



CAPE

California Association of Professional Employees

VOLUME 21 ISSUE 3 WINTER 2015 EDITION www.CAPEunion.org

PRESIDENT'S MESSAGE

New CAPE Members Add to Collective Strength of Our Union

By Carlos Clayton, CAPE President



We continue to see the positive difference CAPE makes in the careers of L.A. County professionals when we join and participate in our union. As reported in other sections of this newsletter, CAPE's Negotiating Teams and our representatives at the Coalition of County Unions (CCU) fringe benefits bargaining table achieved major gains for CAPE members during the 2015 contract negotiations. These include a 10% pay raise package, significant additional funding for our rising healthcare premiums, an extra week of vacation time, a new Cesar Chavez Holiday starting in 2017, and more. All that we have achieved, however, would not be possible without the ongoing support of CAPE members – new and seasoned alike.

For this edition I want to welcome CAPE's newest members and thank the nearly 2,000 of you who have paid dues and supported CAPE for many years. CAPE Board and Staff representatives presented information about the union and the

benefits of membership to new classes of employees at several Departments in the fall/winter 2015. I am pleased to report that virtually all of them joined CAPE. This is nothing new, and it continues a trend of increasing union membership, strength, and activity which CAPE's leadership and staff have cultivated since before the Great Recession.

The new generation of L.A. County professionals understands LA



August 2015 – New CAPE Members from Regional Planning Dept. are joined in the back row by CAPE Board Member Jonathan Bell (2nd from left), former Board Member and current CAPE Delegate Josh Huntington (3rd from left), and CAPE Delegate Nicholas D'Amico (far right).



September 2015 – Thirty new Appraiser Trainees from the L.A. County Assessor's Office joined CAPE during their orientation session.

(Continued on page 2)

2015 Contract Bargaining Victories Improve CAPE Members' Pay, Benefits, and Working Conditions

It has been heavily reported that CAPE achieved a 10% total across-the-board cost-of-living-adjustment increase for all CAPE Bargaining Unit members during the 2015 Unit Salary Contract Negotiations. The 10% will be paid to employees within 2 years, 6 months of the start of the new contracts according to the following schedule:

- October 1, 2015 3%* (12 salary levels)
- October 1, 2016 3% (12 salary levels)
- October 1, 2017 2% (8 salary levels)
- April 1, 2018 2% (8 salary levels)

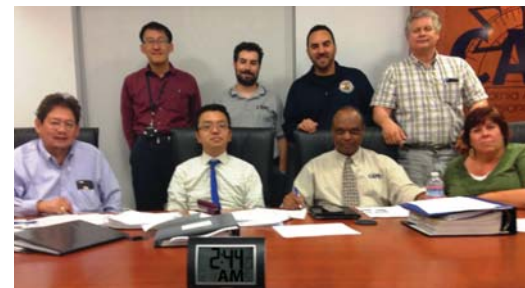
*Retroactive to October 1, 2015.

CAPE members are currently voting to ratify the new Salary Contract Agreements (MOUs). The first 3% pay raise can't be administered until the new contract language is finalized for all Units and the Board of Supervisors formally adopts the MOUs. Assuming the MOUs are approved by a majority of members in each Unit, the first 3% installment retroactive to October 1, 2015 is likely to be administered by the County in January or February 2016.

In addition to the well-earned pay raises, CAPE's Negotiating Teams achieved the following enhancements during the 2015 round of negotiations (partial list):

- **Salary Inequity Re-Opener** – Added a side letter agreement that the County agrees to receive and evaluate in 2016 any additional information provided by CAPE related to CAPE Professional Engineers and Engineering Technician Unit members' inequity presentations presented during the 2015 negotiations for reconsideration by the CEO.
- **New Contracting Out Language** – New language enables CAPE to raise concerns regarding DPW's contracting practices before RFPs go to the Board of Supervisors AND creates a Joint Labor-Management Committee at DPW on contracting out, with CEO participation to ensure productive discussions and resolution.
- **New CAPE Safety Equipment Provisions at DPW & DRP** – Provides annual cost reimbursement for CAPE Bargaining Unit 511 & 512 field employees at DPW and Regional Planning Departments for the cost of their work boots.
- **New Language for Assessor Employees** – Among other new language improvements, new MOU Appendix language commits the Assessor to pursue CEO approval to: 1) make changes to the Appraiser Trainee and Appraiser classifications that will improve recruitment and retention of new Appraisers, and 2) create a new special pay practice and provision for a new SBE audit-qualified bonus for appraisal staff.

None of the above achievements would have been possible without the collective support of CAPE members. ■



CAPE Negotiating Team Members clock out near 3AM at the end of a marathon bargaining session October 13th and 14th.

Coalition of County Unions (CCU) Reaches Fringe Benefits Agreement with Significant Enhancements for CAPE Members

On Monday, December 14, the Coalition of County Unions (CCU) reached a Tentative Agreement (T/A) with the County of Los Angeles on a sweeping contract that includes significant enhancements in paid leave – vacation and holidays – and in the County's negotiated contribution toward our health and dental plans, The Choices Plan. Major highlights include the following:



HOLIDAYS: After many years of demanding the addition of Cesar Chavez Day as a paid holiday at the bargaining table, the County finally agreed that – beginning in 2017 – Cesar Chavez's birthday shall now be a paid holiday celebrated on the last Monday in March. This is the first NEW paid holiday in 30 years!

VACATION ACCRUAL: Also, in honor of our tenure with the County, management agreed to our demand to increase vacation accrual for members with 20 years of service an additional eight hours per year, to a maximum of 40 additional hours of vacation with 24 years or more of service.

THE CHOICES PLAN: The County agreed to increase their contribution toward the Choices Plan according to the

Monthly Choices Plan Contribution – Permanent Employees				
Coverage	2015 (Current)	2016	2017	2018
% Increase		6%	6%	6.5%
Employee Only	\$812.00	\$860.72	\$912.37	\$971.68
Employee + 1	\$1,481.53	\$1,570.43	\$1,664.66	\$1,772.86
Employee + 2 or more	\$1,750.15	\$1,855.16	\$1,966.47	\$2,094.29

(Continued on page 3)

HAPPY NEW YEAR FROM CAPE!

CAPE WISHES ALL MEMBERS AND THEIR FAMILIES A SAFE, HEALTHY, AND PROSPEROUS 2016!

Welcome New Members.....	2	CAPE Member Value.....	3
Why I Joined CAPE.....	2	CAPE 2015 Retirees.....	4
Representation Update.....	3	CAPE Calendar.....	4
Retirement Announcement.....	3	CAPE Member Perks.....	4
Benefit Trust Update.....	3		

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
MOHAMMED	ALAM	501 - Professional Engineers	11/18/2015
ROBERT	ALLOWAY	511 - Engineering Technicians	8/26/2015
MARLA	ALVAREZ	511 - Engineering Technicians	8/19/2015
DAVID	ARELLANES	511 - Engineering Technicians	9/17/2015
MOHSEN	AZOUZ	501 - Professional Engineers	11/18/2015
JOSE	BAUTISTA	511 - Engineering Technicians	10/1/2015
FLORA	BAUTISTA	511 - Engineering Technicians	10/29/2015
LAURIE	BEAN	131 - Appraisers	9/17/2015
MAYRA	CABRERA	501 - Professional Engineers	11/18/2015
KAREN	CASTRO MOLINA	131 - Appraisers	9/17/2015
CRISTIAN	CENTENO	511 - Engineering Technicians	11/10/2015
KEVIN	CHANG	501 - Professional Engineers	11/18/2015
WILLIAM	CHEN	511 - Engineering Technicians	11/20/2015
JUSTIN	CHOW	131 - Appraisers	9/17/2015
CHING-LIAN	CHU	131 - Appraisers	8/21/2015
LISA	COSIO	131 - Appraisers	9/17/2015
ISRAEL	CRUZ	511 - Engineering Technicians	8/19/2015
LAUREN	DE LA CRUZ	511 - Engineering Technicians	8/19/2015
JONATHAN	DIAZ	131 - Appraisers	9/17/2015
STACEY	DICKSON	501 - Professional Engineers	11/18/2015
LUIS	DIMAS	131 - Appraisers	9/17/2015
MACKENZIE	DOMANN	501 - Professional Engineers	11/18/2015
DAVID	FONG	501 - Professional Engineers	11/18/2015
KOLOTITA	FUE	511 - Engineering Technicians	10/29/2015
ELENA	GALOUSSIAN	131 - Appraisers	9/17/2015
RACHEL	GEIST	131 - Appraisers	9/17/2015
DENA	GIACOMINI	502 - Supervisory Professional Engineers	11/18/2015
DEBORAH	GROSSMAN	131 - Appraisers	9/17/2015
SABA	HEIDARI	501 - Professional Engineers	10/15/2015
JOHN	HICKMAN	131 - Appraisers	12/3/2015
MATTHEW	HO	131 - Appraisers	9/17/2015
KRISTEN	HOLDSWORTH	511 - Engineering Technicians	11/20/2015
JOLEE	HUI	511 - Engineering Technicians	8/19/2015
MANUSH	ISAGULYAN	131 - Appraisers	11/6/2015
JUSTIN	JONES	501 - Professional Engineers	10/1/2015
SUZANN	KHACHATRIAN	131 - Appraisers	9/17/2015
ADIS	KHATCHATOURIAN	131 - Appraisers	9/17/2015
CHRISTOPHER	LA FARGE	511 - Engineering Technicians	8/19/2015
KALVIN	LAM	501 - Professional Engineers	11/18/2015
AMY	LE	999 - Other	9/17/2015
GREGORY	LEUNG	131 - Appraisers	9/17/2015
MICOL	LEYVA	511 - Engineering Technicians	10/1/2015
RITCHIE	LI	131 - Appraisers	9/17/2015
MATTHEW	MAYHEW	131 - Appraisers	9/17/2015
RAMON	MEDENILLA	511 - Engineering Technicians	11/4/2015
RASESH	MEHTA	131 - Appraisers	9/17/2015
AREVIK	MIKAYELIAN	131 - Appraisers	9/17/2015
LEE	MILLER	01 - Professional Engineers	10/22/2015
GRIGOR	MIRZA-AVAKYAN	511 - Engineering Technicians	8/19/2015
CORI	MORENO	511 - Engineering Technicians	12/2/2015
LILLIAN	NG	131 - Appraisers	9/17/2015
NORMAN	ORNELAS JR.	511 - Engineering Technicians	1/20/2015
RYAN	ORTIZ	501 - Professional Engineers	11/18/2015
NIKKO	PAJARILLAGA	501 - Professional Engineers	11/18/2015
KEVIN	PHAN	501 - Professional Engineers	11/18/2015
MICHAEL	PICARDAL	501 - Professional Engineers	9/17/2015
JACKSON	PIPER	511 - Engineering Technicians	11/20/2015
AMANDA	REECK	511 - Engineering Technicians	11/20/2015
MARIA	RIVELLINI	501 - Professional Engineers	11/18/2015
RAENETTA	ROBERTS	131 - Appraisers	10/20/2015
NATASHA	ROBINSON	511 - Engineering Technicians	11/5/2015
PAUL	ROMAN	131 - Appraisers	9/17/2015
DIEGO	SALINAS	511 - Engineering Technicians	9/17/2015
MICHAEL	SALINAS	131 - Appraisers	9/17/2015
SARA	SAMAAN	501 - Professional Engineers	11/18/2015
FRANCES	SANDOVAL	131 - Appraisers	9/17/2015
RAZMIK	SAROYAN	131 - Appraisers	9/17/2015
CHRISTOPHER	SCHARRER	131 - Appraisers	9/17/2015
ERIC	SCHUCHMAN	131 - Appraisers	9/17/2015
CALEB	SCRIVENS	511 - Engineering Technicians	10/9/2015
CAMRON	TABLER	131 - Appraisers	9/17/2015
SARAH	TASNIM	501 - Professional Engineers	11/18/2015
MANUEL	VALERO	131 - Appraisers	10/29/2015
NHELISA	VELASCO	511 - Engineering Technicians	11/13/2015
OMAR	VILLALOBOS	131 - Appraisers	9/17/2015
LIZET	VILLANUEVA	511 - Engineering Technicians	9/29/2015
RYAN	VIRGIN	501 - Professional Engineers	9/17/2015
BILLY	YEUNG	511 - Engineering Technicians	11/5/2015
DENNIS	YI	131 - Appraisers	9/17/2015
ALAN	YIU	131 - Appraisers	9/17/2015
DANIEL	ZULUAGA	131 - Appraisers	9/17/2015

Why I Joined CAPE



"Working for LA County is a privilege, but with such a large employer I can see how sometimes employees' good work may go unnoticed. I joined CAPE because having strong representation is the surest way to get the respect we deserve as L.A. County professional employees."

*Pedro Romero
Principal Civil Engineering Assistant
L.A. County Department of Public Works
Joined CAPE 6/17/2015*

President's Message

(continued from page 1)

County is a giant employer, and to ensure the best possible careers for County professionals we must stick together and speak to management in one, united voice. There are nearly 100,000 employees of L.A. County working at 36 different Departments. As one employee at DPW, the Assessor's Office, Regional Planning, or any Department where CAPE members work, how effective would we be at convincing County management to give



September 2015 — New CAPE Members from DPW are flanked by Board Members Nelson Manabat (far left) and Kevin Petrowsky (far right) who also donated blood that day as part of a joint DPW / LA County blood drive.



November 2015 — More new CAPE Members from Dept. of Regional Planning add to CAPE's near 90% membership at that Department.



November 2015 — Another large class of new hires joins CAPE at DPW adding to our collective strength!

us a fair pay raise or to contribute more money to CHOICES to cover our rising healthcare premiums? None of us would stand a chance on our own. That's why we have CAPE. When County professional employees stick together management knows they must answer to us, and that's how we get results.

I encourage any remaining non-members or agency fee-payers to help make CAPE the strongest union possible by joining today. We're all in this together! ■

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: Weingarten Rights

CAPE represented employees have a right to request union representation anytime a manager, supervisor, or HR representative asks you to participate in an interview, or even an informal discussion that you believe could result in disciplinary action. Those rights – Weingarten Rights – are established by law, and CAPE members are always encouraged to exercise their Weingarten Rights.

Your right as an employee to have union representation at investigatory interviews was decided by the U.S. Supreme Court in a 1975 case (*NLRB vs. Weingarten, Inc. 420 U.S. 251, 88 LRRM 2689*). These rights have become known as the Weingarten Rights.

An investigatory interview occurs when a Supervisor, Human Resources Representative or a Representative from the Auditor Controller's Office questions you to obtain information which could be used as a basis for discipline or asks you to defend your conduct.

If you find yourself in this position, you must always immediately ask what the subject of the meeting is and whether or not the questions they have for you may result in disciplinary action.

For example, if you ask, "could any of my answers to your questions result in discipline?" and the interviewer responds something to the effect of "Well, depending on your answers you may or may not be disciplined," or "I just want to clarify a few things and it may not result in discipline," or anything but "no", you have the right to assert you **Weingarten Rights and request representation by CAPE.**

Management is under NO obligation to inform you of your Weingarten Rights; it is your responsibility to know and request. Therefore, you must inform management that you are exercising your right to request union representation. Then, you should immediately call CAPE. If the manager or human resources representative denies the request for union representation and continues to ask questions they have committed an Unfair Labor Practice and the employee has the right to refuse to answer questions, the employer may not discipline the employee for such refusal.

If management asks you to waive your right to union representation, never do so. The importance of you carefully exercising your right to have a CAPE representative present at such investigatory meetings cannot be over-stated.

Don't ever face an investigation on your own. Always exercise your Weingarten Rights. CAPE is here for you. (626)243-0340. ■

FRINGE BENEFITS AGREEMENT

(continued from page 1)

following schedule to cover any increases in medical and dental premiums (any amount over can be taken home as taxable cash). By 2018, your annual allowance will have increased by as much as \$4,130 (\$344 per month for families of 3 or more).

The County has agreed that if they are unable to process the negotiated contribution increases by the January 2016 premium payment, they will retroactively pay the increase.

Taken as a whole, the major fringe benefits achievements mentioned above, combined with the new 10% cost-of-living-adjustment package achieved by the CAPE Bargaining Unit Teams in salary negotiations, represent the most successful contract bargaining outcome for CAPE members since the Great Recession.

If you have any questions regarding the new Fringe Benefits contract or the CAPE Bargaining Unit contract settlements with Los Angeles County, please email us at info@capeunion.org or call the office at (626) 243-0340. ■

Benefit Trust Update:

Staying healthy during the holiday season is not always easy, but with a little bit of planning you can be healthy and enjoy the season.

Starting with a few healthy holiday tips:

- Try extra hard to get enough sleep. If you're overtired, you're more likely to skip workouts and eat poorly.
- If you're traveling for the holidays, find out if there are parks or trails near your destination where you can walk or run.
- If you're visiting with family, try to organize a group activity, like a long walk around the neighborhood to look at holiday decorations.
- Going to a holiday potluck? Take a healthy dish, so you'll be sure to have at least one good food option.
- Never go to a holiday party feeling ravenous. Instead eat a healthy snack beforehand, so starvation won't force you to overindulge.
- Go ahead and enjoy a favorite holiday dessert. Just watch your portion size and take a small sliver of pecan pie, or split that piece of cheesecake with a friend.

For more healthy daily nutritional tips and tools visit, www.fruitsandveggiesmatter.gov.

blue  of california

Also, thank you for your participation in one of the CAPE/Blue Shield POS plans for 2016. 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 Benefits Customer Service team at (800) 487-3092 for assistance.

Steps towards a "healthier you in 2016" starts with your participation in the CAPE/Blue Shield **Wellvolution** program beginning as of January 1, 2016. Through completion of two of the three simple wellness activities (online well-being assessment, and Walkadoo or Daily Challenge) you can earn up to \$150. Visit the website of www.blueshieldca.com/CAPE for more details.

Season's Greetings and Cheers to a happy and healthier you in 2016! ■

CAPE Member Value: County GIS Day at Grand Park



L.A. County DPW Cadastral Landbase Unit, (from right) Karen Khachatryan, Elmer Jacobs, II and Sovan Tith.

On a perfect fall day in November, hundreds of people turned out to learn about L.A. County's digital mapping systems at GIS Day held at Grand Park adjacent to the Kenneth Hahn Hall of Administration. Representatives from more than two dozen L.A. County Departments, several southern California universities, many non-profit organizations and numerous private sector contractors were on hand to demonstrate their technologies at this year's GIS Day.

Virtually all of the County departments were represented by CAPE-represented employees working in Geographic Information Systems (GIS) assignments. County Department of Public Works employees assigned to the GIS Cadastral Landbase Unit explained their ongoing effort to update the County's digital Landbase maps in the unincorporated areas.

GIS experts Karen Khachatryan, Sovan Tith and their supervisor, Elmer Jacobs, II, explained the technical process of updating the GIS Landbase. "We update the County's GIS Landbase maps by requesting the survey crews to locate monuments and then inserting that data digitally into the DPW GIS Cadastral Landbase," Jacobs explained. "Then we establish the accurate coordinates, verify the data and then make adjustments to the DPW GIS Landbase to establish rights of way, easements and municipal boundaries."

All three of the DPW Cadastral Landbase Unit employees at the GIS Day event are longtime CAPE members with a combined 40 years of CAPE membership.

CAPE-represented employees in the Assessor's Office held GIS briefing sessions in the Hall of Administration rooms for County workers to learn the details of the new technologies and applications for virtually every County department.

Rey Bernabe and Dante Reyes, both CAPE members at the Assessor's Office GIS Mapping unit, explained that the Assessor's Office GIS mapping efforts started

back in 1986, when the technology was relatively new to government agencies. For the last 30 years, Assessor's Office GIS mapping employees have provided the foundation for County mapping services by drawing the lines for every land parcel, and assigning the lines for newly created parcels.

The GIS Day was held on Wednesday, November 18, from 9:00 AM to 3:00 PM at L.A. County Grand Park between the County Hall of Administration and the L.A. Superior Courts building.

For more information about CAPE-represented employees working in the County's GIS units, call the CAPE office at (626) 243-0340. Or, you can learn more by visiting L.A. County's GIS Data Portal at: <http://egis3.lacounty.gov/dataportal/>. ■



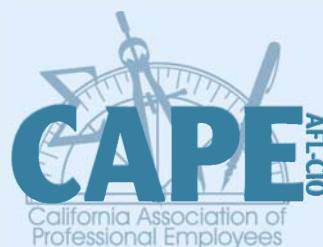
CAPE Business Agent Timothy Farrell talking with Assessor's Office GIS employees, Reynaldo Bernabe, Dante Reyes, Tom Aligam, Juan Alarcon, Grace Song, and Clinton Almendras.

CAPE BOARD OF DIRECTORS

PRESIDENT Carlos Clayton Public Works (626) 458-6358	SECRETARY Nelson Manabat Public Works (626) 300-3348	DIRECTOR Kevin Petrowsky Public Works (818) 880-4150
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TREASURER Barbara Volz Public Works (626) 458-6369	DIRECTOR Brent Decker Assessor (213) 974-3138	DIRECTOR Carl Lindner Assessor (213) 974-1730

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.



THIS NEWSLETTER IS
AN OFFICIAL PUBLICATION OF CAPE

Barbara Volz, Editor

BENEFIT TRUST BOARD OF TRUSTEES 2015

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 2015 Retirees

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

FIRST NAME	LAST NAME	DEPARTMENT	AGENCY	RETIREMENT DATE
SUNNY	CHOW	Public Works Department	Los Angeles County	9/30/2015
LEONARD	ERLANGER	Regional Planning Department	Los Angeles County	8/31/2015
VICTOR	FLORES	Public Works Department	Los Angeles County	10/23/2015
DANIEL	FRELEAUX	Public Works Department	Los Angeles County	9/30/2015
JAMES	GOETHALS JR	Regional Planning Department	Los Angeles County	8/1/2015
ALAN	HUSTED	Public Works Department	Los Angeles County	7/16/2015
JAMES	KEITH	Public Works Department	Los Angeles County	7/31/2015
DAVID	LACY	Public Works Department	Los Angeles County	10/1/2015
CHRISTOPHER	MOLINA	Internal Services Dept	Los Angeles County	10/30/2015
PATRICK	MULLINS		Sanitation District	9/30/2015
WILLIAM	NOLAND	Public Works Department	Los Angeles County	7/30/2015
WES	PERREYCLEAR	Parks & Recreation Department	Los Angeles County	8/25/2015
ROBERT	POWELL	Chief Executive Office	Los Angeles County	8/29/2015
ROSWELL	SCHENCK	Fire Department	Los Angeles County	10/1/2015
FRANK	UMINA	Public Works Department	Los Angeles County	9/26/2015
ROBERT	ZENZIC	Assessor	Los Angeles County	9/30/2015



[CAPE MEMBERS]

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

CALENDAR—UPCOMING EVENTS

DECEMBER 2015

Tuesday, December 8, 2015
Table at the Hall of Administration
 2nd Floor Foyer from 9:30a.m.-12:00p.m.

Thursday, December 17, 2015
Table at the Department of Public Works HQ
 Courtyard from 11:00a.m.-1:00p.m.

Tuesday, December 22, 2015
Table at the Hall of Administration
 2nd Floor Foyer from 9:30a.m.-12:00p.m.

Friday, December 25, 2015
Christmas Day
 CAPE office closed.

JANUARY 2016

Friday, January 1, 2016
New Year's Day
 CAPE office closed

Wednesday, January 13, 2016
Table at the Hall of Administration
 2nd Floor Foyer from 9:30a.m.-12:00p.m.

Thursday, January 14, 2016
CAPE Board of Directors Meeting
 CAPE office at 2:00p.m.

Wednesday, January 27, 2016
Table at the Hall of Administration
 2nd Floor Foyer from 9:30a.m.-12:00p.m.

FEBRUARY 2016

Wednesday, February 10, 2016
Table at the Hall of Administration
 2nd Floor Foyer from 9:30a.m.-12:00p.m.

Thursday, February 11, 2016
CAPE Board of Directors Meeting
 CAPE office at 2:00p.m.

Monday, February 15, 2016
Presidents' Day
 CAPE office closed

Wednesday, February 24, 2016
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. CAPE now offers three ways to purchase movie tickets:

- For online purchases, PayPal/Debit or Credit Card visit our new 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 (May not be used for Disney films including but not limited to Pixar, Marvel and Lucas Films)	\$9.00
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!

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!