



California Association of Professional Employees

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PRESIDENT'S MESSAGE

PEPRA Solved the State's Pension Problems in 2013

Why Are The Investment/Insurance Agents and Greedy Wall Street Bankers Still Coming After Our Pensions?

By Carlos Clayton, CAPE President



For those of us who can clearly remember back to 2013, we recall that the Public Employees Pension Reform Act (PEPRA) made drastic changes to every public employee retirement system. CalPERS and every County operated pension system are forever required to manage their finances responsibly.

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

Of course, our own pension system, LACERA, has always operated responsibly and never had the problems associated with a few of the

systems around California. Nevertheless, the State Legislature imposed its own solutions on LACERA and virtually every other public employee pension system.

Problem solved, right? Apparently not.

The fact that PEPRA set in state law that all public employees are now required to pay 100% of the employee's pension contribution; and that public agencies are no longer allowed to take pension "contribution holidays" when the systems are over-funded; and that the practice of "pension spiking" is now prohibited, matters not at all to the Investment/Insurance Agents and their Wall Street backers.

These Agents that can't stand a news cycle without their name and picture in the newspaper are back after our pensions again. This time they are proposing a State Constitutional Amendment for the 2016 ballot that would overturn those Constitutional protections that kept them from stealing from retirees the last time around.

The ballot measure proposal is ostensibly designed to replicate statewide the provisions of two local measures adopted in San Diego and in San Jose. In San Diego, the measure required all new hires to switch to 401(k) defined benefit pension systems. In San Jose, the measure gave current employees the choice of paying much greater contributions to keep their current retirement, or pay the same for a much lower defined benefit retirement. Both are deceptive encroachments on the public employee-employer agreement struck at the time of hire.

If PEPRA fixed the public employee pension system problems, what's the motive of these unscrupulous agents to

(continued on page 2)

CAPE 2015 Contract Bargaining Team Prepares for Negotiations with County Officials

The contract that controls pay and working conditions for CAPE members expires on September 30, 2015, but preparations for this year's Salary Contract negotiations are already well underway. The demand letter to commence formal negotiations was sent to County officials in March, along with CAPE's initial proposals for the negotiations.

CAPE members appointed to this year's bargaining team met during the month of February to develop their initial bargaining proposals. Those proposals were reviewed and revised by the teams in March before being submitted to L.A. County representatives late last month. The first face-to-face meetings between the CAPE Teams and County representatives could come as early as May.

The CAPE bargaining teams are routinely the best prepared and among the most thorough of any County bargaining unit representatives. Preparations for this year's contract negotiations included a thorough review of the membership survey results, an assessment of county-wide issues, Unit-specific issues, cost-of-living and salary comparison data, and much, much more.

To properly address the Unit-specific issues, CAPE representatives host a salary inequity seminar each bargaining season to help CAPE members prepare and present their own proposals to County officials at the bargaining table. This year's salary inequity seminar was held on Thursday, March 19th with more than thirty members participating.

Several of the other County bargaining units had contracts expire early this year and are already in Salary Contract negotiations. The union representing the County's deputy sheriffs and district attorney investigators reports that they have already met twice with County officials and are continuing to meet. Their contract expired on January 30, 2015.

For up-to-the-minute reports on the progress of CAPE's bargaining team, make sure your email address is on the list for regular updates. To be added to the CAPE email distribution send your preferred email address to info@capeunion.org.



CAPE Team members work to develop their initial proposals for the upcoming contract negotiations during a proposal development session at CAPE on Saturday, February 21st.

Fringe Benefits Negotiations Update: CCU Fringe Benefits Bargaining Team Assembled and Prepared, County Officials Organizing Under New Leadership

by Blaine Meek, CAPE Counsel/CCU Chairman



The contract agreement that governs CAPE members' fringe benefits, such as the County's contribution to Choices family health care coverage and Horizons, the deferred compensation matching contribution program, are negotiated collectively with all of the CCU-affiliated county employee associations sitting across the bargaining table from County management representatives.

The current Fringe Benefit contract expires on September 30, 2015. The challenges of this year's Fringe Benefit contract negotiations are enormous. There is an entirely new set of leadership at the County Hall of Administration. There are two new County Supervisors and new leaders at all of the top administrative and employee relations posts.

The changes in leadership are likely to give this year's contract discussions a completely different environment.

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CAPE Member Evelyn Ballesteros from DPW was presented with her prize, four tickets to Disneyland, in February for winning the CAPE Survey response drawing. Several hundred CAPE members took the 2015 CAPE Contract Negotiations Survey; responses helped the CAPE negotiating teams

develop their proposals for the upcoming contract negotiations. Our "thanks" to Evelyn and all CAPE members who took the CAPE Survey!

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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
HATEM	BEN MILED	511 - Engineering Technicians	1/21/2015
MOSES	CAMACHO	131 - Appraisers	1/28/2015
RICHARD	CHANG	511 - Engineering Technicians	12/23/2014
KHAI	CHUNG	501 - Professional Engineers	3/5/2015
IVAN	FONG	501 - Professional Engineers	1/21/2015
MATEO	GAMINO	511 - Engineering Technicians	1/21/2015
ANTHONY	HIDALGO	511 - Engineering Technicians	12/30/2014
VICTOR	LE	501 - Professional Engineers	1/21/2015
BRIAN	LOIS	501 - Professional Engineers	2/10/2015
CARLOS	LOPEZ	511 - Engineering Technicians	1/21/2015
ANTHONY	MIRA	501 - Professional Engineers	2/10/2015
CRYSTAL	MUNSON	502 - Supervisory Professional Engineers	2/23/2015
GERARD-JOHN	NEPOMUCENO	511 - Engineering Technicians	1/21/2015
ANTONIO	PEREZ	511 - Engineering Technicians	1/21/2015
LINDA	PHAN	511 - Engineering Technicians	2/26/2015
GAIANE	POGOSIAN	511 - Engineering Technicians	1/21/2015
LAURA	RUELAS	501 - Professional Engineers	1/8/2015
DEBRA	TALBOT	512 - Supervisory Engineering Technicians	12/22/2014

Why I Joined CAPE



"I joined CAPE because the Union understands and supports the work that we do, and has the wisdom and experience to effectively bargain on our behalf."

*Maya Saraf
Regional Planning Assistant II
L.A. County Department of Regional Planning
Joined CAPE 6/23/2014*



CAPE welcomes its newest members from the Department of Public Works, January 2015, flanked by CAPE Board members Dennis Ruh (L) and Kevin Petrowsky (R).

Congratulations To The Winners Of The L.A. County Employees Chess Tournament!



On Thursday, February 12, 2015, the CAPE Board of Directors presented trophies to the winners of the 2014 L.A. County Employees Chess Tournament. Congratulations to the winners and tournament organizers! Pictured l to r: Carlos Clayton, CAPE President; Arturo Armagnac (3rd place); Sherif Toma (1st place); Ricky Fariolen (2nd place); Eustacio Villafuerte (3rd place); and Paul Jones, CAPE-member and one of the Tournament Organizers.

CAPE has proudly sponsored the L.A. County Employees Chess Tournament for more than twenty years. ■

President's Message

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keep demanding more pension take-aways? Wall Street has the answer. When more employees are forced into 401(k) retirement programs, the enormous funds now safely and profitably managed by LACERA and other pension associations will shift to Wall Street money managers. And as we all know, Wall Street money managers make profits whether the market goes up or down.

Public employees in Ventura County were unable to stop a 401(k) shift measure from qualifying for the ballot last year. Popular sentiment among voters was that more reform is still necessary, even though Ventura's retirement system is perfectly sustainable and perfectly affordable in its current state. Most say we face the same long odds in a statewide battle. I think we can educate California voters, one at a time.

We can explain the reasons we have a secure pension — because we do not have Social Security for the years we work for the County and we pay a fair portion of our salaries every month for an entire career. We can explain that public employees are not getting rich off our pay OR our pensions. We can and we must fight back.

CAPE will be organizing a program to push back against the greedy Wall Street money managers and insurance agents. I hope CAPE members will join us in defending our pensions and defending our retirement security. ■

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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

Representation Update: Union Right To Interview Witnesses

When your Union investigates a grievance or any adverse action by management or any employee against a CAPE member, your Business Agent will want to know the “who, what, when, where and why” regarding the matter. Part of the “who” would be who may have seen something regarding the claim.

If you are called by a CAPE staff member and asked to participate in an interview as a potential witness as part of the Union’s grievance or disciplinary investigation, you have a right to participate and you are encouraged to do so. You might be the best chance that exists to ensure the truth of a matter comes out and that a grievance or potential disciplinary matter is fairly resolved.

Any potential witness has the right to refuse to be interviewed by the Union. This does not mean that they may not still be interviewed by management, or subpoenaed to a hearing as needed by either party.

The applicable contract language regarding the conducting of witness interviews by the Union is found in the Work Access Article or Section of the MOU for your Bargaining Unit. Authorized CAPE representatives, such as your Business Agent, are given access to work locations during working hours to conduct grievance investigations, including witness interviews. Alternatively, CAPE can arrange to conduct witness interviews during lunch breaks, at a neutral site, by phone or in person. CAPE generally works with the potential witness employee to accommodate their preferences for when, where, and how the witness interview is conducted by the Union.

Witness identities and statements obtained by the Union during the course of an investigation are confidential from management unless and until they become part of a formal hearing. Management cannot retaliate against an employee for offering a truthful witness statement.

Witness interviews should be conducted by the Union Business Agent, not by the member.

Obviously it is important that a member not appear to be trying to influence a witness statement. For this reason, CAPE advises members not to speak directly to a prospective witness about their grievance or workplace issue that is being investigated. Likewise, management is not allowed to intimidate prospective witnesses.

If you have any questions regarding your rights to participate as a witness in a grievance or disciplinary investigation, please call CAPE immediately. ■

Fringe Benefits Negotiations Update

(continued from page 1)

At meetings in February with representatives from the affiliated CCU member organizations, a set of initial proposals was crafted to enhance many of the benefit and compensation items covered by the contract. Maintaining a Choices contribution that covers the anticipated increases in medical, dental and vision premiums is a priority for the CCU negotiators. Additionally, the group prioritized proposals that would expand vacation, holiday and sick leave benefits.

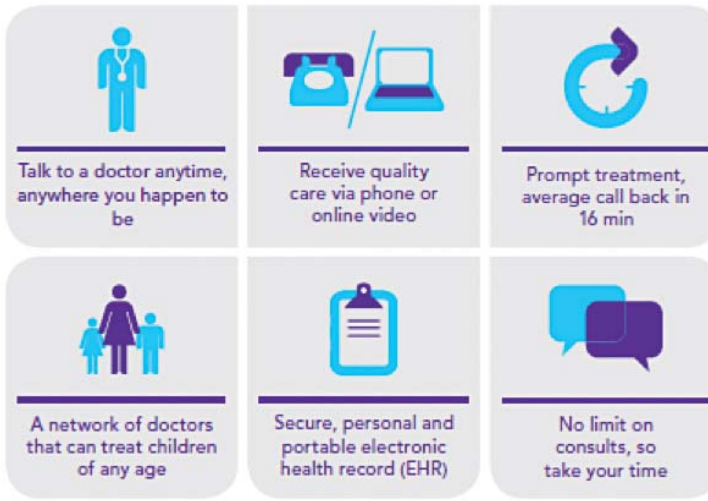
We anticipate the first productive face-to-face meetings with County representatives to take place in May or June when more is known about the condition of the state and County budgets. Regular meetings with County officials for Fringe Contract negotiations are likely to occur through the summer. We remain cautiously optimistic that, with new County leaders, we can come to an agreement on the new Fringe Contract before the current contract expires in September.

CAPE will continue to keep members informed of the status of the Fringe Benefits Contract negotiations through email broadcasts and our field program. ■

Benefit Trust Update:

The CAPE/Blue Shield POS Lite and Classic Plans is pleased to now offer **Teledoc**.

Through Teledoc you and your eligible dependents have 24/7/365 access to doctors and pediatricians by phone or online video. Teledoc is a convenient and affordable option that allows you to talk to a doctor who can diagnose, recommend treatment, and prescribe medication, when appropriate, for many of your medical issues. Teledoc doctors are U.S. board-certified, state licensed, and average 15 years of practice experience. Teledoc does not replace your primary care physician, but can provide for an alternative option when you need care and your doctor is unavailable, you’re considering the ER or urgent care center for a non-emergency issue, on vacation, on a business trip, for your away-from-home college student, and for short-term prescription refills. With your consent, Teledoc will provide information about your consult to your primary care physician.



Always just a call or click away, talk to a Teledoc doctor anytime under just a \$15 consult fee, and seek treatment for many conditions:

- Sinus problems
- Bronchitis
- Allergies
- Cold and flu symptoms
- Respiratory infection
- Ear infection
- And more!

To get started, you must first register using your recently received Teledoc Membership ID Card at either Teledoc.com/bsc or 1-800-Teledoc (835-2362). If you did not receive or if you’ve misplaced your Teledoc Membership ID Card, please call the CAPE Benefit Customer Service team at (800) 487-3092 for assistance. ■

Supervisor Sheila Kuehl Appoints Longtime CAPE Communications Consultant to County Economy and Efficiency Commission

Longtime CAPE communications consultant Jeffrey Monical was appointed last month to the County Economy and Efficiency Commission by newly elected 3rd District Supervisor Sheila Kuehl.

The appointment presents an opportunity to provide input on County operations.

The Economy and Efficiency Commission has recently issued reports expediting the Civil Service Hearing Commission processes, and conducted a thorough review of the County government’s transition to “E-Government applications”.

The Economy and Efficiency Commission was originally established in 1964 to examine any function of County government at the request of the Board of Supervisors, on its own initiative, or as suggested by others. The Commission conducts reviews of all aspects of local government policy, management, and operations. Upon the completion of these reviews, the Commission submits its recommendations to the Los Angeles County Board of Supervisors. The objective of these recommendations is to improve the economy, efficiency and effectiveness of local government.

Mr. Monical serves on the commission as Supervisor Kuehl’s appointee to represent her Third District interests of LA County residents and business. Mr. Monical has provided communications services for CAPE since 1997. Prior to working for CAPE, Mr. Monical served as legislative staff working on criminal justice issues, transportation policy and state budgetary debates while in the California State Capitol. ■



Jeffrey Monical

Technical Support Unit Contract Negotiations Update: Fact-Finding between CAPE and the Sanitation Districts Occurs April 17th

By Sean Stalbaum, Field Services Director

Fact-Finding regarding the long-running contract dispute between CAPE’s Technical Support Bargaining Unit members and Sanitation Districts’ management over the terms of a successor Memorandum of Understanding (MOU) for the Unit’s employees occurred on Friday, April 17th.

There are two main sticking points: First, the Districts’ insistence on a salary reduction for all Unit employees to, in management’s words, “restore historical salary relationships among all bargaining units” since CAPE’s Unit succeeded preventing the salary cuts accepted by other Districts’ employees nearly three years ago, and Second, the Districts’ insistence on implementing a new Employee Contribution to CalPERS in July 2017.

Late last year, during a Mediation session, the CAPE Team proposed that instead of a salary reduction the Unit’s employees would forgo some future pay increases under the new COLA Formula, thus allowing the historical salary relationships to reset over time. The CAPE Team also made a new proposal for a shorter term contract, expiring June 30, 2017, so the parties could negotiate the Employee Contribution to CalPERS during the next round of negotiations. Unfortunately, Districts’ management wasn’t willing to budge even in the face of these reasonable proposals.

During the Fact-Finding session, a neutral, third-party arbitrator (the Fact-Finder) reviewed each side’s contract proposals and all supporting documentation, and heard testimony from each side regarding their justifications. The Fact-Finder is expected to issue an advisory recommendation on the terms for a compromise settlement.

We will continue to keep CAPE members informed about the status of the Technical Support Unit’s contract negotiations with the Sanitation Districts. ■

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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

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CAPE 2014 Retirees

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

FIRST NAME	LAST NAME	DEPARTMENT	AGENCY	RETIREMENT DATE
NARCISO	DULDULAO	Public Works Department	Los Angeles County	11/29/2014
CHARLES	DUTTON	Public Works Department	Los Angeles County	12/31/2014
STEPHEN	KNAPP	Public Works Department	Los Angeles County	12/31/2014
MICHAEL	NOLA	Public Works Department	Los Angeles County	12/31/2014



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SPRING 2015 NEWSLETTER



Longtime CAPE member, Paul McCarthy, retired from his position as a Supervising Regional Planner at the Dept. of Regional Planning effective March 30, 2015. Pictured: Paul (l) receives his CAPE retirement award from past CAPE Board member, Joshua Huntington (r), during his retirement celebration at the Omni Hotel. Thanks, Paul, for your many years of dedication to LA County and to CAPE. We wish you all the best!

[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. Some theaters may charge a location surcharge to your ticket. To purchase tickets, please visit the CAPE office, or mail in a completed order form. Forms are available for download from the CAPE website. 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.



PACIFIC THEATRES



Theatre	Price
AMC	\$8.00
Pacific (restricted)	\$8.00
Regal (incl. Edwards & United Artists)	\$8.00
New! AMC Popcorn Snack Ticket <i>(One small popcorn or credit toward larger size)</i>	\$3.00

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:

- Aquarium of the Pacific
- Knott's Berry Farm
- Medieval Times
- San Diego Zoo
- Six Flags Magic Mountain
- Six Flags Hurricane Harbor
- Legoland Theme Parks
- Disneyland
- Disney California Adventure Park



* Discounts to these great theme parks and others are available at www.unionplus.org
Call CAPE at (626) 243-0340 to request your entertainment discount packet today!

CALENDAR—UPCOMING EVENTS

APRIL 2015

Thursday, April 16, 2015

Table at the Department of Public Works HQ
Courtyard from 11:00a.m.-1:00p.m.

Friday, April 17, 2015

Fact Finding Session at Sanitation Districts
JAO in Whittier, Room TBD

Wednesday, April 22, 2015

Table at the Hall of Administration
2nd Floor Foyer from 9:30a.m.-12:00p.m.

Wednesday, April 22, 2015

Wellness Fair- CAPE Trust/Blue Shield
Rancho Los Amigos National Rehab Center, Downey
From 10:00a.m.-3:00p.m.

MAY 2015

Tuesday, May 12, 2015

Table at the Hall of Administration
2nd Floor Foyer from 9:30a.m.-12:00p.m.

Wednesday, May 13, 2015

New Employee Orientation
DPW HQ from 12:00p.m.-1:00p.m.

Thursday, May 14, 2015

CAPE Board of Directors Meeting
CAPE office at 2:00p.m.

Wednesday, May 20, 2015

Wellness Fair – CAPE Benefit Trust/BlueShield
Health Services, Commerce from 10:00a.m.-3:00p.m.

Thursday, May 21, 2015

Table at the Department of Public Works HQ
Courtyard from 11:00a.m.-1:00p.m.

Monday, May 25, 2015

Memorial Day (Observed)
CAPE office closed

Thursday, May 28, 2015

Table at the Hall of Administration
2nd Floor Foyer from 9:30a.m.-12:00p.m.

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!