



CAPE

California Association of Professional Employees

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PRESIDENT'S MESSAGE

Lobbying for Infrastructure

By Carlos Clayton, CAPE President



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

Over the last several years, CAPE's influence in state and local government has risen. Our 2,700+ membership is representative of the diverse population of Los Angeles County. We're left, right and center, of different ethnic and religious backgrounds, and are racially diverse. Politicians see this and value our support and opinions.

Our CAPE Board of Directors reflects that diversity as well. As a result, we do not make hasty decisions when it comes to

endorsing candidates and supporting legislation or items on the Board of Supervisors agenda.

When SB-1 was introduced in Sacramento, proposing a new tax to go directly into rebuilding and upgrading the state's infrastructure, we didn't immediately jump behind it. We analyzed the bill to determine whether this was legislation that would benefit our members, as well as the public that we serve.

After careful consideration, we determined it was – and thus we went to work contacting those voting on the bill to ensure its passage.

Through CAPE's Political Action Committee, we are fortunate to have a lobbyist in Sacramento who is working on behalf of our members and the decisions being made there that impact Los Angeles County. While our lobbyist worked in Sacramento to ensure the bill's passage, CAPE reached out to other local unions to build support and request that they also contact state representatives.

SB-1 fit the bill, so to speak, for CAPE to support. In short, what it does is generate billions for road and bridge repairs, for which California currently has a huge backlog.

Our board is sensitive to the raising of taxes, just like most taxpayers. But when you have crumbling roads and an infrastructure that needs help now – not somewhere down the road with federal funding – it's important to support that. Putting CAPE's weight behind this bill boils down to this: It puts CAPE members to work, including those working for the Department of Public Works, Regional Planning, Beaches and Harbors, and Parks and Recreation, just to name a few.

As Governor Brown noted when he signed the bill into law, "Safe and smooth roads make California a better place to live and strengthens our economy. This legislation will put thousands of people to work."

The Los Angeles Times reported state officials said \$34 billion
(continued on page 4)

CAPE Endorses John Chiang for Governor

In June, CAPE became one of the first unions in Los Angeles County to endorse John Chiang for Governor of California.



Chiang was elected State Treasurer in 2014. As treasurer, he serves as the state's banker, overseeing trillions of dollars in transactions each year and ensuring the state's business is conducted in the most transparent manner possible.

Chiang has also served as State Controller and has never

been afraid to put the rights of the people ahead of politics and political posturing. When then-Gov. Arnold Schwarzenegger threatened to cut state workers' pay as leverage in a budget battle, Chiang refused to implement the illegal order. And he held his own Democratic Party accountable by withholding the pay of state legislators when they failed to pass a balance state budget on time as required by the California Constitution.

As State Controller, Chiang also identified \$9.5 billion in fraud and abuse of taxpayer dollars and restructured the state's debt to generate \$4.2 billion for schools, infrastructure and public safety.

"John Chiang has long represented the interests of Los Angeles
(continued on page 2)

Removal of 4/40 Work Week, Lack of Promotions are Top Issues for CAPE Appraiser Members

In February, CAPE members working in the Los Angeles County Assessor's Office were sent a survey about the state of their workplace.

The survey was sent to our appraiser members after receiving several complaints and comments about workplace issues during field visits, as well as at CAPE's regular twice-a-month table at the Hall of Administration.

The survey was sent to roughly 360 members, with a 24 percent return rate. Most of the questions were multiple choice, however some were open to comments.

Most of the respondents indicated decisions by Assessor Jeffrey Prang and his administration, such as the removal of the 4/40 work week, the failure to promote and the time being spent on Business Solutions/AMP were major contributors to low morale among employees. As one respondent indicated, morale is at the "lowest point in the last 25 years."

REMOVAL OF 4/40 WORK WEEK

For the members who responded, the majority indicated in open response questions the return of the 4/40 work week, in which members work 40 hours a week across four days, was a top issue for them. While some members in the Assessor's Office still work on the 4/40 schedule, new hires are not given the option. Additionally, members who transfer to another department inside the Assessor's Office cannot carry the 4/40 over to their new position or department.

In one open response question, some CAPE members indicated there was no explanation for removing it. "Why take 4/40 away?" one responder asked. Another stated it was "illogical" while another said it was "not supportive."

"They took away 4/40, which makes the only option to promotion, which is through downtown, less viable as cost of time and transportation increases," one responder stated.

FAILURE TO PROMOTE IN A TIMELY MANNER

The inability to fill open positions or promote from the exam lists was another thorn in the side of members and a morale killer to many respondents.

When asked, "Does the department provide a clear path to promotion for employees to follow?" 60 percent responded no. The majority also "disagreed" or "strongly disagreed" that they were satisfied with the educational and promotional opportunities for professional growth and advancement within the Assessor's Office.

And more than 70 percent of the respondents disagreed or strongly disagreed with the statement "The Assessor's Office timely fills vacancies."

"While the appraisal staff has been ignored, upper management has been quick to fill or create executive office positions," one respondent stated.

"Untimely promotions = drag on employee morale," one respondent wrote. "We didn't take this job to get rich, but we also didn't take this job to stay poor. A 2-5 year delay in promoting sets us back 2-5 years for the rest of our careers. It doesn't get forgotten. Management should understand that. [Example:] Appraiser Specialist Class of 2016."

"The new administration has destroyed morale by eliminating promotion opportunities by eliminating positions or filling them with outside career county employees," another respondent wrote.

Recently, the Assessor's Office promoted seven members off the Appraiser Specialist list, after CAPE sent two letters to Prang requesting all Appraisers who are reachable and working in Appraiser Specialist positions be promoted. Seven additional promotions were made, however there are still a number of Appraisers who are working out-of-class as Appraiser Specialists.

BUSINESS SOLUTIONS/AMP

Many of the respondents cited the department's concentration on the Business Solutions/AMP modernization project was diverting attentions from staffing, salaries, promotion, quality of worksites and morale.

One respondent said this about AMP: "In the long run, [it] will be a net benefit to all. But in the short term, it's a drain on staff, leaving more work for the rest. Pointless meetings and committee formations without any clear reasons/goals. These things would be fine if it was made clear that there was some benefit, but they seem like pointless management 'consultant'-driven events."

While the majority of respondents indicated they had a good working relationship with their immediate supervisor, upper management seemed to be an issue with many and the generator of low morale and disconnect with the appraisal staff.

"Have a visible presence in our daily routine. Demonstrate an understanding of our responsibilities. Express appreciation through sincere interaction with us appraisers in the trenches," was one suggestion to upper management.

CONCLUSION

While there were some positive comments by employees who felt the department was moving in the right direction, it is hard to ignore the majority of the complaints made.

CAPE works hard to improve and protect our members' workplace. By responding to this survey and providing your thoughts, you have equipped us with your voice as we move forward to work with this current Assessor's Office administration. ■

To view all of the survey results, visit capeunion.org/appraiser-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
SOHRAB	AGAH	501 - Professional Engineers	5/8/2017
HEATHER	ANDERSON	511 - Engineering Technicians	6/12/2017
MIKAYEL	BARSEGHYAN	131 - Appraisers	5/4/2017
CENON	BERNABE	511 - Engineering Technicians	2/3/2017
IVY	BORDENAVE-PRIESTLEY	511 - Engineering Technicians	5/1/2017
TIFFANY	CALDWELL	511 - Engineering Technicians	2/13/2017
ALDO	CHANEZ-GRACIA	131 - Appraisers	5/4/2017
JOSEPHINE	CHEN	121	5/4/2017
YIN	CHENG	131 - Appraisers	2/9/2017
YOHANN	CHONG	131 - Appraisers	5/4/2017
FRED	CRAVEA	502 - Supervisory Professional Engineers	3/15/2017
JAMES	CULOTTA	501 - Professional Engineers	1/18/2017
THOMAS	DEARBORN	511 - Engineering Technicians	6/12/2017
DENNIS	DININGER	512 - Supervisory Engineering Technicians	5/17/2017
JAMES	DREVNO	511 - Engineering Technicians	6/12/2017
DIANA	ESPARZA	511 - Engineering Technicians	1/13/2017
ROMEO	FERNANDEZ	Technical	4/21/2017
ROGELIO	FLORES	511 - Engineering Technicians	6/12/2017
GABRIEL	GALINDO	131 - Appraisers	5/4/2017
JOSE	GUEVARA	131 - Appraisers	5/4/2017
THERON	HASHIMOTO	501 - Professional Engineers	1/9/2017
GABRIELA	HERNANDEZ	131 - Appraisers	5/4/2017
ALEXANDER	HOLT	511 - Engineering Technicians	6/12/2017
HOWARD	HSU	131 - Appraisers	5/4/2017
HELEN	IRIGOYEN	131 - Appraisers	5/4/2017
ALBERT	KANG	131 - Appraisers	5/4/2017
VAHE	KARABEKYAN	131 - Appraisers	5/4/2017
KRISTINE	KARAMANUKYAN	131 - Appraisers	5/4/2017
CASANDRA	KENDRICK	131 - Appraisers	5/4/2017
BENJAMIN	KHONG	131 - Appraisers	5/4/2017
EDWARD	KIM	131 - Appraisers	5/4/2017
JENNIFER	KIM	511 - Engineering Technicians	6/12/2017
CHRISTOPHER	KLEE	511 - Engineering Technicians	2/3/2017
GRACE	KOMJAK	501 - Professional Engineers	1/18/2017
YUGAL	LALL	501 - Professional Engineers	3/15/2017
RAYMOND	LAM	131 - Appraisers	5/4/2017
NANCY	LARA	511 - Engineering Technicians	1/18/2017
CARLOS	LARA	511 - Engineering Technicians	5/17/2017
LEONARDO	MAGALHAES	Technical	4/24/2017
RENE	MALAN	511 - Engineering Technicians	3/15/2017
FRANK	MASI	131 - Appraiser	5/4/2017
JESUS	MENDEZ	Technical	6/26/2017
NATHAN	MERRICK	511 - Engineering Technicians	2/13/2017
SIMEON	MORRIS	131 - Appraisers	5/4/2017
TIMOTHY	MURPHY	511 - Engineering Technicians	6/12/2017
SUZETTE	NELSON	132 - Supervisory Appraiser	4/6/2017
ALYSSA	NETTO	511 - Engineering Technicians	6/13/2017
ANDY	NGUYEN	Technical	6/23/2017
DAVID	POCH	511 - Engineering Technicians	5/15/2017
EMMY	PROCTOR	Technical	1/17/2017
JESSICA	ROJAS	511 - Engineering Technicians	1/18/2017
LUIS	RUELAS	131 - Appraisers	5/4/2017
JANEA	RUSSELL	501 - Professional Engineers	2/7/2017
RICARDO	SANCHEZ	Technical	6/28/2017
ANDRE-JUSTIN	SIMMONS	511 - Engineering Technicians	5/26/2017
DANIEL	SKLUT	131 - Appraisers	5/4/2017
BRYAN	SY	132 - Supervisory Appraisers	2/14/2017
LETICIA	TORRES	511 - Engineering Technicians	1/18/2017
JASON	TSAI	131 - Appraisers	5/4/2017
MELISSA	TURCOTTE	501 - Professional Engineers	1/18/2017
LI-TING	WANG	131 - Appraisers	5/4/2017
PAULA	WOODS	131 - Appraisers	5/4/2017
ROBERT	YOUNKINS II	131 - Appraisers	5/4/2017
WEN BO	ZHOU	511 - Engineering Technicians	3/23/2017

CAPE Endorses John Chiang for Governor. (continued from page 1)

County in the work he has done both on the local and state level," said CAPE President Carlos Clayton. "He has always been a friend to CAPE's membership and other public sector government workers and our Board of Directors believes he is the best candidate to lead our state.

"Treasurer Chiang has proven himself as an evenhanded and competent leader over the last two decades. He has fought for fiscally responsible policies in the state, delivered billions in savings to Californians and uncovered fraud and abuse of taxpayer dollars. Chiang has also worked in supporting funding for state and local infrastructure programs. We know he will continue these policies as governor," Clayton added.

Chiang said he was honored by the endorsement and the support of CAPE and the thousands of public sector professionals in Los Angeles County.

"I've spent my career working with many of their members," Chiang said. "I appreciate the recognition and will continue to support smart and responsible funding for programs and infrastructure that these members implement every day and make L.A. County so special."

Chiang will be the union's keynote address at the annual membership dinner, which will take place on Oct. 5. ■

Why I Joined CAPE



"I can go at this job as a single voice or I can go at it with the support of the union, and I love having that support. I enjoy CAPE sponsored events like the first-time homebuyers seminar and volunteering for the election committee."

Ron Hsueh
Appraiser
L.A. County Assessor's Office,
East District Office
Joined CAPE 5/3/2016

KNOW YOUR RIGHTS: OUT-OF-CLASS AND ADDITIONAL RESPONSIBILITIES BONUSES

One of the benefits of being a CAPE member is knowing that you will be compensated for the work you do, regardless of the situation.

For many members, working out-of-class or having additional responsibilities means they may be entitled to bonuses. CAPE negotiated a means for members to receive a two standard salary levels bonus (approximately 5.5 percent) if a member has been assigned a special project or assignment, or are performing duties that are reserved for employees in higher classification. These bonuses – known as either an Additional Responsibilities Bonus (ARB) or an Out-of-Class Bonus are outlined in each MOU, under sections titled "Special Pay Practices and Provisions" and "Out-of-Class Assignment."

There are different eligibility requirements for receiving an ARB or Out-of-Class bonus.

- Members are eligible for an ARB if they have been assigned a special project or assignment that requires the performance of additional duties and responsibilities beyond those within your classification; you are performing all the significant duties; or your assignments are those performed by employees at a higher level classification. There does not need to be a vacant funded position allocated to this higher level classification.
- Members are eligible for an Out-of-Class bonus if they are performing all the significant duties; or your assignments are those performed by employees in a higher level classification for more than 20 consecutive working days; and there exists a vacant funded position allocated to this higher level classification.

If you believe you are eligible for either type of bonus, different procedures apply. ARBs require members to make a written request for this bonus and provide information that confirms eligibility for the bonus to departmental management. Management must receive the CEO's approval to pay this bonus and must notify you of the CEO's decision within 45 business days of receipt of your request. For Out-of-Class bonuses, the procedure allows for members or a CAPE representative to request the bonus and provide information that confirms eligibility for the bonus to departmental management. Management has the authority to grant or deny the request and must respond with its decision within 30 business days of the request. ■

Members Learn About the Home Buying Process

More than 25 CAPE members learned the ins and outs of home buying and the Union Plus Mortgage Program at a seminar on March 28 at the union's office in Pasadena.

Wells Fargo Home Mortgage reps Mary Niederhaus and Paul Wasserman walked attendees through the process of home buying and how to prepare for purchase. They also answered questions about refinancing.

Members in attendance also learned about the Union Plus Mortgage program, a benefit through the AFL-CIO that is only for union members, including CAPE members. The Union Plus Mortgage program, with financing provided by Wells Fargo Home Mortgage, provides several financial safeguards for participants, including interest-free mortgage assistance loans, mortgage strike assistance grants, hospital grants and disaster relief grants. To learn more about the program, visit unionplus.org/mortgage. ■

CORRECTION:

In the Winter/Spring 2017 article "CAPE Members Win Bonuses Retroactive to 2015," the retroactive date and year was incorrect. The bonuses are retroactive to January 2016.

TO CONTACT CAPE

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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: Working with CAPE

By Tim Farrell, CAPE Business Agent



Most of the work CAPE does on behalf of its members often goes unseen by the membership because cases tend to be single issues and confidential (unless the member allows the union to report their victory to the membership). At any given month, our business agents and general counsel are working on

30 or more member cases in various stages and degrees.

Recently, CAPE represented two grievance cases on "Letters of Warning" that were successfully resolved based on several factors, including:

1. The employees were known and respected for their work separate from the grievance at hand.
2. The overall work of the employees' classification was well understood and respected by management.
3. The employees had a good case and maintained competent professional demeanor in the process.
4. Management's orientation on discipline was fairly balanced between remediation and punishment.
5. CAPE's business agent was contacted early in the process and honestly apprised of situation by the members.

These factors – combined together – gave the cases reasonable chances for prevailing.

When you have the perfect combination of these such factors, the likelihood of winning your case is greater. In these cases, CAPE was fully prepared and able to sit down with management and have informative meetings to resolve the disputes.

The results were an outright dismissal of the allegations for one case; and a reduction to a non-disciplinary Memo of Expectations for the second case. In both cases, career-threatening proposed disciplines were kept from inclusion in the members' permanent files thanks to the work done on their behalf by CAPE's business and legal staff.

The end result? Careers were kept on track for future professional opportunities. That's why CAPE exists: to look out for the best interests of its members. These outcomes would not likely have happened without CAPE's intervention.

If you have a grievance, don't wait. Call CAPE! ■

CAPE Awards Scholarships to CSULA Engineering and CSUN Urban Planning Students

The 2017 CAPE Career Track Scholarships have been awarded to two students from California State University, Los Angeles (CSULA) and California State University, Northridge (CSUN).

The recipients, Dea Flores Zuniga, an Engineering student from CSULA, and Ariel Jones, an Urban Studies and Planning student from CSUN, were each awarded \$2,500 scholarships from CAPE.

In 2014, the CAPE Board of Directors established the Career Track Scholarship program to recruit young, talented professional employees from local universities. The union started the program with CSULA's Engineering Department. This year, the Board of Directors added CSUN's Urban Studies and Planning to the scholarship program.

"The Career Track Scholarship Program is part of CAPE's commitment to support the next generation of Los Angeles County professionals and union members," said CAPE President Carlos Clayton, P.E. "The selection process was not an easy one to make. Each of the applicants we interviewed brought such passion, energy and enthusiasm for their field of study. Dea and Ariel are exceptional representatives of their respective universities."

The scholarship recipients will receive recognition at the annual CAPE membership dinner in October, and will also be presented and introduced to the Los Angeles County Board of Supervisors in the fall. ■

Four Members Reappointed to the CAPE Benefit Trust Board

The CAPE Board of Directors at its April and May meetings reappointed four members to the CAPE Benefit Trust Board. Reappointed to three-year terms were:



Ray Castellanos, a Mechanical Engineer for the Department of Public Works who has been working for the County for 18 years. He has also been a member of CAPE for 18 years.



Barbaree Hardy, an Appraiser Specialist I for the Los Angeles County Assessor's Office. She has been employed by the County for 28 years. She joined CAPE in 2010.



Nelson Manabat, who has been a member of CAPE and worked for the County for 36 years. He is a Senior Civil Engineering Technician for the Department of Public Works. He also serves as Secretary of CAPE.



Barbara Volz, a District Building and Safety Engineering Associate for the Department of Public Works. Volz is Treasurer for the Union. She has worked for the County for 36 years and has been a CAPE member for 30 years.

The CAPE Benefit Trust is run by a Board of Trustees who administers a variety of benefit plans to CAPE members, as well as other County of Los Angeles employees. ■

State Supreme Court Focuses on Personal Phone and Computer Use for Work

In March, the State Supreme Court published a decision that held that any records (emails, texts, etc.) on public employees' private phones, computer or servers that relate to public business are public records and may be disclosed under the California Public Records Act (*City of San Jose v. Superior Court*).

Prior to this court decision, the state law had been that if the public employees' records relating to public business were on their private phones or computers, they were not subject to disclosure under the CPRA, since they were not controlled by the public employee's agency.

The court acknowledged there exists legitimate public employee privacy concerns. However, a public employee's comments should be subject to disclosure. This decision opens the door to disciplining an employee for their comments when they are using their private phone or computer for work, or it may cause them to have problems at work.

CAPE strongly urges members to not use personal phones or computers for work. If there is a concern or question, call CAPE. ■

New Program for CAPE/Blue Shield* Lite and Classic POS Plans

Here's an update on a great new program available to you as a CAPE/Blue Shield Lite or Classic medical plan member:

HEAL ON-DEMAND HOUSE CALLS

Heal is a service that allows you to schedule in-person healthcare visits wherever you are – at home, in the office or even a hotel room. For most services, the cost to see a doctor is the same as your plan's copay. Important! This service is available through Heal doctors contracted in the Blue Shield PPO network in Los Angeles, Orange County, San Diego and the San Francisco Bay Area. To use this service, you must access a Heal provider through your PPO level of benefits.

Services provided by Heal doctors include high-quality primary care; efficient urgent care; point-of-care testing for blood, strep, urine, etc.; and more. All Heal physicians have gone through background checks and are licensed in family practice, internal medicine or pediatrics. Home physician visits with Heal doctors are available 8 a.m. to 8 p.m. daily. For more information, go to <https://heal.com> or call (844) 644-4325.



MAKE YOUR PREVENTIVE CARE APPOINTMENT TODAY!

You've heard the old saying about an ounce of prevention. Even when you're feeling fine, it's smart to make a preventive care appointment with your doctor. Preventive care is key to finding possible health issues early, when treatment can help the most, and annual physical exams are covered at 100%.

Find out what screenings, services and immunizations are recommended for you and your family. Visit blueshieldca.com/cape and click on "Preventive Care Services." ■

*Blue Shield and the Shield symbol are registered trademarks of the BlueCross BlueShield Association, an association of independent Blue Cross and Blue Shield plans.

Sacramento Watch: Bills and Decisions That Can Impact CAPE Members

CAPE is watching movement of three pieces of legislature that would impact our membership. The union works hard to ensure our members' interests are represented fairly, not only by elected county officials, but state representatives as well.

In May, we sent lawmakers in Sacramento a letter in support of SB 362, which would add Code Enforcement Officers to the list of public service employees whose personal information is not available in Department of Motor Vehicles records.

For CAPE members, particularly those working for the Department of Regional Planning, this is an important bill, since many use their own personal vehicles for inspections and code enforcement.

We also sent that month a letter to lawmakers strongly opposing an amendment to the state Constitution. SCA 12 would directly affect the governance of Los Angeles County. The amendment asks state voters to approve what L.A. County voters have rejected eight times - expanding the Board of Supervisors and creating an elected position of Chief Executive Officer for the county.

In June, CAPE's Sacramento lobbyist Tim Yaryan sent Sen. Mike McGuire, the chair of the state's Senate Governance and Finance Committee, a letter on behalf of the union urging him to vote "aye" on AB 1250 when it comes before his committee.

AB 1250 is an act to add a section to the Government Code regarding counties contracts for personal services, aka "contracting out."

As our letter states, this is a "common sense measure to ensure counties adhere to due diligence standards when opting to outsource public services" and provides government standards for which counties would be allowed to outsource services currently or customarily performed by their employees. Among the standards proposed: a fair cost analysis, proven savings to taxpayers, no displacement of employees and ensuring prospective contractors are qualified and do not engage in discriminatory practices.

We also note that it's California's long-standing policy - since 1913 - to ensure public services are delivered through a well-trained and qualified workforce to ensure consistent quality of services to the public. This addition to the Government Code continues this policy and ensures counties operate in the best interests of the public.

As public service professionals, we are the most qualified and trained workforce to service the citizens of Los Angeles County. AB 1250 will ensure that when LA County departments want to outsource work, there is accountability measures in place.

CAPE will continue to keep its membership updated on these pieces of legislation as they move through committees and onto voting by the state Assembly and Senate.

You can read more about these bills and view our letters at www.capeunion.org/legislative-political-advocacy. ■

CAPE BOARD OF DIRECTORS

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TREASURER Barbara Volz Public Works (626) 458-6369	DIRECTOR Carl Lindner Assessor (213) 974-1730	DIRECTOR Open

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.

Officer positions are determined annually, each September, by the Board.



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Barbara Volz, Editor

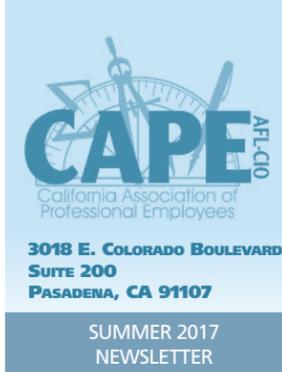
BENEFIT TRUST BOARD OF TRUSTEES 2017

CHAIR Nelson Manabat Public Works (626) 300-3348	TREASURER Barbara Volz Public Works (626) 458-6369	TRUSTEE Ray Castellanos Public Works (626)458-6352
VICE CHAIR Lisa Andres Assessor (626) 258-6157	SECRETARY Barbaree Hardy Assessor (626) 258-6159	

CAPE 2017 Retirees

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

FIRST NAME	LAST NAME	DEPARTMENT	UNIT	RETIREMENT DATE
ALAN	ADACHI	Chief Executive Office	2061 - Principal Real Property Agent	3/15/2017
JESSICA	CAJULIS	Assessor	5950 - Road Maintenance Superintendent	3/31/2017
PETER	CHANG	Public Works	3436 - Senior Civil Engineer	3/15/2017
CRAIG	CLINE	Public Works	4132 - Principal Facilities Project Mgr.	2/28/2017
JEFFREY	DONALDSON	Public Works	1968 - Supervising Appraiser	5/15/2017
FOSTER	DRIVER III	Assessor	4112 - Departmental Facilities Planner II	3/15/2017
MASSOUD	ESFAHANI	Public Works	3548 - Prin Mechanical Engineering Asst.	2/1/2017
EDWARD	FREEMAN	Internal Services	4183 - District Bldg & Safety Engrg Assoc.	3/15/2017
PAUL	FUNK	Public Works	3432 - Supervising Civil Engineering Asst.	3/15/2017
MOHAMMAD	KAJBAF	Public Works	1962 - Appraiser	1/15/2017
MEHRJI	MALGANJI	Public Works	3435 - Civil Engineer	3/15/2017
RICHARD	MC CARTLE	Public Works	4203 - Supervisor, Contract Construction	3/15/2017
GLENIS	MC LEOD	Public Works	3435 - Civil Engineer	3/15/2017
FRANK	MORENO	Parks & Recreation	3428 - Senior Civil Engineering Assistant	1/15/2017
KENNETH	ROBERTS	Public Works	5950 - Road Maintenance Superintendent	2/28/2017
KENNETH	ROSE	Assessor	3436 - Senior Civil Engineer	3/15/2017
TOMOKO	SAKURAI	Public Works	3907 - Field Engineer	3/15/2017
OANH	TRAN	Public Works	1965 - Appraiser Specialist I	2/1/2017
FREDERICK	WONG	Public Works	4183 - District Bldg & Safety Engrg. Assoc.	3/15/2017
JOSEPH	YOUNG	Public Works	4431 - Senior Regional Planning Assistant	4/30/2017



President's Message. (continued from page 1)

of the first \$52 billion raised will go toward repairing roads, bridges, highways and culverts. Most of the money will be split 50-50 between state and local projects.

Additionally, \$7 billion will go toward mass transit projects and other money will pay for new bike paths, pedestrian paths and fund improvements to trade corridors, such as the roads servicing the Los Angeles and Long Beach ports.

We applaud our leaders in Sacramento for coming up with a solution that doesn't empty Californians' pockets, puts CAPE members to work and helps build a better state now and for future generations. ■

[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. CAPE now offers three ways to purchase movie tickets:

- For online purchases, PayPal/Debit or Credit Card visit our online CAPE Web Store at www.CAPEunion.org.
- For mail-in check payments, download a movie ticket order form from the CAPE website and mail it in with a check payable to CAPE. Alternatively, you may call and request to have a form emailed to you.
- For in-person purchases, visit the CAPE office. Cash, check or credit/debit card payments are accepted.

Tickets will be mailed upon verification of membership status and receipt of payment. All sales are final. No exchanges or refunds. Orders over \$75 will be mailed to you via certified mail.



Theatre	Price
AMC Black Unrestricted	\$10.25
Pacific (restricted - may not be used for special engagements)	\$8.00
Regal (incl. Edwards & United Artists)	\$8.50
New! AMC Popcorn Snack Ticket (One small popcorn or credit toward larger size)	\$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

AUGUST 2017

Wednesday, Aug. 23

Table at the Hall of Administration

2nd Floor Foyer from 9 a.m. – Noon

Thursday, Aug. 24

CAPE Board of Directors Election Ballot Count

CAPE office at 6 p.m.

SEPTEMBER 2017

Monday, Sept. 4

Labor Day

CAPE office closed.

Thursday, Sept. 7

Table at the Department of Public Works HQ

Courtyard from 11 a.m. – 1 p.m.

Wednesday, Sept. 13

Table at the Hall of Administration

2nd Floor Foyer from 9 a.m. – Noon

Thursday, Sept. 14

CAPE Board of Directors Meeting

CAPE office at 2 p.m.

Friday, Sept. 22

Annual CAPE Golf Tournament

Royal Vista Golf Club, 11 a.m.

Wednesday, Sept. 27

Table at the Hall of Administration

2nd Floor Foyer from 9 a.m. – Noon

OCTOBER 2017

Thursday, Oct. 5

CAPE Annual Membership Meeting and Dinner

Pasadena Hilton at 6 p.m.

Monday, Oct. 9

Columbus Day

CAPE office closed.

Wednesday, Oct. 11

Table at the Hall of Administration

2nd Floor Foyer from 9 a.m. to Noon

Thursday, Oct. 12

Table at Department of Public Works

Courtyard from 11 a.m. – 1 p.m.

Thursday, Oct. 12

CAPE Board of Directors Meeting

CAPE Office at 2 p.m.

Wednesday, Oct. 25

Table at the Hall of Administration

2nd Floor Foyer from 9 a.m. – Noon

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!