

CAPE

California Association of Professional Employees
 VOLUME 22 ISSUE 1 SPRING 2016 EDITION www.CAPEunion.org

PRESIDENT'S MESSAGE

Ballot measures aimed at public employee pension cuts fail to gain support Attempts at "Pension Reform" Likely to Continue

By Carlos Clayton, CAPE President



It's the same attention-seeking people with the same broken ideas about public employee pensions. Last year's ballot initiative efforts by Mr. Reed and Mr. DeMaio are officially over, but their need for attention has not subsided. Everyone expects the two of them to be back for another try in 2018.

For a look at what they might try, here are the basic provisions of last year's failed attempts:

The first measure would require that all new employees hired after January 1, 2019, be enrolled in 401(k)-style retirement savings plans with fixed contributions from employers with no guarantee of a secure income for retirees. Transitioning from a "defined benefit" system, which is what virtually every public employee has now, to a "defined contribution" system has been the holy grail of Wall Street manipulators who can't wait to get control of public employee pensions away from CalPERS and LACERA.

The second ballot measure proposal would have placed an arbitrary limit on the dollar amount public agencies could pay into a pension system on behalf of a new employee, regardless of the condition of the pension system funding levels. The

(Continued on page 2)

CAPE LA County Bargaining Unit Members Receive First 3% Pay Raise of New Contracts

The first 3% COLA pay increase of the new CAPE LA County Bargaining Unit MOUs, retroactive to October 1, 2015, hit CAPE members' paychecks in mid-February. The new contract terms were ratified by CAPE members with 96% approval in early January, and subsequently adopted by the County Board of Supervisors on January 26, 2016. In addition to the first 3% pay increase, future cost-of-living-adjustment (COLA) pay increases included in the new MOUs are scheduled to occur on October 1, 2016 (3%), October 1, 2017 (2%), and April 1, 2018 (2%).

Negotiations with County management stalled late last year as CAPE's bargaining teams held out for several items that made the ultimate agreement a fair contract for CAPE members.

In addition to the pay increases, the new CAPE MOUs include language for a salary inequity re-opener in 2016 for all Professional Engineers and Engineering Technicians who presented salary inequity claims during the 2015 contract negotiations. CAPE

representatives are planning the process for all of the groups claiming salary inequities to be able to maximize the effectiveness of their presentations to CEO Representatives later this year. CAPE's salary inequity presenters will be notified soon of the timeline and process for preparations to occur.

The new CAPE MOUs also include language to help CAPE combat DPW's overuse and misuse of private contract employees, new safety equipment provisions for DPW and Regional Planning employees, and new language to potentially improve recruitment and retention of new Appraisers and create a new SBE audit-qualified bonus for appraisal staff.

The MOUs will be posted to the CAPE website soon at <http://www.capeunion.org/mous>. If you have questions regarding the new MOU for your CAPE Bargaining Unit, please call our office at (626) 243-0340. ■

CAPE Member Contract Vote Results			
B-Unit	Yes	No	Approval Rate
131- Appraisers	126	8	94%
132- Sup. Appraisers	42	1	98%
501- Professional Engineers	202	5	98%
502- Sup. Professional Engineers	30	1	97%
511- Engineering Techs	337	6	96%
512- Sup. Engineering Techs	89	2	98%
TOTAL:	626	126	96%

Fringe Benefit Update

Contentious negotiations last year led by Coalition of County Union (CCU) representatives, including CAPE members, produced a fair Fringe Benefits Contract that includes significant increases in the County contribution to Choices to offset rising medical premiums. Many CAPE members will experience an increase in take home cash as a result.

Below are the improved 2016 County healthcare contributions:

Employee **\$ 860.72** Employee + 1 **\$ 1,570.43** Employee + 2 or more **\$ 1,855.16**

The following chart shows the taxable cash we will take home (or pay more) in our paychecks in 2016 based on the increased contributions and the health plan we chose:

2016 Choices Plan	CAPE/ Blue Shield Lite POS Premium	Paycheck \$ under CAPE/ Blue Shield Lite POS Premium	Kaiser HMO Premium	Paycheck \$ under Kaiser HMO Premium	Cigna HMO Premium	Paycheck \$ under Cigna HMO Premium	CAPE/ Blue Shield Classic POS Premium	Paycheck \$ under CAPE/Blue Shield Classic POS Premium	Cigna POS Premium	Paycheck \$ under Cigna POS Premium
Employee	\$536.00	\$324.72	\$661.86	\$198.86	\$747.89	\$112.83	\$878.00	(\$17.28)	\$1,345.81	(\$485.09)
Employee + 1	\$1,101.00	\$469.43	\$1,318.27	\$252.16	\$1,497.57	\$72.86	\$1,700.00	(\$129.57)	\$2,398.48	(\$828.05)
Employee + 2 or more	\$1,375.00	\$480.16	\$1,530.06	\$325.10	\$1,724.53	\$130.63	\$2,024.00	(\$168.84)	\$2,516.09	(\$660.93)

The County processed the negotiated increase in the contributions toward our healthcare in time for the January 2016 premium payment.

In addition to the extra healthcare money in our pockets, **CAPE and the CCU achieved the first NEW paid holiday for us in 30 years!** Beginning in 2017, Cesar Chavez's birthday shall be a paid holiday celebrated on the last Monday of March. And, in honor of our tenure with the County, management agreed to our demand to **increase vacation accrual for members with 20 or more years of service.**

These major fringe benefits achievements, combined with the new 10% pay increase package, represent the **most successful contract bargaining outcomes for CAPE members since the Great Recession.** This was made possible only because you join, support, and participate in CAPE. ■



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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
ROSA	CANTU	511 - ENGINEERING TECHNICIANS	1/26/2016
PAULINE	CHANG	131 - APPRAISERS	1/19/2016
MARKOS	DAUS	501 - PROFESSIONAL ENGINEERS	1/20/2016
NAM	DOAN	501 - PROFESSIONAL ENGINEERS	1/20/2016
SAMUEL	DONG	131 - APPRAISERS	2/4/2016
ALVARO	ESCOBEDO	511 - ENGINEERING TECHNICIANS	1/20/2016
GINO	GLORIANI	501 - PROFESSIONAL ENGINEERS	1/20/2016
ROBERTO	GOMEZ	501 - PROFESSIONAL ENGINEERS	1/26/2016
TIMOTHY	HOLDEN	511 - ENGINEERING TECHNICIANS	1/20/2016
ALEXANDER	IGLESIAS ROSALES	501 - PROFESSIONAL ENGINEERS	1/20/2016
CHRISTOPHER	JUDKINS	501 - PROFESSIONAL ENGINEERS	12/17/2015
RICHARD	MEDINA	511 - ENGINEERING TECHNICIANS	1/26/2016
ISAAC	REYES GOMEZ	501 - PROFESSIONAL ENGINEERS	1/20/2016
ADAM	SOLIS	501 - PROFESSIONAL ENGINEERS	2/11/2016
MARK	TAKEICHI	511 - ENGINEERING TECHNICIANS	1/20/2016
NORA	VILLAFANA	501 - PROFESSIONAL ENGINEERS	1/20/2016
FRANCISCO	VILLARREAL	511 - ENGINEERING TECHNICIANS	1/20/2016
ELIZABETH	WALDMAN	131 - APPRAISERS	12/23/2015
DAMIAN	WEILBACHER SR	511 - ENGINEERING TECHNICIANS	1/20/2016
KELLI	YOUNG	511 - ENGINEERING TECHNICIANS	12/7/2015

Why I Joined CAPE



"I joined CAPE because now I know that I will be getting not just the benefits but the benefits of advice, a healthier and safer working environment and a membership to a nice big CAPE Family."

Anthony M. Mira
Telecommunications Systems Engineer
L.A. County Internal Services Department
Joined CAPE 2/10/2015



CAPE's newest members from DPW are joined by CAPE Board Member Nelson Manabat (far right) during the new employee orientation on January 20, 2016 at DPW Headquarters in Alhambra.

CAPE Member Value: CAPE Represented Waste Control Engineering Inspectors Protect the Environment and LA County Residents from Harmful Pollution



Rhonda Small has worked as a Senior Waste Control Engineering Inspector (WCEI) for the County of Los Angeles for more than 15 years. Her Department of Public Works unit is responsible for preventing contamination from industrial and commercial properties in the County's unincorporated areas, and many of the cities in the county.

She and her colleagues conduct industrial waste inspections, underground storage tank inspections and storm water pollution prevention inspections annually at thousands of locations throughout Los Angeles County.

Walk-through inspections at commercial locations, such as an auto mechanic's facility, help to make sure that storm runoff doesn't pick up contaminants before entering the storm drains and eventually make its way to the beaches.

Small explains that the County's unincorporated industrial areas are a virtual concrete landscape that all drains to the coastal areas. "Our commercial and industrial areas have very little green landscaping, so the rain can carry contaminants right through the County's storm drain system to the beach areas," she said.

Rhonda and her team also inspect the County's permitted industrial sites to determine if any contaminated material is directed at the County's sewer system. Additionally, Rhonda and the other 24 County Waste Control Engineering Inspectors are responsible for making sure that underground storage tanks, like the kind at gas stations, are constructed and used properly.

"The long job title doesn't really explain what we do," Small said. "We work to protect the environment from contamination so people are not exposed to harmful chemicals in the air and the water."

Rhonda Small is one of more than 2,500 CAPE-represented LA County professional employees. She joined CAPE shortly after taking the job as a Waste Control Engineering Inspector. "I appreciate the work of our union," she said. "A while back, staffing shortages and new state mandates were causing backlogs in our work. We worked through CAPE to secure an agreement as part of our Unit contract that boosted pay to help with recruitment in our ranks. It helped us better manage the backlogs and improved our work product. We appreciate the work of our CAPE representatives."

Rhonda works out of the Lomita WCEI office, but she can be found almost anywhere across the County protecting people and the environment. For more information about the County's professional employees, or for recent copies of CAPE member highlights, see the association's website at <http://www.capeunion.org/members-make-difference>. ■

Sanitation Districts Update

by Sean Stalbaum

The new contract language of the MOU covering CAPE's Technical Support Bargaining Unit members at the Sanitation Districts was finalized and signed off recently by all of the parties, including the CAPE Sanitation Districts Negotiating Team.

Printed copies of the MOU will be made available to Technical Support Unit CAPE members on request, and will be posted to CAPE's website soon at <http://www.capeunion.org/mous>.

As part of the new Technical Support Unit MOU, CAPE members at the Sanitation Districts will have the opportunity to meet and confer with Districts' Management to discuss possible salary inequities for classifications in the Unit.

CAPE must submit its proposals regarding inequities identifying classifications for which it proposes a salary adjustment **prior to May 1, 2016**.

If you are a Technical Support Bargaining Unit CAPE member and believe your classification may have a salary inequity, please contact Timothy Farrell, Business Agent, directly at (626) 243-0340 to begin planning to present your inequity to management this spring. ■

President's Message

(continued from page 1)

contribution limits were presented as a percentage of an employee's base compensation; 11 percent for general employees and 13 percent for public safety employees. Arguments in support of the measure neglect to account for what would happen if a pension system fell below minimum funding levels. Would the employees pay out-of-pocket? What kind of an employee would take the job if he or she would become the deep pocket guarantor responsible for billions of dollars in investments?

Both measures failed because they did not draw the large, out of state donations to gather signatures and run campaign ads. With so many poor starts, some pundits are starting to believe that the attempts at ballot measures is more of a game to keep the consultants employed.

The timing on Reed's/DeMaio's pull back on their ballot measures indicates that they are perhaps waiting for a different Attorney General to take office. AG Kamala Harris has done an outstanding job at calling out the 'reformers' on their wrong-headed ideas by writing accurate ballot titles and summaries that properly convey the proponents' real agenda. If AG Harris ascends to the US Senate in November, Reed and DeMaio could have a chance at another AG, one perhaps not as willing to be fair with the ballot title and summary exercise.

What the pension 'reformers' have yet to learn is that secure retirements are the draw that brings smart, capable people into public service. If Reed and DeMaio have so much disdain for public employees, what do they propose as an alternative? Reed and DeMaio want government run on the cheap where employees are a cost commodity that should be reduced as much as possible. It leaves us to wonder why Reed and DeMaio would want government that can't get the job done because there are not enough qualified employees to do the work efficiently and effectively. ■

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

Vacation Benefit Highlight: New Vacation Accrual Benefit Intends to Help Retain County Employees; Rewards Long-Term County Service

by Sean Stalbaum, Field Services Director

In many ways, County employee compensation is geared toward retaining employees for the long haul. Nobody becomes rich off of public service, but CAPE and the Coalition of County Unions (CCU) have worked hard over several decades to negotiate benefit provisions that ensure CAPE members will be well taken-care of over the long haul for the important public services you provide.

The combination of a secure defined-benefit pension plan, a supplemental 457 retirement savings plan (Horizons) with a County 4% matching contribution, and reliable retiree healthcare coverage, allows CAPE members who dedicate themselves to full careers with Los Angeles County to achieve a level of retirement security unmatched for middle-class workers in the private sector.

The newly achieved increase in the vacation accrual benefit by CAPE and CCU negotiators during the 2015 round of Fringe Benefit Contract negotiations with L.A. County provides another example of a benefit that rewards long-term County service. In honor of your tenure with the County, management agreed to the CCU's demand to increase vacation accrual for employees 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.

Several long-term CAPE members have asked when and how the new vacation accrual benefit would be implemented. It is important to reemphasize the new additional vacation benefit for long-term employees is an increase in the vacation accrual rate depending on years of service. Therefore, the additional vacation time is not provided to long-term employees as a lump sum but rather they will begin to accrue the additional vacation time at the new, higher rate as they go.

According to the Auditor Controller's office, employees with 20 or more years of service should already have started to accrue vacation time at the higher rates depending on your years of service. For example, the new provisions in the Vacation Article of the Fringe Benefits MOU state that vacation will be accrued at the rate of 8 hours 42 minutes for those employees with 24 years or more County Service to a maximum of 200 hours (compared to the old rate of 6 hours 58 minutes to a maximum of 160 hours) effective the pay period ending January 15, 2016 (i.e., the first pay period of 2016). If an employee has between 20 and 24 years of service, they also began accruing vacation at the higher rate applicable to their specific years of service effective the first pay period of 2016.

CAPE and CCU representatives are proud to have achieved this increase in the vacation accrual benefit for long-term employees. All employees with 20 or more years of County service are encouraged to check your pay stubs carefully, and if you cannot determine whether the increased vacation accrual rate was implemented for you, please check with your Payroll clerk or HR office for confirmation. CAPE is here for you to enforce the terms of the new contract if needed.

Parting Message: In early March 2016, my service to CAPE will end after nearly nineteen years. I am truly grateful for having had the opportunity to help build CAPE into a sustainable union that serves members well. It has been my privilege to work with all of the dedicated CAPE-member leaders, activists and staff members, past and present, who contributed to CAPE's successes over all these years. Please know I will consider you friends always. I wish you all the best! ■

Benefit Trust Update: Exercise Your Way to Healthier Eyes

It's no secret that exercise is an important way to get in shape and avoid serious health conditions. But you may be surprised to learn that you can actually exercise your way to healthy eyes too.

Regular exercise can help prevent eye conditions linked to obesity and being out of shape.

- **Glaucoma** causes damage to the optic nerve. Simply walking 2 or 3 times a week can help lower pressure on the nerve in the eyes.
 - **Diabetic Retinopathy** can lead to blindness unless a regimen of the right diet and exercise is followed.
 - **Age-related Macular Degeneration (AMD)** is a leading cause of vision loss in Americans 60 years of age and older. Lowering blood pressure through a good diet and exercise may help slow the progress of AMD.
- Studies show that exercise decreases pressure in your eyes, both right after exercise and over longer periods of time in those who exercise regularly. No time for exercise? You can squeeze it in between everyday tasks such as:
- taking the stairs at work instead of the elevator
 - walking to your co-worker's desk instead of sending an e-mail
 - doing lunges or squats while brushing your teeth
 - contracting and holding your abs while working on your computer – try for 10 every hour
 - taking the dog for a long walk or jog—try doing a few lunges on the trail

When you're tempted to slack off, or quit exercising all together, think about how precious your eyesight is—you'll probably agree it's worth working out a few minutes each day to reap the rewards of good health and great vision.

Along with regular exercise, make it a routine to get an annual eye exam. To make your eye exam appointment today, CAPE/Blue Shield Lite and Classic POS Plan participants should visit VSP Vision Plan at vsp.com or call (800) 877-7195.

For further information or questions regarding any of the CAPE-sponsored benefits, contact the CAPE Benefit Trust Customer Service Team (800) 487-3092 or visit www.blueshieldca.com/CAPE. ■



Representation Highlight: LA County GIS Workers Gain Representation with CAPE

By Sean Stalbaum, Field Services Director

For decades CAPE has represented employees who perform Mapping and Geographic Information Systems (GIS) functions for Los Angeles County.

A few years ago when the County decided to create nine (9) new GIS classifications, many CAPE-represented employees from DPW, Assessor Mapping Services, and Regional Planning contacted CAPE asking to ensure their union representation would not be adversely impacted by appointment to the new GIS job titles. CAPE's leadership said then, and maintained ever since, that due to CAPE's long history of representing the employees who perform Mapping and GIS functions, the union would seek to continue to represent all of the new GIS classifications excluding those considered management or confidential level classifications.

In December 2015 the County Employee Relations Commission (ERCOM) approved CAPE's petition to accrete the remaining non-management level Geographic Information Systems (GIS) classifications into CAPE's Bargaining Units.

"That means all GIS Technician I's & II's, Supervising GIS Technicians, GIS Analysts, and Senior GIS Analysts are now officially in CAPE's ranks, adding to the collective strength of the union."

It is CAPE's privilege to serve as the exclusive bargaining representative for the County's Mapping Services and GIS employees regarding wages, benefits, and other conditions of employment. CAPE takes very seriously its role of ensuring professional job representation, collective bargaining, and contract enforcement services for members.

As a first step, CAPE representatives worked hard early this year to ensure employees in the newly CAPE-represented GIS classifications received all of the improvements and protections provided in the newly negotiated CAPE Bargaining Unit and Fringe Benefit MOUs. We are pleased to report that all of the newly CAPE-represented GIS job classifications are included in the new MOUs, and these members received the additional vacation accrual for long-term service, additional funding for their healthcare costs, and their first 3% COLA on schedule with other CAPE-represented employees.

Additionally, CAPE is currently advocating through the grievance process for an Out-Of-Class Bonus for sixteen (16) CAPE-represented employees from the Los Angeles County Assessor's Office Mapping Services section. These employees perform all of the significant duties of a new GIS classification, thus they deserve to either be appointed to the appropriate GIS classification or be paid the bonus.

On behalf of the CAPE Board and staff, we welcome all new GIS classification workers to CAPE! ■



On January 14, 2016, CAPE's Board and staff were visited by Marine Engineers Beneficial Association (MEBA) LA Branch Agent Rich Doherty. CAPE affiliated with MEBA in 1970, providing a portal for CAPE to access the benefits of the national AFL-CIO. The relationship has been mutually beneficial to both Organizations throughout the years.

L to R Standing: Jonathon Bell, Brent Decker, Kevin Petrowsky, Pete Thomas, Lisa Andres, Carl Lindner, Nelson Manabat; L to R Sitting: Sean Stalbaum – CAPE Staff, MEBA LA B/A Rich Doherty, CAPE President Carlos Clayton, Barbara Volz, CAPE Attorney Blaine Meek.

For more information regarding CAPE's affiliations members should visit our website at <http://www.capeunion.org/affiliations>.

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
VICE PRESIDENT Lisa Andres Assessor (626) 258-6157	DIRECTOR Jonathan P. Bell Regional Planning (213) 974-6453	DIRECTOR Peter Thomas Assessor (213) 974-3169
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

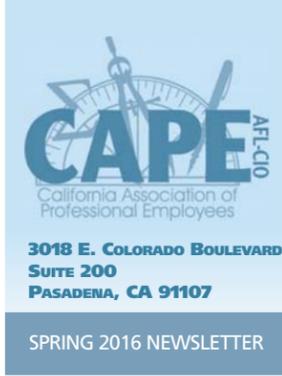
BENEFIT TRUST BOARD OF TRUSTEES 2015

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VICE CHAIR Lisa Andres Assessor (626) 258-6157	SECRETARY Barbaree Hardy Assessor (626) 258-6159	

CAPE 2015-16 Retirees

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

FIRST NAME	LAST NAME	DEPARTMENT	AGENCY	RETIREMENT DATE
CRAIG	CARPENTER	Public Works Department	Los Angeles County	1/30/2016
LAVERN	DALE	Chief Executive Office	Los Angeles County	1/30/2016
ROBERT	DOREMUS	Public Works Department	Los Angeles County	12/15/2015
PETER	GREEN	Assessor	Los Angeles County	1/29/2016
MARY	LAM	Assessor	Los Angeles County	12/31/2015
SUSAN	LANGS	Assessor	Los Angeles County	12/15/2015
THOMAS	MILTON	Public Works Department	Los Angeles County	1/30/2016
ERNESTO	RAZAL	Assessor	Los Angeles County	1/31/2016
MARGARET	SIEGEL	Assessor	Los Angeles County	1/29/2016



Longtime CAPE activist **Margaret Siegel** from the LA County Assessor's Office receives her CAPE retirement award at a celebration luncheon on January 26th. Pictured left to right: Sean Stalbaum, Field Services Director; Brent Decker, Board Member; Margaret Siegel; Peter Thomas, Board Member; Lisa Andres, Vice President; Timothy Farrell, Business Agent; and Jessica Castro, Field Representative.



CAPE activist **Lavern Dale** from the CEO's Office receives her CAPE award during her retirement celebration on January 27th. Pictured left to right: Jessica Castro, Field Representative; Lavern Dale; and Timothy Farrell, Business Agent.

[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 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!

CALENDAR—UPCOMING EVENTS

APRIL 2016

Thursday, April 7, 2016
Table at the Department of Public Works HQ
 Courtyard from 11:00a.m.-1:00p.m.

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

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

Wednesday, April 20, 2016
Wellness Fair – CAPE Benefit Trust/Blue Shield
 DPW HQ Patio from 10:00a.m.-3:00p.m.

Thursday, April 21, 2016
Table at the Department of Public Works HQ
 Courtyard from 11:00a.m.-1:00p.m.

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

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!