



CAPE

California Association of Professional Employees
 VOLUME 18 ISSUE 2 SUMMER 2012 EDITION www.CAPEunion.org

PRESIDENT'S MESSAGE

The "Special Exemptions Act" Is Not What It Seems

By Carlos Clayton, CAPE President



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

A deceptive statewide ballot measure has qualified for the November 2012 General Election Ballot that, if passed by voters, would have dire consequences for CAPE members' careers.

The "Special Exemptions Act" claims to be about "stopping special interests", but what it would actually do is give special exemptions to corporate special interests and Super PACs. The initiative backers claim it would rein in campaign contributions

by both unions and corporations. In fact, however, the deceptive wording of the initiative specifically limits the voice of union members like us while giving even more power to wealthy corporate special interests to influence elections, control government, and weaken California's middle class.

As you can see from the chart, since corporations do not rely

on payroll deduction for PAC contributions, the real impact of the measure is to prohibit union political activity while allowing corporate political clout to grow.

Corporations already outspend unions 15 to 1 in politics. Without our collective voice to provide at least some counter balance, how can we possibly defend against the big corporate agenda of outsourcing jobs, slashing wages and health benefits, attacking retirement security, and eliminating collective bargaining? If the "Special Exemptions Act" is approved by voters in November, the fate of Wisconsinites could very easily become the fate of Californians.

We'll be working hard in the coming months to educate CAPE-represented employees about the dangers of the "Special Exemptions Act". Please tell your friends and family that it is actually just a veiled attempt to dismantle the rights and protections of hard-working Californians. We need all CAPE-represented employees to vote "NO" on this deceptive ballot measure in November 2012. ■

	Candidate Contributions	Independent Expenditures	Ballot Measure Contributions	Yearly Written Consent of Members to Use Funds for Politics
Labor Union General Funds	Prohibited	Prohibited, if payroll deduction used	Prohibited, if payroll deduction used	Required
Labor Union PAC	Prohibited	Prohibited, if payroll deduction used	Prohibited, if payroll deduction used	Required
Corporation General Funds	Prohibited	Not Prohibited	Not Prohibited	Not required
Corporation PAC	Not Prohibited	Not Prohibited	Not Prohibited	Not required

Chart data provided by the Law Offices of Olson, Hagel & Fishburn, LLP.

Pension Issue Update

The protection of secure pensions for current and future County professional employees remains one of CAPE's highest priorities. Debate on the issue continues in many different venues and in many different directions.

The legislative front: To help sort through the ever-changing political landscape, the CAPE Board of Directors recently retained the services of veteran Sacramento lobbyist Timothy H.B. Yaryan. Mr. Yaryan already represents the across-the-board interests of the Association of Los Angeles Deputy Sheriffs (ALADS), the Los Angeles Police Protective League, the L.A. County Probation Officers Association and the Riverside Deputy Sheriffs Association, among many others. His arrangement with CAPE is limited to pension reform issues.

CAPE's presence in Sacramento could not surface at a more important time. During the month of May, the Governor's 12-point pension reform legislative reform package was reviewed by the joint Senate and Assembly Public Employee Retirement policy committee. None of the measures were officially passed by the committees. Nevertheless, leadership in both houses on both sides of the partisan aisle committed themselves to adopting public employee pension reforms later in the legislative session.

Sponsors suspend efforts on one ballot measure, another qualifies for petition circulation: One of the ballot measure proposals at the forefront of discussion among reform advocates earlier this year failed to qualify for the June or November 2012 Election ballot.

With that one out of the way, another pension reform ballot measure was submitted to the Attorney General's office in April and is now in petition circulation. That measure would require state and local government agencies to implement a "hybrid" pension option for public employees. Sponsors argue that "hybrid" pensions – those that include 401(k) style retirement plans – are "less risky". They are correct on that point – they are less risky – but implementing those plans actually costs government agencies more because current and new employees are not making contributions into the regular, defined benefit pension programs, which means

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Contract Bargaining Update: CAPE Bargaining Teams Extend Unit Contracts; Prioritize Fringe Benefits

The contracts that control pay and working conditions for all six of the Los Angeles County bargaining units represented by CAPE are set to expire on September 30, 2012. After reviewing all of the options and considering numerous factors, the CAPE bargaining team members determined the best path ahead is to extend the current Unit contract terms for one additional year.

As reported in prior membership communications, the Bargaining Team's first and highest priority is to protect the current pay, benefits and retirement calculations for all CAPE-represented County workers. Given the current economic conditions, the prospect of significant problems with the state budget, the uncertainty of passage of the Governor's upcoming ballot measure, the prevailing attitudes toward public employees, and other factors, the teams made the determination that a one-year extension of the Unit contracts was in the best interests of CAPE members.

Several County employee associations have already crossed that threshold. The unions representing the County's public safety employees — ALADS, PPOA, L.A. Co. Firefighters Loc. 1014 and the LA Co. Probation Officers Association — all had contracts that expired earlier this year. All of those groups reached agreements to extend their current Unit contract terms by one year.

Prior to their last meeting, the CAPE Bargaining Team members were taking input from members at work locations around the County. Members' comments and suggestions played a primary part in helping the teams make a decision to extend the current Unit contract terms.

CAPE representatives are working with County officials to submit the 1-year contract extension to the Board of Supervisors for approval. The process should be concluded in July.

Fringe Benefit Contract expires September 30: With the Unit contracts extended for a year, the bargaining teams' focus turns to the Fringe Benefit contract, which includes vitally important health and retirement benefits.

Last year's fringe contract agreement included an increased contribution by the County to help offset increases in healthcare premiums. The County's cost was partially offset by a temporary reduction of 2% in the County's matching contribution to the Horizons Deferred Compensation program.



CAPE representatives negotiate the fringe benefit contract terms in concert with the other County unions affiliated with the County Coalition of Unions — CCU. With healthcare costs increasing again, CAPE representatives have indicated they will once again be looking to make sure members' out-of-pocket cost increases are mitigated as much as possible. ■

CAPE Counsel Blaine Meek discusses the 2012 negotiations environment with members at DPW Headquarters on May 2nd.

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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
LEE	BAROCAS	511 - Engineering Technicians	4/13/2012
JONATHAN	BELL	511 - Engineering Technicians	3/22/2012
JAMES	CONAWAY III	131 - Appraisers	2/29/2012
TIMOTHY JED	DE JESUS	511 - Engineering Technicians	2/15/2012
TENNYSON	D'SENA	511 - Engineering Technicians	2/9/2012
ADRIANA	FLORES VALDIVIA	511 - Engineering Technicians	2/15/2012
MICHAEL	FUNG	131 - Appraisers	3/6/2012
MARTIN	GIES	511 - Engineering Technicians	3/19/2012
LOU	GUTIERREZ	131 - Appraisers	3/7/2012
JULIAN	JUAREZ	501 - Professional Engineers	1/5/2012
JASON	KITTO	511 - Engineering Technicians	1/26/2012
JENNIFER	LEE	511 - Engineering Technicians	4/13/2012
EUGENIA	LIN	511 - Engineering Technicians	2/15/2012
LISA	LUCERO	132 - Supervisory Appraisers	4/13/2012
TRAVIS	NIELSEN	T - Technical Support Unit	4/11/2012
KENTARO	NISHIMURA	501 - Professional Engineers	2/7/2012
CARLOS	NUNEZ	512 - Supervisory Engineering Technicians	2/29/2012
FRANCISCO	PAVON	131 - Appraisers	2/29/2012
GEORGE	ROCHA	511 - Engineering Technicians	2/23/2012
MICHAEL	SESTICH	131 - Appraisers	3/19/2012
RICHARD	SUN	501 - Professional Engineers	1/11/2012
SARKIS	ZARGARYAN	511 - Engineering Technicians	2/15/2012

Why I Joined CAPE



"After I was promoted into the CAPE ranks, I became a member because I saw it as an investment that will help me achieve my career goals."

—George Rocha, Engineering Testing Aid III
L.A. County Department of Public Works
Joined CAPE in February 2012

Noguez Steps Aside; New Chief Deputy Assessor Appointed

The turmoil in the County Assessor's Office this year has been undeniable, and it has made it extremely difficult for hundreds of CAPE-represented employees who simply want to do their work providing timely and accurate property valuations.

CAPE was, now regrettably, one of the organizations that supported John Noguez for Assessor in 2010, along with the hundreds of mayors and elected officials cited in a recent local news editorial. Now, only two years later, the CAPE Board was relieved when the District Attorney, several elected officials and news editorials asked him to step aside until the investigations are complete.

On June 1st, John Noguez announced that he would step aside (by taking a formal leave of absence) until the investigations are completed. We believe this is an opportunity for CAPE-represented employees to refocus on the important work of the Assessor's office, and a long overdue step towards restoring the public's confidence in the operations of that County Office.

On June 13th, news reports indicated that the County Supervisors requested CEO Bill Fujioka to make recommendations for a new Chief Deputy Assessor to oversee the Assessor's Office. Fujioka selected Santos Kreimann, a 20-year county employee and the then director of the County Department of Beaches and Harbors. Kreimann's appointment as the new Chief Deputy Assessor was approved by the Board of Supervisors on June 19th.

Restoring the public's confidence in the County Assessor's Office is critical. It's what County leaders and CAPE members want, and it's what the public certainly deserves.

L.A. County Professionals in Action: CAPE Members' Work Recording Rainfall Benefits the Public



By Tim Goodrich, Business Agent

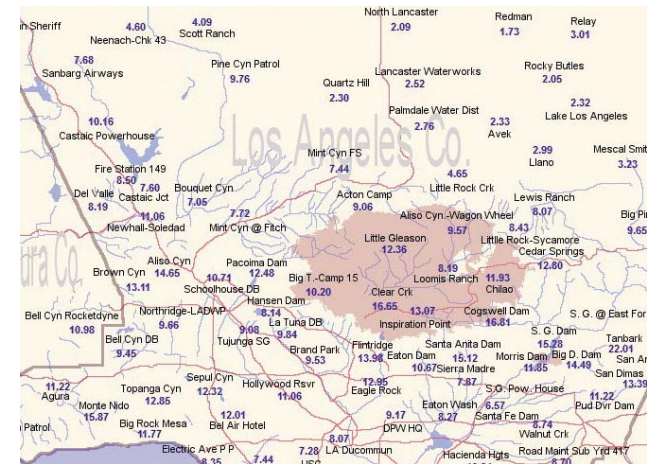
What if the rain fell and there was nobody to record it?

Few people likely ever think about the importance of recording rainfall and maintaining records, but for the CAPE members in the Records Unit of Water Resources Division, it's their job.

Across Los Angeles County, a network of 274 rain gauges exists, 126 of which are automated ALERT (Automatic Local Evaluation in Real Time) types and 148 of which are manually read by local agencies and citizen volunteers. In the case of the automated stations, the gauges report in real time and the manual stations are recorded daily and reported on a monthly basis. Maintaining this data is something that the County of Los Angeles has been doing since the 1900s and it provides a vital service on many fronts. First, the data is shared with the hydrology section which uses it to develop hydrologic standards and procedures used by

County engineers for the design of the flood control drainage system. Rodney Brown, a CAPE member from the Records Unit explains, "If the storm drains are too small, it presents a safety hazard in that the drain could surcharge and flood peoples' homes. If the storm drain is too large, taxpayer money is wasted in designing and building something that is larger than needed." Another application of the precipitation data is in storm water recapture.

By posting the rainfall on the internet, County employees at the spreading grounds can be prepared to capture any storm water that is released from upstream dams so that it can be conserved instead of wasted; an important ability in a drought stricken region. Finally, rainfall data saves lives. In coordination with the National Oceanic and Atmospheric Administration, the ALERT system is a critical decision tool that aids in the issuance of flash flood warnings. Taking all this into account, it's safe to say that it's a good thing County engineering technicians are there to record the rain when it falls. ■



Pictured left – a precipitation monitoring station; and pictured right – rainfall totals throughout Los Angeles since Oct. 2011, from DPW website.

CAPE Board Election Info

The annual CAPE Board of Directors election will take place this August. Four of the nine positions on the Board will be determined. The official "Notice of Election", including an election calendar of events, was mailed to all Members on June 18th.

Board Election Calendar (summary):

June 18, 2012	Nominating Petition forms available. Download at www.CAPEunion.org or call (213) 484-0400.
July 12, 2012	Completed Nominating Petitions and Candidate Statements due back to CAPE office by 5:00 p.m.
July 31, 2012	Election Ballots mailed to Members in good standing.
August 30, 2012	Completed ballots due at Election P.O. Box by 12:00 noon.

Anyone with questions about the election should call the CAPE office at (213) 484-0400 or visit the CAPE website "Announcements" block at www.CAPEunion.org for further details. ■

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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

Benefit Trust Update What Do Your Eyes Say About You?

You can tell a lot about a person through their eyes. But did you know your eyes can also tell a VSP Vision Care doctor a lot about you? A Well Vision Exam focuses on your eyes and overall wellness. Your VSP doctor can see if you have vision problems and signs



of other health conditions, like diabetes, high blood pressure, and high cholesterol. Adult eye exams are recommended once a year. Even if you've had laser vision surgery or have naturally good vision, you still need an annual eye exam. Your VSP doctor can detect signs of health conditions during your exam. To find a VSP doctor near you, visit www.vsp.com or contact VSP at (800) 877-7195.

Not yet a CAPE/VSP participant? Enrollment is easily done through the completion of the CAPE/Vision Service Plan application available at the CAPE website, www.CAPEunion.org. Participation is open to all CAPE Union and CAPE/Blue Shield members. For more detailed enrollment requirements and plan rates please visit the CAPE website, or you may contact the CAPE/Benefit Trust Member Service Team at (800) 487-3092.

CAPE Union Member Valerie De La Cruz (left) takes the body mass index (BMI) screening at the DPW Alhambra Wellness Fair on April 25, 2012. CAPE and Blue Shield representatives were on hand providing BMI screenings for all employees attending the fair.

Pension Issue Update

(Continued from page 1)

government must pay more.

The newest pension reform ballot measure is not likely to secure widespread support and the financial backing necessary to gather the nearly one million signatures necessary to qualify for the November ballot. Nevertheless, CAPE and the other public employee associations involved in Californians for Retirement Security (CRS) are monitoring the measure's status.

More attempts to secure placement of a pension reform initiative on the November ballot may still come up, but with an August deadline to qualify, their success is doubtful.

Public employees face challenges at the negotiations table: From Alturas to Zamora, California public employees are scrambling to protect hard-won pay and benefits, even in jurisdictions where no financial imperative exists. In San Jose and San Diego, voters approved public employee pension reforms at the ballot box on June 5th. Everywhere they can, it seems, local government leaders are extracting concessions from public employees, unfortunately, because it's popular.

"In Sacramento, the County Hall of Administration, and in sessions throughout the County, CAPE representatives have held that simple line. We don't need a Sacramento-style fix on problems we don't have. Broad-brush reforms are likely to cause more problems than they fix."

How long can we expect this fashionable labor-bashing to continue? The anti-public employee environment faced by California bargaining unit representatives at our negotiations tables will continue until finance directors are forced to admit that they have cash on hand to pay the government's bills and set aside healthy reserves. That point includes governments at all levels, especially the State of California, where the bad budget news just keeps coming.

CAPE's Position — Uphold local control, and don't fix what is not broken: Since the debate over pension reform began, CAPE representatives have held a consistent position — don't try to fix what isn't broken; and let local governments decide what pension provisions are most appropriate for them.

In Sacramento, the County Hall of Administration, and in sessions throughout the County, CAPE representatives have held that simple line. We don't need a Sacramento-style fix on problems we don't have. Broad-brush reforms are likely to cause more problems than they fix. As an independent pension system, our own LACERA operates perfectly fine and suffers from none of the imbalances so often cited by the press and Sacramento gadflies. CAPE's priority will continue to be to make sure our statewide leaders avoid negatively impacting our pension security. ■

CAPE Board Update: Board Appoints Lisa Andres to Fill Board Vacancy

Late last year the CAPE Board of Directors announced a deliberate process to fill a vacancy on the Board. All of the candidates were required to submit their history of CAPE service, be interviewed by the Board, and provide a written statement about why they wished to serve.



Lisa Andres, newest member of the CAPE Board of Directors

On March 22nd, the Board chose Lisa Andres to fill the vacancy. Lisa is an Appraiser at the Los Angeles County Assessor's Office and a member of CAPE Bargaining Unit 131. She is a career-long CAPE member (15 years and counting). She has also served and participated in

virtually every volunteer activity available to CAPE members, including the following:

- CAPE Delegate / Worksite Leader
- Three-time Contract Negotiating Team Member
- Two-time member of our Political Endorsement Committee
- "Fair Share" campaign volunteer
- CAPE Election Committee Volunteer
- CAPE Telephone Bank Volunteer
- Joint Labor-Management Committee Volunteer
- And as a current Trustee on the CAPE Benefit Trust Board of Directors

Lisa was officially sworn-in at the regularly scheduled CAPE Board meeting on April 12th. She had the following to say of her appointment, "I believe deeply in the work of our union and I am grateful for this opportunity to serve. I promise to work hard with my fellow colleagues on the Board to ensure that the career interests of Los Angeles County professionals are well-served."

Filling a vacancy on the Board is never an easy task. The Board wishes to thank all of the CAPE members who volunteered for the position for their willingness to serve and their ongoing commitment to CAPE. ■

Representation Update: DPW Management Overreaches; Violates Member's Sick-Leave Rights

By Blaine Meek, Counsel



CAPE has long recognized the importance of Sick Leave Benefits to our members and has prioritized the improvement of these benefits and enforcing your rights to them.

I, as the Chair of the Coalition of County Unions, per the direction of your Board of Directors, have pursued this priority of improving your Sick Leave Benefits by leading the Coalition in addressing these benefits in our dealings with the County.

During fringe benefit negotiations with the County a few years ago, CAPE proposed and the Coalition successfully achieved allowing you to use the entire amount of your annual full pay Sick Leave Benefit (96 hours) as either Personal Leave or for regular Sick Leave.

When the County approached the Coalition regarding its new County-wide Policy addressing the subject of "Managing Sick Leave" in early 2011, CAPE again led the Coalition to successfully include in this new Policy a broad definition of when Personal Leave may be used. Personal Leave usage was defined as follows:

"... Any leave, taken for personal reasons, which does not interfere with the public service mission of the department. Prior supervisory approval must be obtained by the employee before he/she can use Sick Leave as Personal Leave, unless the need to use Sick Leave as Personal Leave arose due to an unforeseen situation or other emergency." "Personal Leave may also be used to care for a spouse (including a domestic partner), child, or parent who is ill. In this case, prior supervisory approval may not always be feasible, but it should be obtained when the need to give care is anticipated."

CAPE also led the Coalition to successfully include in this new Policy a broad definition of when regular Sick Leave at full pay may be used — consistent with what the Unions fought for in the State Legislature passing the California Kin Care law — to include an absence resulting from not only your injury, illness, disability, or pregnancy including childbirth or related medical condition, but also the illness or injury of a child, parent, spouse or domestic partner as well.

Yet despite the clear definitions above, Departmental Management, Human Resources representatives, and sometimes even supervisors under pressure from your Management and/or Human Resources will ignore your rights to these Sick Leave Benefits and impose restrictions. When Management takes such arbitrary action in violation of our members' rights, CAPE aggressively pursues enforcing your rights and removing such restrictions.

This recently happened to a CAPE member when his supervisor in a memo to him advised him that his sick leave was to be used only when he was not able to work because of illness, and that his using his sick leave for anything other than his own illness was not permitted. Upon being timely notified of this arbitrary restriction of his Sick Leave Benefits, CAPE aggressively pursued the member's grievance and successfully removed the restrictions on his Benefits.

Please be aware of these hard-fought Sick Leave Benefit rights you have, and make sure that neither you nor your fellow CAPE-represented employees have them abused by your management in imposing such restrictions. CAPE is here to serve you! ■

CAPE BOARD OF DIRECTORS

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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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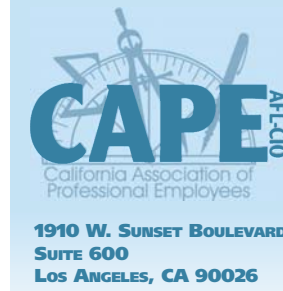
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CAPE 2012 Retirees

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

FIRST NAME	LAST NAME	DEPARTMENT	AGENCY	RETIREMENT DATE
JOSEPH	CAMARILLO	Public Works Department	Los Angeles County	2/24/2012
NANCY	FUNARO	Internal Services Dept	Los Angeles County	3/15/2012
LINDA	HABERMEHL	Public Works Department	Los Angeles County	2/29/2012
RAY	KAJIWARA	Public Works Department	Los Angeles County	3/31/2012
SALMAN	KHAN	Public Works Department	Los Angeles County	1/15/2012
GRACE	LIN	Public Works Department	Los Angeles County	2/29/2012
TRANG-CAM	NGUYEN	Public Works Department	Los Angeles County	3/15/2012
IAN	PHILIPS	Public Works Department	Los Angeles County	3/15/2012
ROBERT	SIEGEL	Public Works Department	Los Angeles County	3/29/2012



SUMMER 2012
NEWSLETTER



CAPE member, Robert Siegel enjoyed his retirement celebration at IL Fornaio Restaurant on March 29, 2012. Robert is presented with a retirement plaque by CAPE Director Ken Roberts (R).

[CAPE MEMBERS]

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

CALENDAR—UPCOMING EVENTS

JULY 2012

Tuesday, July 3, 2012

Table at Department of Public Works
Courtyard from 11:15a.m.-12:30p.m.

Wednesday, July 4, 2012

In Observance of Independence Day
CAPE Office Closed.

Wednesday, July 11, 2012

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

Thursday, July 12, 2012

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

Thursday, July 12, 2012

CAPE Board of Directors Election Close of Nominations
(deadline for Nomination & Candidate Statement)

Wednesday, July 19, 2012

CAPE Lunch Meeting
DPW HQ Alhambra Room 11:30a.m.-12:30p.m.

Wednesday, July 25, 2012

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

Thursday, July 26, 2012

Table at the Safety Awards
Hollydale Yard at 7:00a.m.

Tuesday, July 31, 2012

CAPE Board of Directors Election Ballots Mailed

AUGUST 2012

Tuesday, August 7, 2012

Table at Department of Public Works
Courtyard from 11:15a.m.-12:30p.m.

Wednesday, August 8, 2012

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

Thursday, August 9, 2012

Table at the Safety Awards
Alcazar Yard at 7:00a.m.

Thursday, August 9, 2012

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

Wednesday, August 15, 2012

CAPE New Employee Orientation (pending)
DPW HQ at 12:00noon

Wednesday, August 22, 2012

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

Thursday, August 30, 2012

CAPE Board of Directors Election Ballots Due
(received by Noon at the Election Vendor's P.O. Box)
Ballot Count will be at 6:00p.m. at the CAPE office

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. 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	\$6.00	\$7.50
Pacific	\$6.00	N/A
Regal (incl Edwards & United Artist)	\$6.50	\$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!

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, and
- 3) provide your name, employee ID, and home and work email addresses then click "Submit".

It's that easy to Go Green with CAPE!