



CAPE

California Association of Professional Employees

VOLUME 20 ISSUE 1 SPRING 2014 EDITION www.CAPEunion.org

PRESIDENT'S MESSAGE

They're Still Coming After Your Pension

By Carlos Clayton, CAPE President



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

California's public employees breathed a huge sigh of relief when San Jose Mayor Charles Rufus "Chuck" Reed finally made the official announcement that his ballot measure would fail to appear on the November 2014 statewide ballot.

Reed's ballot measure was designed to strip public employees of their defined benefit pensions, a policy made popular by shortsighted public officials and AM radio talk shows.

The facts have never gotten in the way of these people. Starting more than 10 years ago, then state Assemblyman Keith Richman took the position that pensions were 'just too generous' for all public employees. His efforts were consistently highlighted in the Los Angeles Times by reporters who apparently agreed with Dr. Richman. Over and over, they got the facts wrong. Over and over, we tried our best to correct the mistaken ideas reported in the newspapers.

It was just an insider's game until the economic collapse in 2008 and daily reporting of pension system abuses in places like the City of Bell.

All those headlines were too much for our Legislature and for Governor Brown. They had to act. They did, and the result of their action was the Public Employees Pension Reform Act of 2013, a sweeping measure that reduced pensions for new public employees, increased costs for most public employees and prohibited pension 'spiking'.

After PEPRA, however, we knew the attacks on our pensions wouldn't go away. We knew there would be more attempts at unnecessary pension reform because news reporters are always looking for a local government official to stand in front of a city hall and disparage his/her workforce. That happened in San Diego, then San Jose, and now it's happening in Ventura County.

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CAPE Annual Dinner Celebrates Association's 50th Anniversary



2014 marks the 50th Anniversary of our Association representing the collective interests of more than 2,700 of L.A. County's professional employees and Sanitation Districts' technicians.

On Thursday evening, March 27, 2014 more than 600 CAPE members and guests gathered at Santa Anita Park for a celebratory dinner and casino night party

to commemorate this momentous occasion in CAPE's history.

In addition to the celebrating, the Association conducted our annual business meeting for members, including a review of the prior year's Meeting Minutes and Financial Statement, the annual State of the Union Report, and the CAPE Member Awards and Recognitions.

CAPE Vice President, Ken Roberts, delivered the annual State of the Union Report this year. Roberts also had the honor of delivering the following celebratory toast before the capacity crowd:

"Proper etiquette calls for me to raise a glass tonight, on this occasion of our Association's 50th Anniversary. Fifty years might be 'middle-aged' to some, but in the world of public employee associations, there are very few that date back to the early 1960s when CAPE was founded.

We're here tonight because we're proud of the long legacy of accomplishments of our Association on behalf of the County's professional employees. We're also here tonight because, as CAPE members, we're proud of the outstanding public service professional employees continue to provide every day to make L.A. County operate more effectively and efficiently.

Without fanfare, CAPE members are the backbone of County service. For the dedicated work of all the County's professional employees, and for our Association's 50th Anniversary, please raise a glass with me."

For more information from CAPE's 50th Anniversary Celebration, including a list of the CAPE-member award recipients and photo gallery, please visit the "Events" page of the CAPE website at <http://www.capeunion.org/event-gallery>. (photos also on page 3)

CAPE Political Endorsement Committee Interviews Candidates for L.A. County Supervisor, 3rd District, and County Assessor

By Sean Stalbaum, Field Services Director



The twenty-one member CAPE Political Endorsement Committee (PEC) gathered in February & March to engage and measure the candidates for L.A. County Supervisor, 3rd District, and L.A. County Assessor.

The two leading candidates for the Third District L.A. County Supervisor, as well as eight of the candidates for County Assessor including some CAPE members, participated in the CAPE endorsement process.

As part of the endorsement process, all of the candidates completed a comprehensive Questionnaire covering a wide range of issues regarding their campaigns, County services, and CAPE members' careers. The candidates also participated in formal interviews before the CAPE PEC as part of the evaluation process. After careful deliberation, the CAPE PEC voted to recommend the endorsement of Sheila Kuehl for L.A. County Supervisor, 3rd District and to make "No Endorsement" for County Assessor for the June 2014 Primary Election.

The CAPE Board of Directors ratified the PEC's endorsement recommendations and publicly announced the endorsements on March 11th. The Board also thanked the twenty-one members of the CAPE PEC for their outstanding service during the endorsement process.

For a complete list of CAPE's endorsements for the June 2014 Primary Election, please visit the CAPE website at <http://www.capeunion.org/cape-endorsements-june-2014-primary-election>. ■

ABOUT SHEILA KUEHL

Sheila James Kuehl served eight years in the State Senate and six years in the State Assembly, and, in 2008, left the legislature under California's term limits statute. During the 1997-98 legislative session, she was the first woman in California history to be named Speaker pro Tempore of the Assembly. She is also the first openly gay or lesbian person to be elected to the California Legislature.

In spring of 2012, she was appointed Regents' Professor of Public Policy at UCLA, teaching a class on Making Policy Through Laws and Rules in that quarter.

Sheila Kuehl understands the many challenges facing public employees. She is steadfastly in support of the current 'defined benefit' pension system for



public employees. She appreciates the absolute necessity of livable, secure pension benefits for all public employees, especially Los Angeles County employees who pay into their pensions for their entire careers.

In her youth, Sheila was known for her portrayal of the irrepensible Zelda Gilroy in the television series, "The Many Loves of Dobie Gillis."

Fringe Benefit Contract Update: Second & Third Cost-of-living Pay Hikes Effective 10/1/14 and 4/1/15, Fringe Benefit Contract Adds to Paychecks

All six of CAPE's Los Angeles County bargaining units ratified the salary contract agreement late last year providing for a 6% total across-the-board cost-of-living-adjustment pay increase. The first 2% pay increase was implemented retroactive to October 1, 2013 and hit members' paychecks at the end of last year. The second and third pay hikes will be implemented in the next 12 months. 2% on October 1, 2014, and 2% on April 1, 2015.

Our work, however, is never finished. CAPE representatives will be back at the bargaining table approximately this time next year to discuss successor salary contract terms. The current salary contract expires on September 30, 2015.

Fringe Benefit Contract: CAPE and CCU representatives announced a tentative agreement on a Fringe Benefit Contract with County management on December 5th of last year. In the months since, CAPE members have responded overwhelmingly in support of the 2-year contract agreement that started on October 1, 2013, and ends on September 30, 2015.

CHOICES — The current agreement provides two 7.2% increases in the County's CHOICES contribution. The first CHOICES contribution increase took effect on January 1, 2014. The second will take effect on January 1, 2015, for the next plan year.

HORIZONS — One of the most-appreciated components of the new Fringe Benefit Contract is the substantial increase our side achieved in the County's HORIZONS Matching Fund Cap. The cap will increase significantly this year. Next year, the cap will be eliminated entirely. That means all participating employees will receive their full 4% match on their contributions for the entire year starting in 2015.

\$500 BONUS TO CHOICES — The new agreement also includes a one-time \$500 per employee contribution to CHOICES whereby all CHOICES participants will receive an additional \$250 payment on their end of March paycheck and a second \$250 payment on their July 2014 paycheck.

Please visit the CAPE website at www.CAPEunion.org for more details on the current salary and fringe benefit contracts.

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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
ANGEL	ALEJANDRE	131 - Appraisers	1/29/14
CHRISTINE	ANDERSON	511 - Engineering Technicians	3/20/14
JOSE	ANDRADE	131 - Appraisers	1/8/2014
PHILLIP	BENITEZ	511 - Engineering Technicians	3/19/14
PETER	CARMONA	511 - Engineering Technicians	1/15/14
JUI ING	CHIEN	512 - Supervisory Engineering Technicians	1/7/2014
JOSEPH	CHOI	131 - Appraisers	12/9/13
MEHDI	DERAKHSHANI	511 - Engineering Technicians	1/2/2014
SUSANA	FRANCO-ROGAN	511 - Engineering Technicians	1/29/14
MAY	HONG	501 - Professional Engineers	12/5/13
AI-VIET	HUYNH	511 - Engineering Technicians	12/18/13
AZEEN	KHANMALEK	511 - Engineering Technicians	3/20/14
MINDY	KIM	511 - Engineering Technicians	1/22/14
JEFF	LI	501 - Professional Engineers	1/15/14
ADAM	MARCUS	501 - Professional Engineers	2/18/14
ZACKARY	NEIGHBORS	511 - Engineering Technicians	3/19/14
ANDREW	NGUYEN	511 - Engineering Technicians	3/19/14
RENNAN	OROZCO	511 - Engineering Technicians	3/19/14
OLGA	RUANO	511 - Engineering Technicians	1/7/14
ANTHONY	SANDERS	511 - Engineering Technicians	1/15/14
BRIAN	SMITH	Technical	2/13/14
CLINTON	SMITH	512 - Supervisory Engineering Technicians	2/26/14
JACKSON	SO	511 - Engineering Technicians	12/19/13
CHRISTINA	VAN	131 - Appraisers	3/12/14
KAWSAR	VAZIFDAR	501 - Professional Engineers	1/15/14
ROBIN	WILSON	511 - Engineering Technicians	1/21/14
KEVIN	WOODS	511 - Engineering Technicians	2/25/14
JULIE	YOM	512 - Supervisory Engineering Technicians	12/24/13
ARAIK	ZARGARYAN	501 - Professional Engineers	12/11/13



CAPE's newest members from January 15, 2014 New Employee Orientation at DPW.

Why I Joined CAPE



"I joined CAPE to support the union's efforts for its members. Being a CAPE member brings peace of mind because I know I have adequate representation protecting my interests not only today, but also in the future."

Erik Villa
Engineering Aid III
Survey Mapping & Property Management Division
L.A. Dept. of Public Works
Joined CAPE September 2013

L.A. County DPW - CAPE Dragon Boat Team Scorches Competition

The L.A. County-CAPE Dragon Boat Team defended their Gold medal at the 2013 Long Beach International Dragon Boat Festival, held last year at the Long Beach Marine Stadium. The CAPE-sponsored dragon boat team ended the tough weekend with 8 medals out of 10 divisions. Composed of CAPE members, County employees, and friends the 120-member team is considered one of the best teams on the water. Some members are part of the US National Team that competes at the World Dragon Boat Championship Competitions, and they truly make us proud. In the photo is CAPE Director Ken Roberts with team leader Nathan Salazar. For more information, please visit www.teamDPW.org.



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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.

PRESIDENT'S MESSAGE

(Continued from page 1)

A debate on pension reform in Ventura County is problematic. It's a 1937 Act pension system, the same as LACERA, and it's right next door to us. One Ventura County Supervisor has based his re-election campaign on a ballot measure that would essentially adopt all of the bad provisions of Chuck Reed's recently defunct statewide initiative. New employees would be placed in defined contribution 401k's, and existing employees could have their pension benefits changed by management without collective bargaining. Voters in Ventura County have been fed a steady diet of anti-public employee rhetoric, and polls will soon indicate if they would support such a measure, even if they know it will cost taxpayers more for the indefinite future.

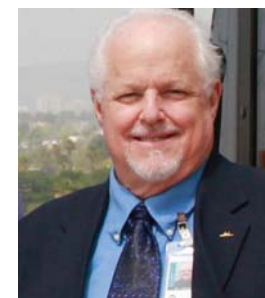
The Ventura pension reform initiative is completely unnecessary. It has no financial or policy justification. Audits will show that it actually costs more to shift to a defined contribution, or 401k-type program, for the obvious reason that new employees won't be contributing to the existing defined benefit program. The difference is paid by general fund dollars.

Further reform is unnecessary, so what's driving it? That answer is not as simple. The primary reason people are promoting reform is because it gets them popularity among the large population — but not a majority of Californians — who get their news from AM talk radio. It's unfortunately true that advocates on both sides of this debate are making names and money on the issue.

A deeper cause of the never ending pension reform debate goes all the way to Wall Street. CalPERS and more than a dozen 1937 Act pension systems in California are responsible for investing more than \$10 billion. If California public employees switch to a defined contribution program, all of that money would be taken out of employee-managed pension systems and put in the hands of New York investment bankers...Wall Street.

When Wall Street's resources descend in support of pension reform in California, we'll know why. If we learned anything from the mortgage banking crisis, Wall Street's financial motives are best kept at a distance.

The drumbeat for public employee pension reform will end when enough taxpayers remember that public employees are not getting rich, that we pay our own money into pensions for a secure retirement, and that we're doing a job they don't want to do, or can't do, for any amount of money. We're all working hard to make that day come sooner rather than later. ■



**CAPE MOURNS
PASSING OF
LONGTIME
MEMBER,
L.A. COUNTY
DPW RETIREE,
NEIL BJORNSEN**

By Sean Stalbaum, Field Services Director

In late January, CAPE was deeply saddened to learn of the passing of longtime CAPE member activist and CAPE retiree, our friend, Neil Bjornsen.

Neil was a Los Angeles County employee and CAPE member for more than two decades. He retired as a Transit Programs Specialist from the Department of Public Works in 2010.

Neil always gladly offered his time and assistance for the betterment of CAPE and its members. He served on multiple CAPE negotiating teams and in various other CAPE volunteer capacities during his County service. Neil also remained active in the union after his retirement, spearheading CAPE's recent efforts to establish a retiree member program.

A train lover and transportation expert, Neil served as chair of L.A. Metro's Citizen's Advisory Council where we are told he gave invaluable leadership and direction in forming the CAC into an important group, providing community feedback on Metro's transportation services.

A native Southern Californian, Neil went to San Marino High School and held a bachelor's degree in transportation. Neil was also a Navy veteran. He was 68.

Neil had a thoughtful, calm approach toward his colleagues and he was well-regarded by all. He made a real positive impact on CAPE and those of us who work for CAPE members' benefit. Our friend Neil will be dearly missed.

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

Outreach Program Update: April Public Service Announcement from CAPE to highlight Earthquake Awareness Month

CAPE sponsored public service announcements will run on the popular all-news CBS radio station during the month of April.

The 30-second messages, recorded by the director of the Governor's Office of Emergency Preparedness, urge Southern California residents to be earthquake prepared, along with highlighting the work of CAPE members in the many professions that help keep buildings, bridges and roadways safe in the event of a major earthquake.

The PSA's will run during the third and fourth week of April on KNX AM 1070. CAPE members can hear the messages on the website at www.CAPEunion.org. ■

CAPE's 50th Anniversary Celebration at Santa Anita Park



On Thursday, March 27, 2014 more than 600 CAPE members and guests attended CAPE's 50th Anniversary Celebration at Santa Anita Park.



CAPE members gathered during the Annual Business Meeting for the State of the Union Report.



CAPE Board of Directors presented the Volunteer Service Award to the CAPE Negotiations Team Members.

L.A. County Professionals in Action:

CAPE-Represented Appraiser wins 8-year battle for L.A. County

In what has been characterized as the "House vs. Hotel" battle, CAPE-represented Supervising Appraiser Richard "Jerry" House has won a Superior Court decision that highlights the need for absolute precision in the clear application of the laws on the valuation of large scale properties, such as hotels.



Richard "Jerry" House

The story starts in 2005 when the Glendale Hilton hotel was sold to a new owner. House was assigned the task of appraising the hotel property. Using a direct capitalization technique, also called the 'Rushmore method', House calculated an estimated value for the hotel of \$76.3 million. That amount was later reduced by \$2.5 million to account for the city's redevelopment agency participation.

The new property owner, Eagle Hospitality Properties Trust, Inc (Eagle) claimed that a portion of the property price — up to 40% — was for the acquisition of "business enterprise value." Eagle wanted the property appraisal, and the subsequent property tax bill, reduced by that amount.

House and his colleagues at the Assessor's Office Major Properties Division disagreed and a highly technical court dispute ensued for the next eight years. Finally, in September 2013, the State Appellate Court upheld the Superior Court/Trial Court decision.

In the end, it was the abilities of House and his team to justify his methodology that established a fair and accurate valuation for the Hilton Hotel property.

For more compelling stories of CAPE members' public service, please visit <http://www.capeunion.org/members-make-difference>. ■

CAPE Has Moved!

Same Great Member Service...New Location!

CAPE has relocated to Pasadena.

CAPE Office Address:

3018 E. Colorado Boulevard, Suite 200
Pasadena, CA 91107
Phone: (626) 243-0340 Fax: (626) 243-0368

The CAPE website, email, and social media pages will remain as follows:

Website: www.capeunion.org
Email: info@capeunion.org
Facebook: www.facebook.com/CAPEUnion
Twitter: twitter.com/CAPEUnion

We are excited to continue serving you from our new location in Pasadena!



Benefit Trust Update: Wellvolution

CAPE/Blue Shield's wellness rewards program

As of 2014 you only need to complete three simple activities to earn \$175. Only enrolled CAPE/Blue Shield subscribers (not spouses and dependents) are eligible for biometric screening, Health Coach, and cash rewards. Cash rewards can be redeemed after the subscriber completes each activity.



Rewards

1. Complete an at-home biometric screening \$75
 2. Complete Well-being Assessment \$75
 3. Talk to a Health Coach \$25
- Total rewards available \$175

How to earn rewards

Step 1: Complete an at-home biometric screening

Order the screening kit and have it sent directly to your home. Through a small prick of your finger, the screening kit gathers a blood sample to test important indicators of overall health, including: blood sugar levels, cholesterol levels, and triglycerides. Order a free kit by going to blueshieldca.com/cape/biometrickit. On the page enter CAPE2014 as the access code and enter your contact information. You can also order a kit through CAPE Benefits Customer Service by calling (800) 487-3092 or emailing d-e.clientservices@dex-erickson.com. Once you mail back your specimen, your confidential screening results will be mailed to your home within a month of you submitting the sample. If the first test is inconclusive then you will need to take another test to earn the reward.

Step 2: Complete an online Well-being Assessment

Take the Wellvolution Well-being Assessment, an online questionnaire that you complete with information about your personal health history and lifestyle. Login in to mywellvolution.com and follow the instructions.

Step 3: Talk to a Health Coach

After you have completed the Wellness Assessment, you qualify for the Health Coach program. The Health Coach program helps you set and work toward goals for improving your health. Your coaching will happen over the phone with a coach who is specially trained to help you reduce your health risks. We hope you will take full advantage of this service by taking your coach's call, discussing your concerns, and responding to your coach's advice. To engage with your health coach, follow the instructions on the Wellvolution home page.

How to get your \$175

After completion of each of the three steps, redeem reward(s) by going online to mywellvolution.com. Select the Rewards tab (in the upper right corner), enter your mailing address, and your reward debit card will be mailed to you.

Your confidentiality is important to us

Your biometric screening results, Well-being Assessment, and discussion with the Health Coach are completely confidential and will not affect your health plan coverage or rates. Your individual information will not be seen by Blue Shield of California or the CAPE Benefit Trust.

Questions? Please call your dedicated CAPE Benefits Customer Service team at (800) 487-3092. ■

CAPE BOARD OF DIRECTORS

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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

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CAPE 2013-14 Retirees

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

FIRST NAME	LAST NAME	DEPARTMENT	AGENCY	RETIREMENT DATE
DAVID	BAILEY	Public Works Department	Los Angeles County	12/31/13
CHARLES	BATISTA	Probation Department	Los Angeles County	12/31/13
SHARI	BENZON	Assessor	Los Angeles County	12/31/13
PAUL	BOUDREAU	Public Works Department	Los Angeles County	1/21/14
STEVEN	MAKI	Sanitation District		1/2/14
HELEN	MCGREGGOR	Public Works Department	Los Angeles County	12/31/13
MARY	OHDE	Public Works Department	Los Angeles County	12/31/13
SUSAN	PEARSON	Parks & Recreation Dept.	Los Angeles County	12/31/13
HANS	RIEDEL	Public Works Department	Los Angeles County	1/17/14
KARL	SMITH	Public Works Department	Los Angeles County	2/15/14
GREGORY	WEISS	Public Works Department	Los Angeles County	12/31/13
FRANCIS	YEE	Parks & Recreation Dept.	Los Angeles County	1/23/14



California Association of Professional Employees

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SPRING 2014 NEWSLETTER

CALENDAR—UPCOMING EVENTS

APRIL 2014

Tuesday, April 1, 2014

Table at Department of Public Works
Courtyard from 11:30a.m.-12:30p.m.

Tuesday, April 8, 2014

CAPE Benefits Trust Board Meeting
CAPE office at 6:30p.m.

Wednesday, April 9, 2014

Table at the Hall of Administration
2nd Floor Foyer from 10:30a.m.-1:00p.m.

Thursday, April 10, 2014

CAPE Board of Directors Meeting
CAPE office at 2:00p.m.

Wednesday, April 16, 2014

CAPE Benefits Trust Board Meeting
CAPE office at 6:30p.m.

Wednesday, April 23, 2014

Table at the Hall of Administration
2nd Floor Foyer from 10:30a.m.-1:00p.m.

MAY 2014

Tuesday, May 6, 2014

Table at Department of Public Works
Courtyard from 11:30a.m.-12:30p.m.

Wednesday, May 7, 2014

CAPE Lunch Meeting
DPW HQ Conference Room B at 11:00a.m.

Thursday, May 8, 2014

CAPE Board of Directors Meeting
CAPE office at 2:00p.m.

Wednesday, May 14, 2014

Table at the Hall of Administration
2nd Floor Foyer from 10:30a.m.-1:00p.m.

Monday, May 26, 2014

Memorial Day (Observed)
CAPE office closed

Wednesday, May 28, 2014

Table at the Hall of Administration
2nd Floor Foyer from 10:30a.m.-1:00p.m.

JUNE 2014

Tuesday, June 3, 2014

Table at Department of Public Works
Courtyard from 11:30a.m.-12:30p.m.

Wednesday, June 11, 2014

Table at the Hall of Administration
2nd Floor Foyer from 10:30a.m.-1:00p.m.

Thursday, June 12, 2014

CAPE Board of Directors Meeting
CAPE office at 2:00p.m.

Wednesday, June 25, 2014

Table at the Hall of Administration
2nd Floor Foyer from 10:30a.m.-1:00p.m.

[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. 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.



PACIFIC THEATRES



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

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:

- 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 (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!