



CAPE

California Association of Professional Employees

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THE CAPE
BOARD OF DIRECTORS
AND STAFF

WISH YOU
A PROSPEROUS AND SAFE
NEW YEAR

CAPE Candidates Dominate November 2014 Elections Kuehl Ascends to Board of Supervisors



(l-r) Maria Elena Durazo, Executive Secretary-Treasurer, Los Angeles County Federation of Labor; Sheila Kuehl, Los Angeles County Supervisor, Third District; and Carlos Clayton, CAPE President, on Election Night

Newly installed Third District Supervisor Sheila Kuehl tops the list of CAPE-endorsed winners in the November 2014 General Elections. All of CAPE's county-wide candidates won election, and all but a few of CAPE's statewide candidates won election or re-election to the State Senate and Assembly.

On the long list of winners, Kuehl stands out as the big win for CAPE members in the November General Elections. She overcame a low-turnout of voters to win by a 5% margin over Kennedy family member Bobby Shriver. CAPE participated as a strong supporter in the ambitious County Federation of Labor Independent Expenditure campaign program to push Kuehl to victory. The labor program included an ambitious voter contact effort in the Third District, which covers West Los Angeles, Mid-City, Pacific Palisades, Malibu and the San Fernando Valley. Mail touting Kuehl's experience and qualifications blanketed several portions of the District from the date that vote-by-mail applications dropped leading up to Election Day. *(continued on page 4)*

2015 Negotiations Update

by Blaine Meek, CAPE Counsel/Lead Negotiator



With negotiations starting this year on both our Salary Contract and our Fringe Benefit Contract, it's important that CAPE members know who is making the decisions on proposals from management's side.

Ultimately, it is the five members of the County Board of Supervisors that gives direction on what we'll see at the negotiations table. Likewise, they will vote to ratify whatever agreement we eventually secure at the table.

The Board of Supervisors approves proposals and signs off on agreements, but they do that with the advice and budget information provided by the County Chief Executive Officer — CEO — or in the current situation, our acting CEO. The CEO is responsible for providing cost information for current salary levels, estimates for the current and out-year costs of across-the-board pay increases, and enhancements to our Choices, Horizons and other benefits governed by the Fringe Benefits Contract.

Department heads also play an important role. The CEO's office consults department heads to make determinations on proposals for special pay items, such as those outlined at the negotiations table in pay inequity presentations. The final determination on those items is almost always at the CEO's office.

CAPE members will receive their last pay raise of the current salary contract on April 1, 2015. By that time, we expect to have our CAPE Bargaining Team already in place and well on our way to finalizing our initial proposals. By June, we'll be working with the other CCU-affiliated employee associations to craft our initial proposals for the Fringe Contract Negotiations.

A big part of our strength at the negotiations table stems from the awareness and support from CAPE members. We encourage every CAPE member to watch for developments as the 2015 Salary and Fringe Contract negotiations get underway.

For more, up-to-date information, check the website at www.CAPEunion.org. ■

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IN THIS EDITION

PRESIDENT'S MESSAGE

The Era of New Leadership for Los Angeles County has Begun

By Carlos Clayton, CAPE President



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

Change is here: We have two new Supervisors, a new Assessor, a new Sheriff, and two more open Supervisorial seats are on the ballot in 2016.

The 2014 elections could have gone either way. Fortunately for us and for the future of County services, we successfully helped elect the very best people for the job. We've reported at length about the outstanding skills and experience of our new First and Third District Supervisors, and we're just as enthusiastic about the success of the other two Countywide officials.

Sheriff Jim McDonnell and Assessor Jeffrey Prang were both strongly supported by County labor groups.

By the end of 2016, we are confident we will have new, labor-supported Countywide officials in 6 out of the 7 posts. CAPE must and will remain engaged to make sure that County officials are properly focused on providing only the best quality public services for Los Angeles County residents and businesses.

For example, our first topic of discussion with newly elected Supervisor Hilda Solis will be the unnecessarily growing numbers of contract employees at the Department of Public Works. Solis, a former Secretary of Labor under President Barack Obama, ascends to Countywide office with a full knowledge of why contract employees should not be used unnecessarily by public agencies, and why County officials would mistakenly want to hire contract employees instead of taking the right path to hire represented employees now that the economy has recovered.

All of the newly elected Countywide officials need to be brought up to speed on the vitally important issues related to County infrastructure design, building, and maintenance. At the state and federal level, Ms. Kuehl and Ms. Solis may not have had the experience on building and maintaining roads, bridges, flood control systems and the dozens of other key responsibilities of CAPE-represented employees in Los Angeles County.

The fact that they will also need information on real and personal property tax assessments, regional planning, countywide communications systems, and the numerous other vital services provided by CAPE members goes without saying.

Our goal is to have all of the new Countywide leaders up to speed as soon as possible on these issues and more. We hope that, at the end of 2016, we can look back and know that the new leadership took the appropriate actions because we helped elect the right people for the job and we helped them learn the issues that improved the quality of services for Los Angeles County residents and businesses. ■

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
PAUL	BOICE	501 - Professional Engineers	12/3/2014
SCOTT	CAMERON	511 - Engineering Technicians	12/3/2014
CHOI FUNG	CHAN	511 - Engineering Technicians	12/3/2014
CALVIN	CHIEN	131 - Appraisers	10/30/2014
MICHAEL	ELLISON	501 - Professional Engineers	12/3/2014
SANDEEP	GILL	511 - Engineering Technicians	12/3/2014
BENDY	GUAN	511 - Engineering Technicians	12/10/2014
FRANK	LOSORELLI	131 - Appraisers	11/26/2014
DEBORAH	MILLER	511 - Engineering Technicians	12/8/2014
TIM	NGUYEN	511 - Engineering Technicians	12/3/2014
KARI	PANTANA	511 - Engineering Technicians	12/3/2014
JOSE	REYES BRIONES	501 - Professional Engineers	12/3/2014
SHARAD	ROBERTSON	501 - Professional Engineers	12/3/2014
TRISHENA	ROBINSON	501 - Professional Engineers	12/3/2014
LISA	ROSE	512 - Supervisory Engineering Technicians	10/1/2014
JOSE	VILLESAS	512 - Supervisory Engineering Technicians	10/20/2014
CHRISTINE	YEH	511 - Engineering Technicians	12/3/2014



CAPE welcomes its newest members from the Department of Public Works, December 2014.

Negotiations Update:
CAPE Membership Survey Shows Professional Employee Priorities for 2015 Contract Negotiations

By Sean Stalbaum, Field Services Director

Hundreds of CAPE members responded to the 2015 Salary and Fringe Benefit Contract Negotiations Survey in November and December. The Survey responses are still being tabulated, and complete results will be presented to the Board of Directors and Negotiating Teams in January 2015 as part of their preparations for the 2015 contract bargaining.

Preliminary topline results of the Survey indicate some of the major priorities of CAPE members heading into the 2015 contract discussions. Regarding duration of the next Salary and Fringe Benefit contracts, given the perceptions of economic recovery, as well as the changes in County leadership with two new County Supervisors in 2014 and two more coming in 2016, a new County Assessor, and a new acting CEO; more than 85% of CAPE members prefer a 2 or 3 year contract term as opposed to a longer term.

On pay and working condition issues, considering that wages have not come close to keeping up with the growth in the cost of living in southern California over the last several years, it's no surprise that "across-the-board cost-of-living-adjustments" and "salary inequity adjustments" ranked as the highest priorities among the County's professional employees. On working conditions, restoring staffing to pre-Great Recession levels to help with the high workloads at several County Departments and reducing the practice of contracting-out at the Department of Public Works also ranked as high priorities for the upcoming negotiations.

On fringe benefit issues, pension protection, coverage of increasing medical premiums in CHOICES, and protection/improvement of the Deferred Compensation and Thrift Plan (Horizons) ranked as the highest priorities among CAPE members. Increased time-off, whether for vacation, sick time, or Holidays, also ranked as a high priority.

The CAPE Membership Survey also solicited input on issues pertaining to membership organizing, CAPE members' media preferences, and more. The complete Survey results will help inform the CAPE Board of Directors and Negotiating Teams for the development of 2015 contract bargaining proposals, as well as union programs, for years to come. Thank you to all CAPE members who took the Survey! ■

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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.

Why I Joined CAPE



"There's more strength in numbers. Together Everybody Achieves More."

*Jimmy Lew
 Appraiser Specialist I
 L.A. County Office of the Assessor
 Joined CAPE 8/22/2006*

Staff Update:



Analisa Alvarez joined the CAPE staff in mid-November as a new CAPE Business Agent. Ms. Alvarez brings six years of prior union experience, as she worked in a challenging position organizing a diverse group of professional, technical, administrative and service employees in

the healthcare industry in California. Ms. Alvarez spent her first six weeks at CAPE acquainting herself with several of the CAPE Delegates and worksite leaders, becoming familiar with the major County worksites where CAPE members work, and learning CAPE's representation and field organizing protocols. She begins her official assignment as the CAPE Business Agent for the Department of Public Works in January 2015. We're excited to have Analisa Alvarez as a member of the CAPE staff and to introduce her to the CAPE membership! You can reach Analisa by telephone at our office (626) 243-0340 or by email at analisa@capeunion.org. ■

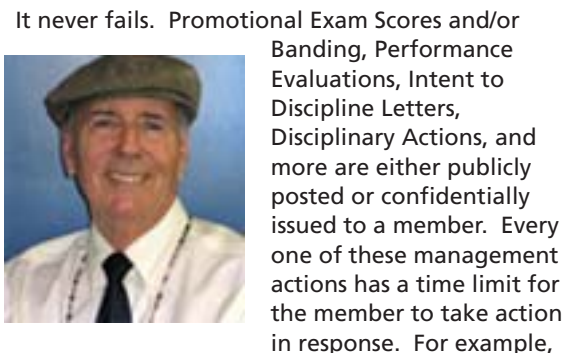
CAPE IS AFFILIATED WITH MEBA (MARINE ENGINEERS' BENEFICIAL ASSOCIATION) AND THE AFL-CIO (AMERICAN FEDERATION OF LABOR—CONGRESS OF INDUSTRIAL ORGANIZATIONS).

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: We Need It On Time!

By Timothy Farrell, Business Agent



It never fails. Promotional Exam Scores and/or Banding, Performance Evaluations, Intent to Discipline Letters, Disciplinary Actions, and more are either publicly posted or confidentially issued to a member. Every one of these management actions has a time limit for the member to take action in response. For example, the time limit for filing a grievance is outlined in Article 16 of the Bargaining Units 131/132 MOU for all appraisal staff, and Article 18 of the Bargaining Units 501/502 and 511/512 MOUs for all Professional Engineer (Supervisory & Non-Supervisory) and Engineering Technician (Supervisory & Non-Supervisory) staff. All of the MOUs can be found at the CAPE website at <http://www.capeunion.org/mous>. If you fail to take the appropriate action in response within the time limit provided, management can simply ignore your response.

So...what never fails? The member calls CAPE two days before expiration of a timeline and wants representation, placing him/herself in a poor position to obtain CAPE's best representation. Please contact CAPE within two (2) business days of your receiving notice of any action, to timely discuss your options to respond to the action.

Please don't fail to be timely! Don't be left howling at the wind. Always call your CAPE Business Agent immediately to clarify your rights and options, and to discuss how to proceed in your best interest. ■

ERCOM Update:

County officials moved ahead with new structure and their appointed majority, Labor officials hopeful new Board of Supervisors majority will restore fairness

The primary means of resolving labor-management disputes in Los Angeles County has been inactive since the County Board of Supervisors unilaterally imposed a new appointment process for the Employee Relations Commission (ERCOM) nearly two years ago.

County officials continue to insist on an appointment process for the ERCOM's Commissioners that replaces the three, mutually agreed "neutral" appointments with a new structure of one appointment favored by labor and one favored by management, and a third appointment of a "neutral" agreed to by both labor and management. It's a system that results in an unfair Commission, especially since County officials also insist that, if labor and management can't agree on the "neutral" appointment, management would unilaterally appoint someone to fill the "neutral" position.

County officials have filled the third position following a failure to agree on a "neutral" Commissioner. Representatives of the Coalition of County Unions (CCU) and CAPE remain optimistic that the newly elected Board of Supervisors will restore ERCOM to its original, fair structure in 2015. ■

Technical Support Unit Contract Negotiations Update: Contract Dispute between CAPE and the Sanitation Districts Goes Unresolved in State Mediation; Fact Finding is Next

By Sean Stalbaum, Field Services Director

On November 10, 2014, the CAPE Negotiating Team for the Technical Support Bargaining Unit and Sanitation Districts' management met with a State Mediator to attempt to bridge the current gap between the parties over the terms of a successor Memorandum of Understanding (MOU) for the Unit's employees.

CAPE's Technical Support Unit members rejected a Tentative Agreement between the parties in June over two main sticking points: First, the Districts' insistence on a salary pay cut for all Unit employees to, in management's words, "restore historical salary relationships among all bargaining units" since the CAPE Unit succeeded in preventing the salary cuts accepted by other Districts' employees more than two years ago, and Second, the Districts' insistence on implementing a new Employee Contribution to CalPERS in July 2017. Subsequent negotiations resulted in stalemate, a declaration of impasse, and the request for State Mediation to attempt to help bridge the gap.

CAPE PROPOSALS IN MEDIATION AIMED TO RESOLVE CONTRACT DISPUTE

The CAPE Team went prepared to the Mediation session on November 10th with concrete proposals to address the two main sticking points. First, the CAPE Team proposed that no pay cut occur and instead 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. Second, since the Districts' proposal for a new Employee Contribution to CalPERS would not take effect until July 2017, the CAPE Team 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 went to the Mediation session unwilling to negotiate any further and, therefore, no agreement could be reached.

WHAT HAPPENS NEXT?

The next procedural step (after Mediation) is Fact Finding. A neutral, third-party arbitrator (the Fact Finder) will be mutually selected by the parties to review each side's contract proposals and all supporting documentation, and hear testimony from each side regarding their justifications. The Fact Finder will then issue an advisory recommendation on the terms for a compromise settlement.

CAPE representatives initiated the process to select a Fact Finder in early December. We hope to begin the Fact Finding process by early 2015.

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

Benefit Trust Update:

Thank you for your participation in one of the CAPE/Blue Shield POS plans for 2015. You've made an excellent choice in your medical coverage. Welcome if you are new to the CAPE/Blue Shield POS plans and watch in the mail by January 1st for your ID cards. If you haven't received your ID cards please call the CAPE Benefit Customer Service team at (800) 487-3092 for assistance.

Start 2015 with a goal of a healthier you. Eating fruits and vegetables is a great way to improve your nutrition. According to the Centers for Disease Control and Prevention, women should eat 2-3 cups of vegetables and 1½-2 cups of fruit daily, and men should eat 2½-4 cups of vegetables and 2-2½ cups of fruit a day. This seems like a lot, but there are easy ways to include both foods in your daily diet.

Starting with these tips:

Instead of a bag of chips or box of cookies, keep a bowl of fruit on the kitchen counter or near your desk at work.

For a quick breakfast, a smoothie made with fruits and low-fat yogurt.

Keep a bag of dried fruit on hand for a convenient snack.

Add lettuce, tomatoes, mushrooms, and bell peppers to sandwiches.

Toss veggies into almost any dish from scrambled eggs to pasta to meatloaf.

Make your perfect meal a bowl of soup, including tomato and minestrone, or chili.

For more tips on how to add more fruits and vegetables to your daily diet, plus tools to help you calculate how many servings you need visit, www.fruitsandveggiesmatter.gov.

Additionally, steps towards a "healthier you in 2015" can also begin with your participation in the CAPE/Blue Shield Wellvolution program which begins as of January 1, 2015. Through completion of three simple wellness activities (at-home biometric screening, online well-being assessment, and health coach phone consultation) you can earn up to \$175. Visit the website of www.blueshieldca.com/wellvolution. Cheers to a happy and healthier you in 2015! ■



blue of california

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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 Candidates Dominate November 2014 Elections *(Continued from page 1)*

According to polls leading up to the election, the contest between Kuehl and Shriver was a tie that could have gone either way. CAPE also generated support on Election Day, helping with the turnout by participating in the Get-Out-The-Vote program walking precincts and making phone calls.

Sheila Kuehl joins First District Supervisor Hilda Solis, who won a majority of the votes and her County Board seat in the June 2014 Primary election, along with Second District Supervisor Mark Ridley-Thomas who is up for re-election in two years, and Mike Antonovich and Don Knabe, who are termed out of office in 2016.

After interviewing all of the candidates in the June Primary for County Assessor, CAPE remained neutral in the race. Jeffrey Prang won an extremely close countywide contest to become the new County Assessor. Roughly 10,000 votes separated Prang from his opponent, John Morris.

CAPE representatives attended the swearing-in ceremonies for Supervisors Sheila Kuehl and Hilda Solis, as well as the new Assessor Jeffrey Prang on Monday, December 1st. The skills, qualifications, and experience of these newly elected countywide leaders is cause for much optimism about the future of County services, and what it will mean for CAPE members' ability to provide those services. ■

[CAPE MEMBERS]

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

CAPE 2014 Retirees

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

FIRST NAME	LAST NAME	DEPARTMENT	AGENCY	RETIREMENT DATE
LEON	ERMITANIO	Assessor	Los Angeles County	10/31/2014
DOROTHY	KOGER	Internal Services Dept	Los Angeles County	10/16/2014

CALENDAR—UPCOMING EVENTS

JANUARY 2015

Thursday, January 1, 2015

New Year's Day

CAPE Office Closed

Thursday, January 8, 2015

CAPE Board of Directors Meeting

CAPE Office at 2:00p.m.

Monday, January 19, 2015

Martin Luther King, Jr. Day (Observed)

CAPE Office Closed

Wednesday, January 28, 2015

Table at the Hall of Administration

2nd Floor Foyer from 9:30a.m.-12:00p.m.

FEBRUARY 2015

Thursday, February 12, 2015

CAPE Board of Directors Meeting

CAPE Office at 2:00p.m.

Wednesday, February 11, 2015

Table at the Hall of Administration

2nd Floor Foyer from 9:30a.m.-12:00p.m.

Monday, February 16, 2015

President's Day (Observed)

CAPE Office Closed

Wednesday, February 25, 2015

Table at the Hall of Administration

2nd Floor Foyer from 9:30a.m.-12:00p.m.

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.



Theatre	Price
AMC	\$8.00
Pacific (restricted)	\$6.00
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:

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

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!