang  
Carrie Inciong  
Jessica Kanarek  
James Kim  
Raffi Krikorian  
Julio Lemus  
Vanessa Langsfeld  
Beteana Leyretana  
Steven Luu  
Shridevi Madhure  
Jessee Maloney  
Christopher Schroeder Minghelli  
Hailley Ndubizu  
Matthew Nazaroff  
Tomas Pascual Ocampo  
Cesar Orellana  
Kenneth Pergeson  
Salim Qafaiti  
Anthony Reyes  
Ignacio Rojas  
Jorge Galvan Rosales  
Wai Yiu Peter Shek  
Henry Song  
Siyong Tan  
Samson Tep  
Mischa Tiongco  
Calvin Tsui  
Dantes Valenzuela  
Lasheeka Veal  
Ariana Villanueva  
Sean Wilder  
Susanna Yang  
Daniel Zarate  
Farhad Zhouwandai



## CAPE retirees

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

Farhad Agahi  
Zahid Atashzay  
Bruce Bagano  
Marissa Basilio  
Deborah Brumfield  
Youssef Chebabi  
Daryll Chenoweth  
John Chin  
Ching-Lian Chu  
Ventura Cuenca  
Edilberto Esmundo  
Larry Gabriel  
Michael Garcia  
Wafaa Girgis  
John Gloud  
Curtis Herbert Jr  
Bing Hua  
Tony Hui  
Regina Jordan  
Issa Kattan  
Mbarek Khalifa  
Gordon Lee  
Andrew Lopez  
Lisa Lucero  
Pamela Mendes-Aros  
Sandra Mosley  
Manuel Nuval Jr  
Emmanuel Okolo  
Jacqueline Rayes  
William Rowe  
Maria Sampana  
Richard Shieh  
Dennis Simonian  
Subodh Sinha  
Gregory Strickland  
Steve Tran  
Michelle Tseng  
Daniel Whiteleather  
Martin Wieland  
Lisa Wyman  
Anthony Yamamoto



3018 E. Colorado Boulevard  
Suite 200  
Pasadena, CA 91107

## CAPE Board of Directors

### PRESIDENT

**Carlos Clayton**  
Public Works  
(626) 458-6358

### TREASURER

**Nelson Manabat**  
Public Works  
(626) 300-3348

### DIRECTOR

**Nick Stupin**  
Public Works

### DIRECTOR

**Lisa Gunner**  
Assessor  
(213) 974-3245

### DIRECTOR

**Peter Thomas**  
Assessor  
(661) 940-6710

### VICE PRESIDENT

**Lisa Andres**  
Assessor  
(626) 258-6157

### SECRETARY

**Kelly Koldus**  
Assessor  
(213) 893-1251

### DIRECTOR

**Miguel Garcia**  
Public Works  
(626) 458-7753

### DIRECTOR

**Kevin Petrowsky**  
Public Works  
(626) 945-8202

### Benefit Trust Board of Trustees

### CHAIRPERSON

**Nelson Manabat**  
Public Works  
(626) 300-3348

### VICE CHAIR

**Lisa Andres**  
Assessor  
(626) 258-6157

**TREASURER**  
**Ray Castellanos**  
Public Works

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

## 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

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



[www.CAPEunion.org](http://www.CAPEunion.org)