

# CAPE

California Association of Professional Employees

VOLUME 19 ISSUE 2 SUMMER 2013 EDITION www.CAPEunion.org

## PRESIDENT'S MESSAGE

### 2013 is proving to be a demanding year,

AND WE EXPECT EVEN MORE BIG CHANGES IN 2014

By Carlos Clayton, CAPE President



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

With both our salary and fringe benefits contracts up for negotiations this year, we already have a full plate. Even bigger changes are on the horizon for 2014.

After nearly a year in preparation for negotiations, and what we're certain will be several months at the bargaining table, the best way to end 2013 would be with multi-year salary and fringe benefits contracts in place. CAPE members have gone too long without cost-of-living adjustments, and medical premium increases routinely threaten to take more money out of professional

employees' pockets. Progress on both can be achieved at the bargaining table this year. The months of preparation and hard work will give us the best chance at fair contract agreements, so keep your fingers crossed.

We already know that 2014 will be a watershed year for Los Angeles County. Two of the five seats on the County's Board of Supervisors will be up for re-election with no incumbents running, as First District Supervisor Gloria Molina and Third District Supervisor Zev Yaroslavy term out of office late next year. Nobody can remember the last time there were two open seats on the Board of Supervisors. It's an opportunity for us to educate potential candidates and the public about the vitally important services provided by CAPE members every day. CAPE representatives are already working to make sure our issues of smart and efficient government services are at the forefront of the debate.

Opportunities always come with risks. The campaigns to fill two open seats on the Board of Supervisors could easily deteriorate to a contest of employee-bashing. In the recent Los Angeles City Mayoral election, one candidate started her campaign by touting her efforts to eliminate 'waste, fraud and abuse'. What she actually had were incomplete employee mileage reimbursements forms — and she was the choice of labor unions. The other candidate's TV ads connected his opponent to the union representing LADWP workers, as if that were a negative.

Early on, it will be our responsibility to tell the potential candidates, and the public, that leading a government can't mean disparaging the people who provide the service. Trained, intelligent and efficient employees should be what everyone wants for good government services, and we don't get good services from employees that are continuously disparaged as a "cost" in government. The County's professional employees are an "asset".

We need government officials who know how to lead and inspire, instead of disparaging their workforce. Next year, 2014, could be a game-changer for Los Angeles County. The opportunities are unlimited, and we're working hard to ensure that the new Board of Supervisors majority can achieve its full potential. ■

## Record Turnout at 2013 Annual CAPE Membership Dinner

The big event of the year for our union is free for CAPE members and a guest. Featured speakers for the 2013 event included L.A. County Federation of Labor Secretary/Treasurer Maria Elena Durazo (above) on the heels of outstanding statewide victories in the November 2012 Election; and L.A. County CEO Bill Fujioka (lower left) looking forward to Southern California's economic recovery and contract bargaining for all of the County's employee units in 2013.



CAPE Member Awards were also presented to many members who contributed to CAPE's success in 2012, and were highlighted by the presentation of the Memorial Robert "Bob" Remes Outstanding CAPE Volunteer Award by the CAPE Board of Directors to Bob's parents, Allen and Dolly Remes, honoring the person who best follows Bob Reme's example of dedication, responsiveness and generosity for the collective interests of CAPE members.

We hope to see you at next year's big event!

## 2013 Salary Contract Bargaining Update: More than 1,700 CAPE Members Sign the Petition Demanding a Fair Pay Raise Agreement

### CAPE PETITION DELIVERED TO COUNTY BOARD OF SUPERVISORS CHAIRMAN MARK RIDLEY-THOMAS

Underscoring the importance of this year's salary contract negotiations, on June 10th CAPE representatives presented LA County Board of Supervisors Chairman Mark Ridley-Thomas with petitions containing more than 1700 signatures of CAPE-represented employees. The CAPE Petition demands fair exchanges at the bargaining table and a contract agreement to start making up some of the ground lost in nearly 5 years without cost-of-living adjustments.

Face-to-face meetings between the CAPE Salary Contract Negotiations Team and County representatives started in early June. The first rounds of negotiations come after months of internal research and preparation by the CAPE team and staff. The talks are underway with the aim of securing a fair salary contract agreement prior to the current contract expiration of September 30, 2013.

The first bargaining session on Tuesday, June 11th included an exchange of proposed ground rules to

**"Now that the County's finances are recovering, we want them to remember our contributions to making the County work, through good times and through bad times,"**

govern this year's negotiations, as well as an exchange of initial proposals for the Appraisers, Professional Engineers, and Engineering Technician units. CAPE Counsel Blaine Meek reviewed the proposals line by line, answering questions for the management representatives to clarify CAPE's demands.

The set of initial proposals submitted by the CAPE Team cover a wide variety of wage and working condition issues, most prominent among them is our request for a fair pay increase package to make up for members' lost purchasing power over several years of frozen wages.



CAPE representatives deliver the CAPE Petition for a Fair Pay Increase to Board of Supervisors Chairman Mark Ridley-Thomas on June 10th. Pictured l-r: CAPE Counsel Blaine Meek, CAPE V.P. Ken Roberts, County Supervisor Mark Ridley-Thomas, and CAPE President Carlos Clayton.

Los Angeles County employees have not received a pay raise since 2009. CAPE President Carlos Clayton said that part of his team's goal this year is to remind County officials that CAPE members made sacrifices and worked harder and smarter to help the County survive the economic downturn. "Now that the County's finances are recovering, we want them to remember our contributions to making the County work, through good times and through bad times," Clayton said.

For up-to-the minute salary contract negotiations information, please add your personal email to our email distribution list by sending a message to [info@CAPEunion.org](mailto:info@CAPEunion.org), with "Negotiations Update" in the subject line. ■

## 2013 Fringe Benefits Contract Bargaining Update: CAPE Representatives Aligned With Coalition of County Unions (CCU) In Pursuit of Fringe Benefits Package Enhancements



Two labor contracts govern the overall compensation of CAPE-represented professional employees working for the County of Los Angeles: The salary contract, which is the focus of CAPE members' ongoing unit contract negotiations; and the Fringe Benefits Contract which CAPE representatives negotiate aligned with the Coalition of County Unions.

CAPE representatives have led the CCU negotiations on behalf of all County employees for the last several rounds of Fringe Benefits contract bargaining. As Chairman of the CCU, CAPE Counsel Blaine Meek has guided the 30,000-member employee group to successful agreements.

One of the primary items on the bargaining table during Fringe Benefits contract bargaining is always the County's contribution amount to the *Choices* program to cover the cost of employee medical premiums. The CCU has an outstanding record on this item, with the County's contribution matching, or in most cases exceeding, medical premium increases over the last several fringe benefit contracts.

Also on the table are other important items such as CAPE members' pension programs and the County's contribution to the *Horizons* deferred compensation and investment program. Last year's pension reform legislation (PEPRA) at the state level resulted in changes to our pension plans for both current employees and new-hires which we announced to CAPE members early this year. CCU representatives don't expect more changes to our pensions and will fight to preserve the pension plans as they now exist as a result of PEPRA. Likewise, CCU representatives will fight to preserve the County's full 4% matching contribution to *Horizons*, as well as to eliminate the overall fund cap so the matching contributions will no longer get cut-off before the end of each fiscal year.

We will keep members informed about the status of Fringe Benefits contract negotiations as they progress by email blasts and worksite fliers, or you can check our website at [www.CAPEunion.org](http://www.CAPEunion.org) for any updates. ■

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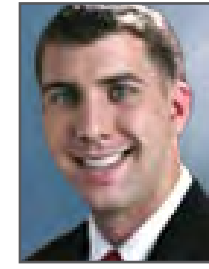
## MEMBERSHIP UPDATE!

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
AUGUSTINE	AGUILAR	131 - Appraisers	6/5/2013
RUBEN	AHUMADA	512 - Supervisory Engineering Technicians	3/25/2013
JUVENAL	ARROYO	512 - Supervisory Engineering Technicians	5/20/2013
LARA	AWAD	501 - Professional Engineers	1/23/2013
RIZALINA	BALUYOT	131 - Appraisers	12/4/2012
PAUL	BRADFORD	512 - Supervisory Engineering Technicians	2/21/2013
LORRIE	BRADLEY	512 - Supervisory Engineering Technicians	5/20/2013
LAURA	CALDWELL	131 - Appraisers	4/11/2013
AISSA	CARRILLO	501 - Professional Engineers	1/23/2013
ROGER	CASEY	Technical	4/25/2013
HTOON	CHAO	511 - Engineering Technicians	12/26/2012
STEPHEN	CHENG	131 - Appraisers	6/5/2013
ANTHONY	CHONG	511 - Engineering Technicians	3/1/2013
KAMEEL	DANIAL	131 - Appraisers	4/11/2013
DUY	DEROZE	131 - Appraisers	6/5/2013
SOPHEA	EK	511 - Engineering Technicians	5/29/2013
EZINNE	EZEAKUNNE	131 - Appraisers	6/5/2013
CHAD	GAGNA	132 - Supervisory Appraisers	3/18/2013
CHRISTOPHER	GIANNOTTI	131 - Appraisers	6/5/2013
JOSE	GONZALEZ	512 - Supervisory Engineering Technicians	3/14/2013
JUSTIN	GRIOTT	511 - Engineering Technicians	5/29/2013
ERICK	GUZMAN	511 - Engineering Technicians	5/17/2013
SAM	HA	511 - Engineering Technicians	12/18/2012
BRENT	HAGGIN	Technical	4/24/2013
HODA	HASSAN	501 - Professional Engineers	12/27/2012
JASON	HAYS	Technical	4/24/2013
SARAH	HUGHES	131 - Appraisers	1/25/2013
JOHN	ICKIS	501 - Professional Engineers	1/23/2013
ZISHAN	KHAN	131 - Appraisers	6/5/2013
FREYDOON	KHERADVAR	501 - Professional Engineers	3/22/2013
CLEMENT	KHONG	511 - Engineering Technicians	5/29/2013
STEPHEN	KRUSZEWSKI	Technical	4/25/2013
SHIRLEY	LAI	511 - Engineering Technicians	5/29/2013
WANDA	LAU-QUON	501 - Professional Engineers	12/7/2012
JAY	LEE	511 - Engineering Technicians	2/11/2013
HAROLD	LEE	131 - Appraisers	6/5/2013
ANITA	LUTHRIA	131 - Appraisers	1/25/2013
TENI	MARDIROSIAN	511 - Engineering Technicians	5/29/2013
SATENIG	MARJANIAN	501 - Professional Engineers	1/23/2013
ARUTYUN	MESROPYAN	511 - Engineering Technicians	5/29/2013
ALEXANDER	MOTZNY	511 - Engineering Technicians	5/29/2013
JOSHUA	NAVARRO	131 - Appraisers	6/5/2013
MYLANA	NGUYEN	511 - Engineering Technicians	5/29/2013
ANDREW	PARK	131 - Appraisers	2/26/2013
WOATTHANA	REANG	131 - Appraisers	4/11/2013
ELSA	RODRIGUEZ	511 - Engineering Technicians	2/11/2013
HARPREET	SIRA	512 - Supervisory Engineering Technicians	2/1/2013
JIN KANG	TAN	501 - Professional Engineers	4/1/2013
BRIAN	TAN	131 - Appraisers	6/5/2013
VANESSA	TAT	131 - Appraisers	6/5/2013
ALDO	TORRES	501 - Professional Engineers	1/23/2013
JEFFERY	URIBE	511 - Engineering Technicians	1/9/2013
JULIAN	VILLA	501 - Professional Engineers	5/21/2013
TRAM	VU	Technical	3/26/2013
MARIE	WAITE	511 - Engineering Technicians	2/11/2013
MONICA	WILLIAMS TISDALE	511 - Engineering Technicians	2/26/2013
JASON	YOO	511 - Engineering Technicians	5/29/2013
ROBERT-RYAN	ZUNIGA	511 - Engineering Technicians	5/10/2013

## L.A. County Professionals in Action: DPW Project Managers Get the Job Done

By Tim Goodrich, Business Agent



While their numbers are few and they may not be the largest CAPE represented group, DPW Project Managers certainly make up for it in the amount of work they handle.

One example of this is at the Harbor UCLA Medical Center, where the \$310 million dollar Surgery Emergency

Replacement Project is scheduled for completion this summer. Included in this work is a new surgery unit, emergency department, parking structure with solar canopies, and helicopter landing pad. In addition, an upgraded central plant and emergency generators will allow the hospital to come into compliance with State safety laws. To top it all off, the work is being completed on time and \$12 million under budget.

Throughout it all, Project Managers, who have an engineering background, were tasked with paying all the bills, interfacing with dozens of consultants and contractors, and attending countless meetings to ensure the project stayed on track. When asked if it was worth the effort, CAPE member and Project Manager Marzena Laskowska replied, "Absolutely, because all this work has resulted in facilities that will provide essential lifesaving and health care services for several generations of Los Angelines." And without DPW Project Managers acting as the glue that bind everything together, it would have never happened. ■



Finishing touches are put on the new Surgery Emergency Replacement Project at Harbor-UCLA Medical Center.



CAPE welcomed 9 (only 8 pictured) new members from the Department of Public Works at the CAPE Orientation on Wednesday, May 29, 2013.

**THANK YOU ALL FOR ADDING TO THE COLLECTIVE STRENGTH OF YOUR UNION!**



CAPE Board Director, Luis Orendain Jr. (L) greeted 10 new Assessor CAPE members from the Personal Property Trainee Class #18 during their Orientation on Wednesday, June 5, 2013.

## REDUCE PAPER CLUTTER!

REQUEST CAPE COMMUNICATIONS BY EMAIL IN THREE EASY STEPS:

- 1) visit the CAPE website at [www.capeunion.org/news](http://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!**

## TO CONTACT CAPE

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www.CAPEunion.org

## 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

## Why I Joined CAPE



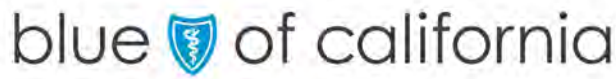
CAPE member  
Omar Haroon

"I joined CAPE to raise my voice in support of the many positive changes the Union makes for its members."

—Omar Haroon, Appraiser,  
L.A. County  
Assessor's Office

## Benefit Trust Update: Update to CAPE/Blue Shield Lite and Classic (POS) plans Chiropractic and Acupuncture Benefits

Beginning July 1, 2013, Blue Shield will be covering chiropractic and acupuncture benefits that were previously offered as separate benefits through American Specialty Health Plans (ASHP). This is because ASHP is no longer offering chiropractic and acupuncture plans directly to groups, such as the CAPE Benefit Trust. ASHP will continue to administer these benefits for the CAPE/Blue Shield POS plans.



Chiropractic and acupuncture benefits will not be changing; however, you will now need to present your Blue Shield member ID card, instead of your ASHP ID card, to participating chiropractors and acupuncturists when receiving services. Please discard your current ASHP ID card.

### How do you receive service?

Visit any participating chiropractor or acupuncturist from the ASHP network without a referral from your primary care physician. Present your Blue Shield member ID card and pay your copayment. Participating chiropractors and acupuncturists bill ASHP directly, you won't have to file a claim form. If you need further treatment, the chiropractor or acupuncturist will submit a treatment plan to ASHP for the necessary authorization for continued treatment to be covered.

### What's covered?

Below is a summary of chiropractic and acupuncture benefits. Please refer to the CAPE/Blue Shield Lite & Classic POS plans Evidence of Coverage (EOC) for the exact terms and conditions of coverage. You can find a copy of the EOC on the [www.CAPEunion.org](http://www.CAPEunion.org) website under the "CAPE Benefits Plans" page's Quick Reference for PDF Downloads (found along the right side).

COVERED BENEFITS	Lite POS plan	Classic POS plan
Calendar-year benefit maximum	Unlimited	Unlimited
Calendar-year benefit deductible	None	None
Calendar-year chiropractic appliances benefit*,†	\$50	\$50
COVERED SERVICES	Member copayment	
Acupuncture services	\$15	\$10
Chiropractic services	\$15	\$10
Out-of-network coverage	None	None

\* Chiropractic appliances are covered up to a maximum of \$50 in a calendar year as authorized by ASHP.

† As authorized by ASHP, this allowance is applied toward the purchase of items determined necessary such as supports, collars, pillows, heel lifts, ice packs, cushions, orthotics, rib belts, and home traction units.

Through CAPE/Blue Shield POS plan benefits, you will continue to have access to ASHP participating chiropractors and acupuncturists. Only services provided by ASHP participating providers are eligible for reimbursement through the plan.

### Have questions?

For questions or assistance with finding network providers, please call ASHP's Customer Service at (800) 678-9133. Or, for more information on the CAPE/Blue Shield POS plan benefits, please contact the dedicated CAPE Benefits Customer Service team at (800) 487-3092. ■

## CAPE Golf Tournament and County Chess Tournament



The 2nd Annual CAPE Golf Tournament was held on Friday, June 7, 2013, and it was a big success! Thanks to the many CAPE members and friends who joined us.



CAPE congratulates the winners of the 2013 L.A. County Chess Championship, which was sponsored by CAPE. The CAPE Board presented the winners' trophies on June 12th. Pictured l-r: Carlos Clayton, CAPE Pres.; Thoy Villafuerte, Open Section 3rd place; Arturo Armagnac, Open Section 2nd place; Sherif Toma, Open Section 1st place; Paul Jones, Event Organizer; Richard Giron, Novice Section 1st place; Zhenya Markosyan, Novice Section 3rd place; Walfred Solorzano, Novice Section 2nd place; and Ken Roberts, CAPE V.P.

### CAPE BOARD OF DIRECTORS

**PRESIDENT**  
**Carlos Clayton**  
Public Works  
(626) 458-6358

**VICE PRESIDENT**  
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**DIRECTOR**  
**Dennis Ruh**  
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**DIRECTOR**  
**Vacant Position**

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 2013

**CHAIR**  
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Assessor  
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**TREASURER**  
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**SECRETARY**  
**Barbaree Hardy**  
Assessor  
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**TRUSTEE**  
**Nelson Manabat**  
Public Works  
(626) 300-3348

# CAPE 2012-2013 Retirees

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

FIRST NAME	LAST NAME	DEPARTMENT	AGENCY	RETIREMENT DATE
WILLIAM	BALLAS		Sanitation District	5/8/2013
DANIEL	BRITO	Public Works Department	Los Angeles County	1/31/2013
ERIC	CHIANG	Public Works Department	Los Angeles County	3/29/2013
MICHAEL	DOYLE	Assessor	Los Angeles County	12/31/2012
MAC	E-NUNU	Public Works Department	Los Angeles County	3/29/2013
JOZETTE	FORTIER	Assessor	Los Angeles County	3/31/2013
JOHN	GEDDES	Assessor	Los Angeles County	2/28/2013
ADRIAN	GOMEZ	Assessor	Los Angeles County	1/22/2013
RONNIE	HAN	Public Works Department	Los Angeles County	3/31/2013
ALFRED	HENSON JR	Public Works Department	Los Angeles County	1/31/2013
ARTHUR	HERNANDEZ	Public Works Department	Los Angeles County	3/30/2013
ROBERT	LEXIN	Public Works Department	Los Angeles County	3/31/2013
JOANNE	LINDGREN	Public Works Department	Los Angeles County	12/31/2012
FERNANDO	MACIAS	Assessor	Los Angeles County	2/28/2013
JOHN	MARCONI	Public Works Department	Los Angeles County	12/31/2012
CONRADO	MARFIL	Internal Services Dept	Los Angeles County	1/31/2013
JOHN	MCGORTEY	Internal Services Dept	Los Angeles County	2/28/2013
EPTISSAM	MICHAEL	Assessor	Los Angeles County	1/23/2013
VINCENT	MILTON	Public Works Department	Los Angeles County	2/28/2013
THUAN	NGUYEN	Internal Services Dept	Los Angeles County	3/31/2013
FRANK	OLIVAS	Public Works Department	Los Angeles County	1/31/2013
GEORGE	OSBORNE	Public Works Department	Los Angeles County	3/31/2013
MICHELE	PAUL	Assessor	Los Angeles County	1/14/2013
MAHROO	PEARSON	Public Works Department	Los Angeles County	3/29/2013
DAVID	PHILLIPS	Sanitation District	Sanitation District	3/31/2013
CLIFFORD	SANCHEZ	Public Works Department	Los Angeles County	1/31/2013
JAMES	THUROW	Public Works Department	Los Angeles County	3/24/2013
MARILYN	WACHMAN	Assessor	Los Angeles County	2/28/2013
SUZANNE	WILCOX	Assessor	Los Angeles County	3/31/2013
ANDY	ZAMARRIPA	Public Works Department	Los Angeles County	2/28/2013



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SUMMER 2013  
NEWSLETTER

[CAPE MEMBERS]

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



CAPE Board Director, Ken Roberts (pictured far left) presents CAPE members, from left to right, Eric Chiang, Ronnie Han, and Andy Zamarripa, with their CAPE Retirement Plaques. We wish you all the best!



CAPE Business Agent, Tim Farrell, congratulates long-time CAPE member and CAPE Delegate Suzanne Wilcox on her retirement. Thank you for your dedication and continued support of CAPE, Suzanne. We and CAPE members at the West District Assessor Office will surely miss you!



CAPE stalwart, Supervisor Manny Gallegos (L) presents the CAPE Retirement Award to friend and longtime loyal CAPE member Supervisor Fernando Macias (R) at a low-profile farewell luncheon at the Assessor North Office in Sylmar. We'll miss you Fernando!



Former CAPE Board Director, James Thurow (center), with past and present CAPE Board Directors and staff at his retirement celebration at DPW. Thank you, Jim, for your years of dedicated service to CAPE members! Good luck in your future endeavors.

## CAPE MEMBER PERKS

### DISCOUNT MOVIE TICKETS

CAPE offers members movie tickets at a reduced rate from box office prices. Prices are set by the theatres and are subject to change. Some theaters may charge a location surcharge to your ticket. To purchase tickets, please visit the CAPE office, or mail in a completed order form. Forms are available for download from the CAPE website 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.

- All sales are final. No exchanges or refunds.
- Cash or check only.
- Please make checks payable to CAPE.
- Cash is accepted only in person at the CAPE office.
- Orders over \$75 will be mailed to you via certified mail.
- Restricted tickets may not be used for special engagements.



Theatre	Restricted Tickets	Unrestricted Tickets
AMC	\$6.50	\$8.00
Pacific	\$6.00	N/A
Regal (incl Edwards & United Artist)	\$7.00	\$7.50

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



Call CAPE at (213) 484-0400 to request your entertainment discount packet today!

## CALENDAR—UPCOMING EVENTS

### JULY 2013

Tuesday, July 9, 2013  
**Salary Contract Negotiations**  
CAPE Office

Wednesday, July 10, 2013  
**Table at the Hall of Administration**  
2nd Floor Foyer from 10:30-1:00pm

Thursday, July 11, 2013  
**CAPE Board of Directors Meeting**  
CAPE office at 2:00pm

Thursday, July 11, 2013  
**CAPE Board Election**  
Deadline for Nominating Petitions & Candidate Statements

Wednesday, July 17, 2013  
**Table at DPW Safety Awards**  
Westchester Yard at 7:00a.m.

Wednesday, July 24, 2013  
**Table at the Hall of Administration**  
2nd Floor Foyer from 10:30-1:00pm

Wednesday, July 24, 2013  
**New Employee Orientation**  
DPW from 12noon-1:00pm

Thursday, July 30, 2013  
**CAPE Board Election**  
Ballots Mailed out to Members in good standing

### AUGUST 2013

Thursday, August 1, 2013  
**Table at the DPW Safety Awards**  
Alcazar Yard at 7:00a.m.

Tuesday, August 6, 2013  
**Table at Department of Public Works**  
Courtyard from 11:30am-12:30pm

Thursday, August 8, 2013  
**CAPE Board of Directors Meeting**  
CAPE office at 2:00pm

Wednesday, August 14, 2013  
**Table at the Hall of Administration**  
2nd Floor Foyer from 10:30-1:00pm

Wednesday, August 28, 2013  
**Table at the Hall of Administration**  
2nd Floor Foyer from 10:30-1:00pm

Thursday, August 29, 2013  
**CAPE Board of Directors Election Ballots Due**  
(must be received by 12:00 p.m. at the Election Post Office Box)  
Ballot Count will be at 6:00p.m. at the CAPE Office