



Los Angeles Sheriff's Professional Association  
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*LASPA "The Members' Union"*

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July 29, 2019

Dear LASPA Member:

If you have the Blue Shield Point of Service ("POS") as your healthcare plan, please pay careful attention to this letter. In the past month, many of you have received several correspondences from the California Association of Professional Employees ("CAPE") regarding the POS coverage. Some of you may be profoundly impacted by what has transpired in a recent change made by the Coalition of Los Angeles County Unions ("CCU").

We understand that the additional eligibility requirement to enroll in the POS for the year 2020 is a vital concern, as we will highlight the significance of the recent change in this letter.

**I. Deputy Sheriffs that dropped ALADS**

If you are a deputy sheriff who is still paying dues to ALADS, the changes to the POS eligibility requirement will not impact you.

On the other hand, if you are a deputy sheriff who dropped ALADS after the United States Supreme Court ruling in *Janus v. American Federation of State, County, and Municipal Employee*, the recent changes made by CCU will force you to be a full dues-paying member of ALADS again, in order to receive the POS in 2020. As you may know, the CCU consists of more than 30,000 employees in the County of Los Angeles, which includes ALADS and CAPE. Unquestionably, ALADS' 7500 deputy sheriffs is the largest collective bargaining union in CCU.

You may wonder, how is this legal? If *Janus* stands for the rule of law that you are not required to join a union, then how is it that CAPE is able to take away the POS if I do not become a dues-paying ALADS member?

The reason being, the POS plan was solely administered by the CAPE's Benefit Trust Board of Trustees and *not* managed through the County. This means, CAPE is able to close this medical healthcare plan to its members only. Since CAPE belongs to the parent union of CCU, both entities are free to decide only dues-paying union members to receive the POS medical plan. After conducting a thorough research, the requirement imposed by CAPE is legal, because after all, the POS is CAPE's plan and CAPE is able to regulate the eligibility requirements.

To put another way, CAPE and ALADS are siblings and the CCU is the parent organization of the two unions. The type of medical plan offered by CAPE is mutually beneficial to ALADS members. This is to say that CAPE and ALADS are one team and CAPE will not allow non-ALADS dues-paying members to benefit from a medical plan that is administered by CAPE.

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Some of you have expressed your candid frustrations regarding this issue and your opinions are well-taken and understandable. While the qualifying condition of being an ALADS member seemingly appears to be a forcible move by CAPE to take your medical benefits hostage, it is nevertheless, a lawful eligibility requirement imposed by CAPE.

## **II. Lieutenants, Sergeants, Custody Assistants, Security Officers, Security Assistants, that dropped PPOA**

PPOA, at this very moment, is not a member of the CCU. This means, the issues presented by CAPE with the POS are not isolated to LASPA members, but also to all PPOA dues-paying members.

On July 25, 2019, PPOA sent out a letter to all of its members, informing them that PPOA's Board of Directors have voted to join CCU. According to PPOA, by joining CCU, their members will not be affected by the CCU's decision to enclose the POS to only dues-paying union members. PPOA's promise rests on the decision by their Board to become a member of the CCU. However, to date, CCU has not formally accepted PPOA's membership. Accordingly, the decision by CCU to limit to only the CCU union members is a global issue that impacts all employees of Los Angeles County who are not part of the ten (10) unions under the CCU.

## **III. LASPA's Position**

Undeniably, LASPA is not a collective bargaining union and therefore, cannot join the CCU. Nevertheless, at this moment in time, LASPA is steadfastly working with several vendors to survey the viability of administering an equivalent medical plan for its members. When a separate LASPA board of trustee is formed to administer the healthcare plan, LASPA intends to hopefully offer a similar plan and will notify you if it becomes available.

## **IV. LOS ANGELES COUNTY CHOICES FOR 2020**

For those members that are being affected by this medical coverage change, please be advised that you will not lose your medical coverage for the **remainder of 2019, even if you do not belong to ALADS or PPOA.** Since it is not mandatory under the Janus ruling to belong to a bargaining union, we have enclosed a copy of the different medical options that will be available to you during open enrollment. You can also view these options online at: <http://employee.hr.lacounty.gov/benefits-2/>. Open enrollment will begin on October 1<sup>st</sup> and extend through October 31, 2019. We encourage our members to speak with their current medical provider to verify which other medical plans they accept. That information will help you select another medical plan that will best fit you and your family's medical needs.

On behalf of LASPA Board of Director's and Staff Members, we would like to take this opportunity to apologize for any inconvenience this may have caused and thank for your continued support and dedication.

Please feel free to contact our office with further questions or concerns.

Sincerely,

*Cesar Romero*

Cesar Romero  
LASPA President