



CAPE

California Association of Professional Employees

VOLUME 18 ISSUE 1 WINTER/SPRING 2012 EDITION www.CAPEunion.org

PRESIDENT'S MESSAGE



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

2012 is Already an Interesting Year of Many Challenges

I was honored to be elected by my colleagues on the Board as CAPE President in September 2011.

In the months since, the number and severity of challenges facing the Association, and public employees across the state, have grown exponentially.

State legislative efforts and proposed ballot measures aimed at reducing or eliminating public employee pensions are making headlines daily. Another ballot measure, already qualified for the November Presidential Election, threatens to eliminate political activities by employee groups.

The state's budget deficits still inhibit the ability of the State Legislature to solve longstanding structural problems in state government, and the Governor is attempting to place a sales and income tax hike for high income earners on the November ballot.

At the local level, CAPE will be at the negotiations table to discuss our salary contract and our fringe benefit contract later this year. Preparations on both negotiations are already well under way, and the effort to make sure CAPE members' interests are protected will require resources and attention of CAPE members.

In the political arena, the CAPE Political Endorsement Committee has already interviewed more than a dozen

continued page 2

Road Maintenance Workers Provide Key Infrastructure Support



SEE PAGE 3 FOR FULL STORY

SAVE THE DATE!

2012 CAPE
Membership Meeting & Dinner
Thursday, March 8
6 - 9 pm
Pasadena Hilton Hotel

Featured Keynote Speaker:
Hon. Mark Ridley-Thomas
Los Angeles County Supervisor
2nd District

Special Guest Speaker:
Hon. Warren Furutani
CA State Assembly Member
55th District

Chair: Public Employees, Retirement
and Social Security Committee

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

2012 Salary and Benefit Contracts Negotiations Ahead

Public sector collective bargaining rights are under serious attack. All across the nation, public employees and their unions are being wrongfully blamed for public agency budget deficits. It's as if everyone has forgotten that it was Wall Street not Main Street; and definitely not public employees, who brought our nation's economy to the brink of collapse.

Fortunately, in California, the right to bargain collectively with our employer over our wages, benefits, and working conditions remains a fundamental right for public employees. Later this year, CAPE members will have the opportunity to exercise this all-important right of collective bargaining.

Salary and benefit compensation for CAPE members are covered by two contracts with County management. Both are set to expire this year, and both will be the focus of a great deal of attention and effort to make sure the vital

public services we provide day in and day out will continue.

Salary contract negotiations, or "unit" negotiations cover the salary, special pay practices, working conditions, grievance procedures and other non-benefit terms and conditions of our employment. Unit negotiations serve as the primary labor contract for professional employees in all six CAPE represented Los Angeles County bargaining units.

Preparation to engage management representatives at the salary contract negotiations table can potentially require hundreds of hours in research, internal communications, data collection, strategic planning, and program implementation.

The current collective bargaining agreement allows up to 4 CAPE members from each of the six bargaining units to serve as the official negotiations team. CAPE Board members automatically serve on the negotiations team.

The remaining 15 positions are appointed by the Board. The team will assemble proposals to offer County

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CAPE Members Respond to Online Membership Survey

More than 25% of CAPE members responded to the Association's first-ever comprehensive online negotiations/media survey, and the results show that professional employees are aware and engaged on the key issues.

According to survey respondents, County professionals are proud of their work. By a 4 to 1 margin, members rate the services they provide for county residents and businesses as "very good" and "outstanding" over members who rate their department's services as "needs improvement" or "unsatisfactory". Members also rated the quality of services provided by their own division as slightly better than the services delivered overall by their department.

Accountability of the County's top executives was a key issue for CAPE members. Only 8% of members indicated the accountability of their department's executives were "unsatisfactory". 13% rated their top executives' accountability as "outstanding" and a surprising 32% gave their top executives an accountability rating of "very good".

Along with rating the performance of departments and top executives, the survey allowed members to gauge the performance of their union. On a scale from "never meets expectations" to "always meets or exceeds expectations," 10% gave their union the highest marks, 71% indicated CAPE services meet expectations most of the time, 14% agreed that CAPE services do not meet expectations most of the time, and 2% said CAPE services never meet expectations.

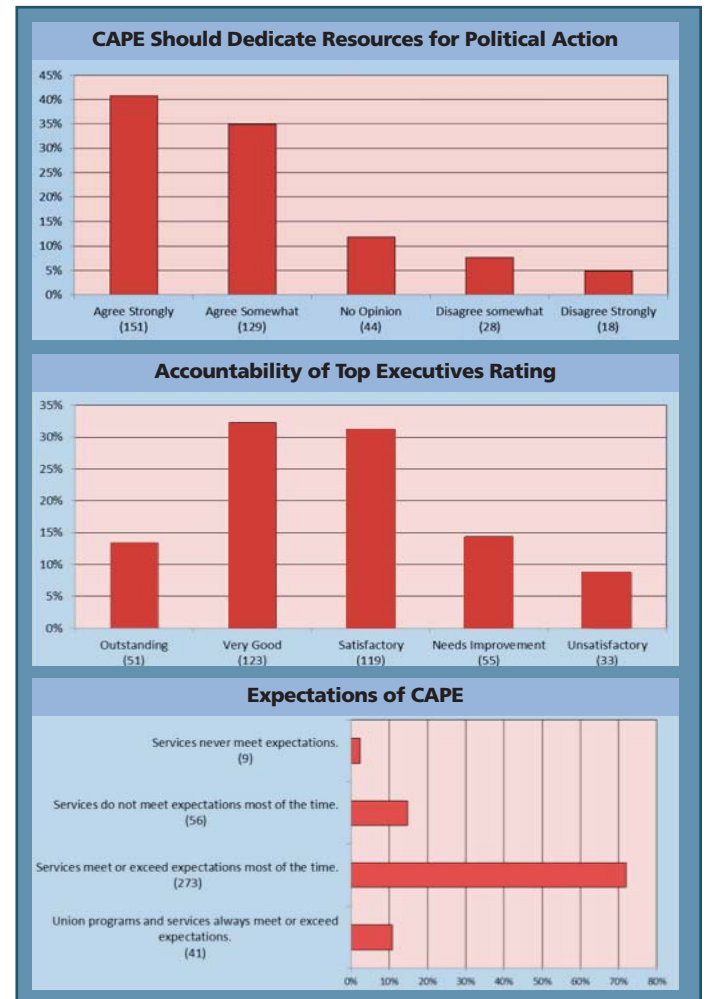
The survey also included questions about how and when the association should engage in state and local politics and public education programs to promote CAPE's priorities for quality public services.

73% of respondents indicate support for the union's continued dedication of resources for political action programs, and 55% indicate support for engaging in political programs to stop statewide ballot measures aimed at destructive pension reforms, up to and including a one-time \$100 assessment. 28% disagreed somewhat or strongly with the special assessment.

For the upcoming negotiations, CAPE members prioritize across the board pay raises as their top preference at the salary table if the economy improves, and protection against layoffs as their top priority if the economy loses ground over the next year.

The survey included a section for CAPE members to offer the narrative comments on issues not covered in the survey. CAPE representatives described the long list of comments as carefully considered, insightful, creative and in many cases, very humorous.

The overall results of the survey will be available to CAPE members at unit presentations by CAPE staff in the coming months. Tabulation of the data is still underway to allow for reports by department. To arrange a presentation at your work location, call the CAPE office or see your CAPE field representative. ■



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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
AKBAR	ASGARZADIE GADIM	511 - Engineering Technicians	9/21/2011
DALLAS	BAKER	511 - Engineering Technicians	10/5/2011
WILLIAM	BALLAS	Technical	11/1/2011
BRITTANY	BARKER	501 - Professional Engineers	11/2/2011
VICTOR	BEAUCHAMP	131 - Appraisers	10/18/2011
STANLEY	BROWN	512 - Supervisory Engineering Technicians	11/21/2011
AURELIO	CALVO	131 - Appraisers	10/18/2011
JEFFREY	CANNON	511 - Engineering Technicians	9/7/2011
MAURICE	CHAU	511 - Engineering Technicians	11/3/2011
KYUNG	CHI	131 - Appraisers	12/14/2011
TEDD	CHUBB	131 - Appraisers	10/18/2011
ABIGAIL	DE LOS SANTOS	131 - Appraisers	10/18/2011
HUNG	DINH	511 - Engineering Technicians	10/12/2011
JARROD	EASTWOOD	131 - Appraisers	10/18/2011
EFRAIN	ESPARZA	131 - Appraisers	9/7/2011
TROY	EVANGELHO	511 - Engineering Technicians	9/26/2011
ANDREW	FURUTO	131 - Appraisers	10/18/2011
ADELAIDA	GABRIELIAN	131 - Appraisers	10/18/2011
IRA	GERMAN	131 - Appraisers	11/23/2011
OMAR	HAROON	131 - Appraisers	10/18/2011
ROBERT	HILTON	131 - Appraisers	10/18/2011
SAMUEL	HOANG	511 - Engineering Technicians	9/14/2011
RUBI	JIMENEZ	511 - Engineering Technicians	11/4/2011
SUZANNE	JOHNSTON	131 - Appraisers	12/5/2011
KERRIE	JONES	131 - Appraisers	10/18/2011
JESSICA	KIM	131 - Appraisers	10/18/2011
KELLY	KOLDUS	131 - Appraisers	10/18/2011
MARK	LEE	511 - Engineering Technicians	11/4/2011
GREGORY	LEUNG	131 - Appraisers	10/18/2011
SHU SHU	LIU	501 - Professional Engineers	11/17/2011
SAMIR	MALKI	501 - Professional Engineers	10/25/2011
BRILLIANT	MANYERE	131 - Appraisers	10/14/2011
JOHN	MELCOMBE	131 - Appraisers	12/16/2011
BRIANNA	MENKE	511 - Engineering Technicians	10/11/2011
SHERRLYN	MORRIS WITT	511 - Engineering Technicians	9/28/2011
CLAUDIA	MUNOZ	131 - Appraisers	10/18/2011
NHAN	NGUYEN	511 - Engineering Technicians	11/2/2011
WESLEY	ODA	131 - Appraisers	10/18/2011
WALTER	ORCUTT	131 - Appraisers	10/18/2011
CESAREO	PEREZ JR.	131 - Appraisers	10/18/2011
KEVIN	PIGGEE	131 - Appraisers	10/18/2011
YEN	QUACH	501 - Professional Engineers	11/17/2011
JARED	REYNOLDS	131 - Appraisers	10/18/2011
MARIA	SAMPANA	131 - Appraisers	12/8/2011
MICHAEL	SEEDS	131 - Appraisers	10/18/2011
BEN	SONG	131 - Appraisers	10/27/2011
BUNNAVATH	TAING	131 - Appraisers	10/18/2011
HOAN	TANG	502 - Supervisory Professional Engineers	9/30/2011
NANDI	TANG	501 - Professional Engineers	10/5/2011
SHAUN	TEMPLE	511 - Engineering Technicians	10/5/2011
STEVEN	THAI	131 - Appraisers	10/18/2011
MARK	UJIMORI	131 - Appraisers	10/18/2011
JOSE	URQUIZO	511 - Engineering Technicians	12/21/2011
CHRISTIAAN	VANDENBERG	501 - Professional Engineers	11/17/2011
VANESSA	VELASCO	131 - Appraisers	10/18/2011
AARON	WALSH	511 - Engineering Technicians	11/17/2011
DAVID	YOUNG	511 - Engineering Technicians	11/3/2011

2012 Salary and Benefit Contracts

(Continued from page 1)

management our terms for a new contract, and will also consider the offers from County management.

CAPE members vote to ratify new contract terms, although contract extensions are usually reviewed by the CAPE Board of Directors and negotiations team.

Fringe benefits contract negotiations cover a wide variety of medical, dental and vision benefits, along with terms for holidays, sick days, deferred compensation contributions, retiree health care and pension contributions. In most cases, all county workers are subject to the same terms, so the fringe contract negotiations are handled by the Coalition of County Unions -- CCU. The Chairman of the 10-union member CCU is CAPE Counsel and lead negotiator Blaine Meek. He has served in that capacity for several years, and has several decades of experience at the bargaining table across from County representatives.

Timelines set by the current salary contract dictate that CAPE representatives must officially engage management with a letter to request negotiations for a new contract no later than May 15, 2012. Preparations for that date are already under way. Similar efforts in the past included analysis of the County's budget condition, regional economic forecasts, salary comparisons by job classifications, a staffing level analysis, and a cost of living increase analysis for the period since our last pay raise which was January 2009.

CAPE members interested in representing their bargaining unit in the upcoming salary contract negotiations were asked to submit a statement of interest by February 7th. We will announce the 2012 CAPE Contract Negotiations Teams later this month. Please visit www.CAPEunion.org frequently for negotiations updates. ■

President's Message

(Continued from page 1)

candidates in the open districts for the State Assembly.

Term limits and the decennial redistricting process have created a record number of open seats in the Assembly and the Senate. The PEC engaged to determine which districts and candidates would produce the best individuals to represent the interests of quality public services and County professional employees when the 2013-14 Legislative Session begins next year. After some lengthy interviews, the CAPE PEC recommended endorsements in several of the open seat races. A full list of the endorsements approved by the CAPE Board of Directors will be available on our website soon.

As the 2011-12 Legislative Session starts its second year, the attacks on public employees are not subsiding. In fact, the assault on public employees is now a national trend that could threaten public service for generations. To help turn that tide, CAPE has engaged in public education programs and stakeholder development to underscore the importance of public service programs. County professionals work each day to help keep County residents and businesses safe and to help expedite the region's economic recovery. Through 2012, CAPE will work to promote better attitudes towards public employees and the vitally important services we provide. ■

Why I Joined CAPE



CAPE member, Tracy Okida, left, and new CAPE member, Suzanne Johnston, right.

"I joined CAPE because Tracy is an esteemed colleague of great influence."

— Suzanne Johnston
Appraiser

L.A. County Office of the Assessor
Joined CAPE in Dec. 2011

Organizing / Membership Update:

DPW Construction Inspector Unit at 100% CAPE Membership!

By Sean Stalbaum, Field Services Director

With the struggling economy and continued high unemployment levels, the past few years have been difficult for workers everywhere. Now, more than ever, it is vital for union memberships to remain strong and united.

Overall, CAPE members deserve a great deal of credit for taking steps to increase their collective strength over the last year as we head into what could be a very difficult round of contract negotiations in 2012. Exact figures on our union's membership growth will be shared at the upcoming Membership Meeting & Dinner on March 8th.

No group of CAPE members deserves more credit for their work in building their membership and strengthening their collective voice with management than the DPW Construction Inspectors' Unit. Late last year, with the joining of Construction Inspector Mark Lee, the DPW Construction Inspectors became the largest group of CAPE-represented employees to achieve 100% union membership.

"These are employees who take great pride in their work and who face a variety of difficult working conditions," said CAPE Business Agent Tim Goodrich. "I'm excited to see them getting organized so they will be in the best possible position to improve their working conditions and protect their careers."

2012 will be a year of major challenges for public employees everywhere. CAPE members can best position themselves to meet the challenges head on by following the lead of their colleagues in the DPW Construction Inspectors' Unit. ■



(L to R) Lorenzo Villa: Senior Construction Inspector, joined 9/2001; Mark Lee: Construction Inspector, joined 11/2011; Sam Etemadi: Construction Inspector, joined 8/2007

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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.

L.A. County Professionals in Action: Road Maintenance Workers Provide Key Infrastructure Support

By Tim Goodrich, Business Agent



It's a dry, dusty, and hot desert afternoon in the rural north of Los Angeles where a Road Maintenance Supervisor and Superintendent are busy working with their crews. While the road they are fixing might seem unimportant to the untrained observer, it serves an important purpose as it allows LADWP workers to access the Castaic Power Plant. Several years ago, the storm drain that runs under the road became plugged, causing

water to exit into the surrounding soil. Left unchecked, this would have led to erosion, eventually undercutting the existing road and cutting off access to a critical power facility. To repair the road is no small feat: the Road Maintenance unit must first remove one side of the road, lay new 60" pipe underneath it, cover it with a new road surface, then repeat the process for the other side. With the new pipe and roadway in place, water rushing down during storms from higher ground will now be able to drain properly. When asked about having to work in a remote area under the hot sun, Road Maintenance Supervisor Steve Smotherman responds, "While it's hard work, knowing that the people driving over the road will be safe and being able to maintain access to a facility that provides power to so many people makes it all worth it." To the CAPE member Road Maintenance professionals, it's just another day's work. To the tax paying citizen, it's good public service. ■



Road Maintenance Supervisor Steve Smotherman and his co-worker perform work to replace storm drain and road surface.

For new and returning participants, the CAPE Benefit Trust Board would like to wish you healthy regards for 2012! To help kick off a Healthy New Year, CAPE/Blue Shield (Lite and Classic Plan) participants should have already received the 2012 Welcome Packet which provides a wealth of information. Included in the packet is a summary of your benefits and how to use the plan; you'll also find a magnet and mouse pad containing important Plan phone numbers and websites, resources such as:

- CAPE Benefits Customer Service Representatives – an (800) number available to answer questions to all CAPE sponsored plans*
- www.Blueshieldca.com
- NurseHelp 24/7 – a help line that is staffed by registered nurses and counselors
- www.facebook.com/blueshieldca

A **Member Survey** was also included, a very brief survey that will help us understand what is important to you in meeting your healthcare needs and expectations of Blue Shield. All results are confidential and will be used as a tool for the 2013 plan year negotiations with Blue Shield. Completed forms received by 03/01/12 will be entered into a prize drawing (2 prizes).

Under a separate mailing, you will receive a CD containing an in-depth look at how to utilize your Blue Shield Point of Service Plan (POS), enabling you to maximize the flexibility in accessing your healthcare needs. Some of the plan materials covered in the CD include:

- How to find a POS (**HMO or PPO**) network provider
- Vision benefit enhancements (available through **MES** provider network)
- Using your Chiropractic and acupuncture benefits (available through ASHP provider network)
- *Other CAPE sponsored plans: VSP (vision plan); Reliance Standard (short-term disability)

ID cards for *new enrollees*: Blue Shield - mailed out late December; ASHP – currently being mailed. VSP and Reliance Standard do not issue ID cards. For assistance on any of the CAPE Trust sponsored plans; please call our dedicated customer services representatives at **1-800-487-3092**.

Thank you for your participation! ■

Representation Update: Call CAPE Before It's Too Late!

By Timothy Farrell, Business Agent



Filing an Appeal with the Civil Service Commission, for example on a Promotional Exam Score, is not a simple matter and time is of the essence.

While there is no such thing as certainty of outcomes in Appeal cases, one thing is certain...there is a 10-business day clock for filing your Appeal that has begun ticking toward "too late" the moment you

receive word of an exam result or serious discipline. Don't let it get there. Regardless of merit, an Appeal not filed on time is an Appeal not heard.

Civil Service Commission proceedings have clearly defined timelines with which an employee must comply in order to submit a timely request for Hearing. CAPE also has timelines with which we expect our members to comply in order to best prepare for such a Hearing.

Whereas Civil Service Rules allow 10-business days from the date of the postmark on the Notice Letter (business days being Monday through Friday, excluding County Holidays) for the timely filing of the relevant initial document to start the process, the volume of work involved in properly preparing and filing an Appeal demands that you contact a CAPE Business Agent to request representation within *two (2)-business days* of receipt of documentation of your scores.

That first call to the CAPE Business Agent begins an assessment on the merits of your case, its likelihood of success, and one's long term career goals, as well as consultation with CAPE Counsel as needed, from which an informed decision on filing an Appeal can be made.

The formal Appeal process begins with either filing a request for a Hearing with the Civil Service Commission or a Protest with the County's Department of Human Resources, depending on the basis for the Appeal. This decision is a very serious career choice. Should one go forward to an Appeal Hearing, your request will be challenged by your Department and questioned by the Commission. Thus, even before filing, your active and timely participation is essential, documenting, compiling and providing CAPE any and all relevant information. This is administrative litigation.

Our best advice is that you CALL CAPE IMMEDIATELY upon receipt of an examination result or serious disciplinary action that you might wish to challenge. If you have any question or doubts, substantive or procedural, on the Appeal process, including timelines for so doing, do NOT expect your manager, supervisor or co-workers to know the answers. It's not their job to know and advise you on such matters.

The "Representation Services" link at the CAPE Website has vital information not to be found in your MOU. This section clarifies what you need to do to access our services. Please review this at www.CAPEunion.org and ALWAYS CALL CAPE BEFORE IT IS TOO LATE! ■

Political Program Update: Candidates in key Open Assembly Seats interviewed by PEC

Term limits and decennial redistricting have combined to create a perfect storm of a record number of open seats in the California State Assembly this year. This situation creates a huge challenge, but a terrific opportunity, for CAPE to target endorsements in the races where a candidate, or candidates, understand and support CAPE's agenda for prioritizing quality public service programs in Los Angeles County.

So many open seats present a rare opportunity to educate the next generation of statewide leaders on issues important to Los Angeles County's professional employees.

To consider endorsements in the record number of open seats, the members of the CAPE Political Endorsement Committee (PEC) assembled last year to set issue priorities, policies and procedures for supporting candidates.



CAPE PEC Members

Coby Skye, Chair
Margaret Siegel, Vice-Chair
Lisa Andres
Hank Fung
Migule Garcia
Paul Hernandez
Paul Huld
Josh Huntington
Veronica Moser
Andrea Ortizena
Robert Remes
Ken Roberts
Peter Thomas
Barbara Volz

Department

DPW
Assessor
Assessor
DPW
DPW
DPW
Assessor
Regional Planning
Assessor
Assessor
Assessor
DPW
Assessor
DPW

The committee began by taking input from candidates by letter, questionnaire, and then finally conducted several rounds of interviews to ensure the best possible candidates are recommended to the CAPE Board of Directors for endorsement.

The CAPE PEC also made recommendations to the Board in numerous incumbent races.

Candidates recommended for endorsement, and confirmed by the Board of Directors, for the June 2012 Primary Election will be posted soon on the CAPE website at <http://www.capeunion.org/cape-endorsements>.

CAPE Board Update:

By Sean Stalbaum, Field Services Director

A nine-member CAPE Board of Directors charts the course of our Union. Since last fall the Board has been operating one person short. The CAPE Bylaws require that any vacancy occurring on the Board be filled by appointment, and late last year the Board announced a process for members to apply to fill the current vacancy.

Serving on the CAPE Board is no small task. The Board is responsible for a wide range of duties including policy formulation, goal setting, program prioritization, authorization of financial transactions, personnel decisions, and more, all intended to help ensure CAPE provides the best possible services for CAPE-represented employees. The Board members serve as unpaid volunteers and their duties often require late hours and weekend commitments.

We are pleased to report that several well-qualified CAPE members submitted their letters of interest to serve on the Board by the January 10, 2012 deadline. The Board reviewed the complete list of candidates, including their qualifications and CAPE service history, on January 12th. The Board met with the finalists in early February, and their decision on who will fill the vacancy will be announced after the March 15th Board meeting.

The CAPE Board wishes to express their gratitude to all of the candidates for their willingness to step up and serve their union! ■

Public Employee Pension Attack Update:

Last fall the Governor issued a 12-point plan he described as a starting point towards responsible public employee pension reform. The so-called "reform advocates" and public employee union representatives immediately engaged in a heated debate over what the Governor

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CAPE BOARD OF DIRECTORS

PRESIDENT
Carlos Clayton
Public Works
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VICE PRESIDENT
Veronica Moser
Assessor
(213) 974-8656

TREASURER
John Fallon
Public Works
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SECRETARY
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Assessor
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DIRECTOR
Paul Hernandez
Public Works
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DIRECTOR
Joshua Huntington
Regional Planning
(213) 974-6433

DIRECTOR
Kenneth Roberts
Public Works
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DIRECTOR
Barbara Volz
Public Works
(562) 865-6262

DIRECTOR
Currently Vacant

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 2011

CHAIR
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Public Works
(626) 458-2575

SECRETARY
Lisa Andres
Assessor
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TRUSTEE
Barbaree Hardy
Assessor
(626) 258-6159

VICE CHAIR
Veronica Moser
Assessor
(213) 974-8656

TREASURER
Barbara Volz
Public Works
(562) 865-6262

CAPE 2011 Retirees

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

FIRST NAME	LAST NAME	DEPARTMENT	AGENCY	RETIREMENT DATE
SALEH	FEIDI	Public Works Department	Los Angeles County	12/31/2011
JAIME	HERNANDEZ	Public Works Department	Los Angeles County	12/31/2011
JOE	JENKINS	Public Works Department	Los Angeles County	8/15/2011
MARILYN	KISHI	Assessor	Los Angeles County	10/31/2011
LEONE	MARKHAM	Public Works Department	Los Angeles County	11/15/2011
MAX	MONTERREY	Assessor	Los Angeles County	12/15/2011
ROBERT	PARSONS	Public Works Department	Los Angeles County	9/30/2011
ALEX	REYES	Assessor	Los Angeles County	11/15/2011
MAURICE	SALAMA	Chief Executive Office	Los Angeles County	11/15/2011



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WINTER/SPRING 2012
NEWSLETTER

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CAPE Member Jaime Hernandez (L) celebrated his retirement with colleagues and friends on January 5th at the Brookside Golf Club. Jaime is presented a CAPE 30-Year Membership Award by CAPE Board Director Ken Roberts(R).

[CAPE MEMBERS]

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

CALENDAR—UPCOMING EVENTS

FEBRUARY 2012

Tuesday, February 7, 2012
Table at Department of Public Works
Courtyard from 11:15am-12:30pm

Wednesday, February 8, 2012
Table at the Hall of Administration
2nd Floor Foyer from 10:30am-1:00pm

Thursday, February 9, 2012
CAPE Board of Directors Meeting
CAPE office at 2:00pm

Wednesday, February 13, 2012
Political Endorsement Committee Meeting
CAPE office at 6:00 pm

Wednesday, February 15, 2012
CAPE New Employee Orientation (pending)
DPW at 12:00 noon

Monday, February 20, 2012
In Observance of President's Day
CAPE Office Closed.

Wednesday, February 22, 2012
Table at the Hall of Administration
2nd Floor Foyer from 10:30am-1:00pm

MARCH 2012

Tuesday, March 6, 2012
Table at Department of Public Works
Courtyard from 11:15am-12:30pm

Thursday, March 8, 2012
CAPE Annual Membership Meeting/Dinner
Pasadena Hilton

Wednesday, March 14, 2012
Table at the Hall of Administration
2nd Floor Foyer from 10:30am-1:00pm

Thursday, March 15, 2012
CAPE Board of Directors Meeting
CAPE office at 2:00pm

Wednesday, March 28, 2012
Table at the Hall of Administration
2nd Floor Foyer from 10:30am-1:00pm

APRIL 2012

Tuesday, April 3, 2012
Table at Department of Public Works
Courtyard from 11:15am-12:30pm

Wednesday, April 11, 2012
Table at the Hall of Administration
2nd Floor Foyer from 10:30am-1:00pm

Thursday, April 12, 2012
CAPE Board of Directors Meeting
CAPE office at 2:00pm

Wednesday, April 18, 2012
CAPE New Employee Orientation (pending)
DPW at 12:00 noon

Wednesday, April 25, 2012
Table at the Hall of Administration
2nd Floor Foyer from 10:30am-1:00pm

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, and
- 3) provide your name, employee ID, and home and work email addresses then click "Submit".

It's that easy to Go Green with CAPE!



Nearly thirty new Assessor members joined CAPE during their orientation in October 2011

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.

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 Magic Mountain
- Medieval Times
- Sea World
- Six Flags Hurricane Harbor
- San Diego Zoo
- Aquarium of the Pacific
- Knott's Berry Farm

For more information, please visit: capeunion.org/join-member-benefits

Public Employee Pension Attack (Continued from page 3)

intended and which employees would, or should, be impacted by the reforms.

CAPE representatives continue to work with state and local officials, the press and stakeholders to outline our position: Responsible reforms should not include mandates on public agencies and pension systems not facing budget problems or critically low funding levels. Los Angeles County, and LACERA, would not benefit from Sacramento-style mandates for changing the way we are already, and responsibly, managing the retirement benefits and funding mechanism for County workers.

In fact, many of the reforms most vehemently promoted by pension reform advocates were implemented in Los Angeles County in the 1980's. Other components of the so-called "reforms" would actually cost taxpayers more, not less, for the foreseeable future.

Perhaps the most surprising of the reforms promoted by some city officials are demanding statewide caps on pension calculations. They are, in effect, saying "please don't let me negotiate a generous benefit" as if they can't control themselves in their discussions with

bargaining units. County officials, for the most part, are in favor of local control.

The debate over public employee pensions will eventually take one of two paths: It will deteriorate along the lines of angry and misleading allegations against public employees to a ballot measure passed by voters; or it will come down to a serious discussion of what state and local governments can responsibly afford, and what level of secure pension compensation is earned after a career of dedicated public service.

CAPE representatives are dedicated to making sure the discussions follow the responsible path. News reports indicate that the pension reform advocates promoting a statewide ballot measure are running short of money to secure the nearly one million signatures needed to qualify for the November ballot. However, the Governor's 12-point plan is expected to emerge into legislation soon. When it does, CAPE representatives will be working with the statewide labor interests to protect local control over pension benefits.

For more information, visit the CAPE website, or call the CAPE office at (213) 484-0400. ■