



PRESIDENT'S MESSAGE

More Eyes on County Officials

WILL EXPEDITE PROGRESS AT THE NEGOTIATIONS TABLE

By Carlos Clayton, CAPE President



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

Is the County's lack of preparation and poor responsiveness at this year's negotiations table frustrating for CAPE's and the Coalition of County Union's (CCU) negotiation teams? Absolutely!

Should it stop us from pursuing our goals of securing fair salary and fringe benefit contracts? Never!

Based on how the Unit contract negotiations went this year, and how the Fringe Benefit contract negotiations have progressed thus far, it seems as if County officials managed to forget the contributions

of County professional employees towards helping the County thrive through the worst economic recession in generations, going nearly 5 years without pay raises. We've done more work with fewer people. We've watched the ranks of department managers expand while line-level positions are lost to attrition and contracting out. We've seen the County's reserves grow in each of the last few years, indicating the County's financial condition is recovering from the recessionary period.

With all of these factors in the mix, we would expect the

continued page 2

2013 Fringe Benefit Contract Negotiations Update:

Fringe Benefit Contract Talks Slowed by County



At the time of writing this publication, CAPE representatives at the Coalition of County Unions (CCU) remain hard at work in collective bargaining trying to secure a new fringe benefits contract for CAPE members.

The fringe benefits contract covers a wide variety of employee benefits including the County's contribution to the **Choices** program to pay for medical benefit premiums, the County's contribution to the **Horizons** deferred compensation program, retirement benefits, and much more.

County and CCU employee representatives have extended the fringe benefits contract for the last several years. Significant protections and benefit improvements, as well as a prior two-year concession on the County's match to our Horizon's program, were part of each of those extensions. In the last round, CCU representatives representing the interests of County workers won an increase in the County's payments towards medical benefits and secured restoration of the 4% Horizons matching contribution.

Efforts towards a new fringe benefits contract agreement have been ongoing since June. Citing escalating retiree healthcare costs as the hold up, progress has been slow this year as County officials have held-hostage the CCU's fringe benefit contract proposals to try to extract changes to the retiree healthcare program.

CCU representatives outlined goals at the start of the negotiations that aim to protect CAPE members against out-of-pocket increases in their health care premiums, ensure that the

continued page 2

2013 Salary & Working Condition Contract Update: CAPE Bargaining Teams Secure 6% Pay Raises

After months of preparations and four months at the salary contract negotiations table, the CAPE bargaining teams tentatively agreed to a new 2-year salary contract that provides for a **6% total across-the-board cost-of-living-adjustment pay increase** for all LA County CAPE-represented employees.

The pay-raise agreements were secured by the CAPE teams representing the **Professional Engineers, Engineering Technicians, and Appraisers** bargaining units during formal bargaining with County negotiators the last week in September.

LA County Units New Contract Term:

10-1-13 through 9-30-2015

LA County Units Pay Raise Dates:

10-1-13 2%

10-1-14 2%

04-1-15 2%

County Management representatives agreed to discuss only a few items at future Joint Labor Management Committee (JLMC) meetings as part of the new Unit

contract tentative agreements. Those items for the Professional Engineers and Engineering Technicians Units include **workloads/staffing, recruitment/retention, employee mentoring, tuition reimbursement**, and for the Engineering Technicians only, **hazard pay**. The items approved for the JLMC during the new contract for the Appraisers Units are **classification career paths, security of offices and surrounding areas, library funding, on-line training sponsored by SBE**, and the **tuition reimbursement program**.

Ratification Vote: CAPE members have the responsibility to vote to either accept or reject the terms of the new salary contract tentative agreement for their Unit. If ratified by CAPE members, and then subsequently by the Board of Supervisors, the first 2% pay raise would be retroactive to 10/1/2013.

All of the details of the new salary contract tentative agreements were included in the contract ratification materials mailed recently to CAPE members' homes. **If you have yet to receive your contract vote ballot, please call our office at (213) 484-0400 to request a replacement ballot package.** ■

CAPE Endorses Former U.S. Secretary of Labor Hilda Solis for First District L.A. County Supervisor in 2014

By Sean Stalbaum, Field Services Director

On Thursday, August 8, 2013, the CAPE Board of Directors unanimously voted to back **Former U.S. Secretary of Labor Hilda Solis** to be the next L.A. County Supervisor in the First District.

Two of the five seats on the County's Board of Supervisors will be an open election in 2014 without the incumbents running due to term limits. Former Secretary Solis is widely considered to be the best-qualified individual in the running to replace First District County Supervisor Gloria Molina in next year's election.

"Hilda Solis has spent her entire career [including in the California State Legislature, the U.S. Congress, and most recently as the Secretary of Labor appointed by President Obama] defending the rights of working people," said CAPE President Carlos Clayton. "If elected as the next L.A. County Supervisor for the First District, we are confident Hilda Solis will stand against the contracting out of our jobs, protect County workers' benefits, and strengthen County services."

The CAPE endorsement decision was made after an extended presentation and Q & A session for CAPE members with Ms. Solis on June 27th. At the event, Solis indicated her strong support for making sure County departments are not using outside contractors to replace CAPE-represented workers. She also conveyed her strong opinions about individuals, especially elected officials, who attempt to vilify public employees as a political strategy.

CAPE members can view the video of Ms. Solis' June 27th presentation and Q & A session with CAPE members at our website www.CAPEunion.org.

2014 THIRD SUPERVISORY DISTRICT UPDATE:

The candidates for L.A. County's Third District next year include former State Senator and Assemblywoman Sheila Kuehl, former Malibu Mayor Pamela Conley Ulich, and potentially others.

The process for CAPE members to review all of the 2014 Third District candidates and decide which is the best-qualified will be determined by the CAPE board and announced to the membership later this year. We will continue working hard to ensure that CAPE members' issues are at the forefront of the debate. ■



CAPE Board Members with Former U.S. Labor Secretary Hilda Solis at CAPE Meet & Greet event on June 27th. Pictured (l-r): Ken Roberts, Luis Orendain Jr., Dennis Ruh, Carlos Clayton, Former U.S. Labor Secretary Hilda Solis, John Fallon, and Lisa Andres.

Welcome New Members..... 2

L.A. County Professionals in Action 2

Why I Joined CAPE..... 2

CAPE Outreach..... 2

Benefit Trust Update..... 3

Representation Update..... 3

Board of Directors Update..... 3

CAPE 2012-2013 Retirees..... 4

CAPE Calendar..... 4

CAPE Member Perks..... 4

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 |
|------------|------------|---------------------------------|-----------|
| HARIS | HAROUNY | 511 - Engineering Technicians | 8/01/2013 |
| CARRIE | JORDAN | 511 - Engineering Technicians | 6/14/2013 |
| MAGGIE | KONG | 511 - Engineering Technicians | 9/03/2013 |
| STEPHANIE | LWE | 511 - Engineering Technicians | 8/01/2013 |
| JEFFREY | MEYER | 132 - Supervisory Appraisers | 7/10/2013 |
| DANIELA | PROWIZOR | 511 - Engineering Technicians | 7/24/2013 |
| DANIEL | SALAS | Technical - Sanitation District | 8/01/2013 |
| MINGLIANG | SHI | 511 - Engineering Technicians | 7/24/2013 |
| NIKOLAS | VOKHSHOORI | 511 - Engineering Technicians | 8/01/2013 |
| ROBERT | WIERSMA | Technical - Sanitation District | 8/15/2013 |

Why I Joined CAPE

"My mother returned to the workforce after being a stay at home mom for 10 years, she and other federal employees were represented by their union multiple times and I got to hear every struggle and triumph she experienced.

I joined CAPE immediately after securing my first job after college because I wanted to be part of an organization that already had a system in place to promote dignity, competence and activism. Thanks for the inspiration mom."



—Elsa M. Rodriguez
Regional Planning Assistant II
L.A. County Department of Regional Planning
Joined CAPE 2/11/2013

CAPE Outreach: Board of Directors Approves Set Up of Scholarship Program to Support CAPE-Represented Employee Career Path

Who will be the next generation of professional engineers, appraisers, engineering technicians, etc?

The CAPE Board of Directors recently approved implementation of a scholarship program to support students in academic disciplines that would lead to professional work in CAPE-represented jobs.

The program outline calls for participation from County officials, along with college professors and CAPE members to review scholarship applications. The program, as initially designed, targets students at the Cal State University Los Angeles Civil Engineering Department.

More academic categories and additional colleges could be added if the program successfully engages County officials, opinion leaders and academics in supporting CAPE-represented career paths.

CAPE President Carlos Clayton explained that the scholarship program is designed as an effort to gain wider recognition of the vitally important work performed by CAPE-represented employees every day, and the skills and training necessary to carry out the work of the County's professional employees.

"When we present a scholarship award to a civil engineering student, we're saying that we want the region's best and brightest to pursue a career in public service," Clayton said. "We're sending a message to County officials, the press, academics and opinion leaders that we're proud of our public service."

The complete details and set up of the CAPE Career Track Scholarship Program are expected later this year. For more information, or to volunteer to participate as a CAPE member representative in the scholarship review committee, call the CAPE office at (213) 484-0400. ■

PRESIDENT'S MESSAGE (Continued from page 1)

County's representatives to have come to the contract bargaining tables with something to say. Unfortunately for us, they didn't. In fact, they didn't even have a response for most of our proposals. The responses they did bring were mostly rejections without any justification for saying 'no' other than that the County "has no interest at this time" in our proposals.

It doesn't take much intelligence or experience to come to the conclusion that contract negotiations of any kind are impossible if one side fails to engage. County officials were less engaged this year than ever. If this pattern continues, eventually they might just fail to show up.

During this year's Unit contract negotiations, County representatives rejected nearly all of our union's proposals

to improve working conditions and the quality of services provided to Los Angeles County residents and businesses. After countless exchanges with management at each of the CAPE Units' negotiating tables, it was clear that nobody on management's side was interested in our proposals to enhance the effectiveness and efficiency of the County's operations.

We can't force more cooperative labor-management relations onto County management officials. They have to decide for themselves whether they want to inspire or demoralize their workforce. As long as they choose the latter, we'll continue to do our best to provide information that calls out County managers for their lack of preparation and response to the serious issues impacting CAPE members and the services we provide. ■

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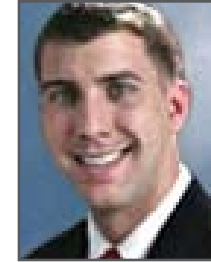
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ABOUT CAPE

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.

L.A. County Professionals in Action: A Win-Win: Reducing County Liability, Increasing Revenue

By Tim Goodrich, Business Agent



CAPE represented employees at the Department of Public Work's Right of Way Engineering Unit are tasked with the job of transferring unused County property to private interests who do have a use for it. Although only five in number, their job is an important one as getting rid of excess County property not only reduces liability, but it also allows the property to be used in a more constructive way. This also results in increased revenue to the County through an increased assessment.

For example, if a school or park wanted to improve its security by building a gate at the end of an unused alleyway, but couldn't because they didn't own the alley, they would turn to the Right of Way Unit and submit a request to take over the unused property. Once DPW receives that request, the Right of Way Engineering Unit goes to work and contacts any DPW division or County department that may have an interest in the property or has future plans for it. Assuming there are no objections, CAPE represented employees proceed with vacating the easement and getting the Board of Supervisor's approval in what ends up as a win-win situation. ■



CAPE members Alan Mercado, Moi Tan, and Paul Hernandez at the public counter.

2013 FRINGE BENEFIT CONTRACT NEGOTIATIONS UPDATE: FRINGE BENEFIT CONTRACT TALKS SLOWED BY COUNTY

(Continued from page 1)

County's 4% matching contribution to the Horizons deferred compensation program would last the entire year, and even achieve a new County holiday.

CCU leaders are making every effort to secure a fringe benefits contract agreement soon enough to prevent the confusion that would result from an Open Enrollment period without the County's contribution to health premiums decided. Unfortunately, the County's tactics may not make that possible.

We will continue to keep CAPE members informed of the fringe benefits contract status as the negotiations progress. ■

CAPE IS AFFILIATED WITH MEBA (MARINE ENGINEERS' BENEFICIAL ASSOCIATION) AND THE AFL-CIO (AMERICAN FEDERATION OF LABOR—CONGRESS OF INDUSTRIAL ORGANIZATIONS).

CAPE IS ALSO A MEMBER OF THE COALITION OF COUNTY UNIONS (CCU), AN ALLIANCE OF LOS ANGELES COUNTY UNIONS THAT COLLECTIVELY BARGAIN FOR THE HEALTH AND RETIREMENT BENEFITS OF ALL COUNTY "CHOICES" PARTICIPANTS.

UPDATES

Representation Update: Assessor Department Management Can Do Better

By Timothy Farrell, Business Agent



Under the former-appointed Chief Deputy Assessor, Santos Kreimann, the Assessor Department received praise from some sources for restoring credibility and improving operations. CAPE-represented employees – with their consistent, professional approach to their jobs –

deserve much of the credit.

Regardless of who gets the credit, one area that definitely suffered under the former Chief Deputy Assessor was employee relations. We are sincerely hoping for an improvement in employee relations at the Assessor's Office under newly appointed Chief Deputy Assessor, Sharon Moller.

The following two examples help shed light on the failures of Assessor management under the former Chief Deputy Assessor to adequately respond to the legitimate concerns of Assessor employees.

On March 26, 2013, CAPE submitted to Chief Deputy Assessor Kreimann, a petition signed by 106 employees at the West L. A. Assessor Office, citing a security risk due to the inadequate barrier between the appraisal and support staff and the public at the public counter, as well as the lack of a barrier preventing the public from potentially accessing workers in their work areas. At that time, just three months had passed since the random shooting deaths at Santa Monica City College in the nearby West L.A. area. A month later (April 23rd) CAPE received a response indicating that "an update would be provided at the end of the fiscal year" and that "employee safety is always of paramount importance to the Assessor's Office". The end of the fiscal year came and went, but CAPE received nothing in response from Kreimann's administration. Despite our best efforts to date, the barrier at the West L.A. Assessor Office remains insufficient to protect the appraisal and support staff should a member of the public intend harm to them.

More recently, a CAPE member at the Assessor's Office who is suffering physical limitations which are medically documented was rotated to a different work location requiring more drive time. The new work location was not listed on the employee's Rotation Preference Sheet, and serves no Departmental operational need. The increased drive-time is worsening the member's medical condition.

The Americans with Disabilities Act (ADA) mandates that employers make reasonable efforts to accommodate the medical restrictions of employees. This member's immediate supervisor, and others in the Department, have witnessed the deterioration of this person's physical health. However, rather than advocate for accommodation, under the guise of career counseling, the supervisor tried to convince the member to ignore his/her own medical needs and the advice of his/her doctor, and accept the rotation. That's aggravation, not accommodation. As of this writing, Management continues to ignore the member's condition.

CAPE representatives will continue to press for fair resolution to these and other employee relations matters which were mishandled by the former Chief Deputy Assessor. Assessor Management can do better! ■

Benefit Trust Update: Annual Enrollment is Here! Value, Quality, Providers You Know and Deserve

Choices Annual Enrollment is Here! Annual Enrollment is October 1-October 31. The CAPE Benefit Trust is pleased to announce the **CAPE/Blue Shield Lite and Classic Point-of-Service (POS) medical plans'** new benefit enhancements and competitive rates for 2014.

Why choose one of the CAPE/Blue Shield POS plans? For the **VALUE, QUALITY, and PROVIDERS YOU KNOW AND DESERVE!**

For the **VALUE...**we understand the importance of having flexible and affordable health care, and it starts with having choices that provide the level of coverage that is right for you and your budget. CAPE/Blue Shield Lite and Classic POS plans remain the only plans in Choices to offer three different benefit levels of HMO, PPO, and Out-of-Network all in one plan – at very competitive rates.

| 2014 PLAN RATES | CAPE/Blue Shield Lite POS* | Kaiser HMO only | CIGNA HMO only | CAPE/Blue Shield Classic POS* | CIGNA POS only two benefit tiers |
|-----------------|----------------------------|-----------------|----------------|-------------------------------|----------------------------------|
| YOU ONLY | \$477.00 | \$640.46 | \$659.26 | \$776.00 | \$1,185.09 |
| YOU + 1 | \$985.44 | \$1,280.93 | \$1,323.44 | \$1,507.44 | \$2,115.71 |
| YOU + 2 OR MORE | \$1,229.44 | \$1,485.88 | \$1,523.12 | \$1,794.44 | \$2,219.15 |

* Three benefit tiers include – HMO, PPO, & Out-of-Network

For the **QUALITY...**NEW for 2014, an enhanced durable medical equipment, prosthetics and orthotics benefit, and a vision benefit through VSP, providing for you and your covered dependents an annual benefit of an eye exam, frames, lenses, or contacts through the extensive VSP provider network.

CAPE/Blue Shield Lite and Classic POS plans feature a Medical Premium Disability plan that covers your monthly medical plan premium during a County-approved long term disability for two years after you are out for six months, and also a \$10,000 Survivor Benefit that will assist your loved ones with final expenses.

For the **PROVIDERS YOU KNOW AND DESERVE...**getting the right care at the right time is a big part of staying healthy. From preventative care to emergency care, the CAPE/Blue Shield Lite and Classic POS plans feature an extensive Blue Shield HMO and PPO provider network covering a wide range of services to help you get the care you need.

For a list of Blue Shield providers visit their website at www.blueshieldca.com.

Let us help you with YOUR HEALTHCARE, YOUR CHOICE! Call the CAPE Benefit Customer Service team at (800) 487-3092, or visit www.CAPEunion.org for more information on all of CAPE's benefit offerings. ■



blue of california

CAPE Board of Directors Update:

The ballot count for the 2013 CAPE Board of Directors Election was held at 6:00 p.m. on August 29th in the CAPE office. The following CAPE members were elected to serve on the Board of Directors:

Nelson Manabat, DPW, 2-year term
Peter Thomas, Assessor, 2-year term
Carlos Clayton, incumbent, DPW, 2-year term
Sandy Sun, Assessor, 2-year term
Kenneth Roberts, incumbent, DPW, 2-year term
Barbara Volz, incumbent, DPW, 1-year term

The 2013-2014 CAPE Board was officially sworn-in on Thursday, September 12th. The above Board members join incumbent Directors **Lisa Andres**,

Assessor; **John Fallon**, DPW; and **Dennis Ruh**, DPW to fill-out the nine-member CAPE Board.

Message to Outgoing Directors:

Paul Hernandez, Senior Survey Mapping Technician, DPW, 5-year Board Member; **Joshua Huntington**, Senior Regional Planning Assistant, Regional Planning Dept., 4-year Board Member; **Luis Orendain, Jr.**, Appraiser Specialist, Assessor's Office, 4-year Board Member

Thank you for your dedicated board service. You each brought a unique perspective to the CAPE leadership and contributed to building a stronger union for CAPE members. ■

Welcome to the newly elected, non-incumbent CAPE Board Directors:



Nelson Manabat
Senior Civil Engineering Technician
Dept. of Public Works
32-Year CAPE Member



Peter Thomas
Principal Appraiser
Assessor's Office
23-Year CAPE Member



Sandy Sun
Appraiser
Assessor's Office
4-Year CAPE Member

CAPE BOARD OF DIRECTORS

PRESIDENT
Carlos Clayton
Public Works
(626) 458-6358

VICE PRESIDENT
Kenneth Roberts
Public Works
(626) 458-7058

TREASURER
John Fallon
Public Works
(626) 458-2575

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Lisa Andres
Assessor
(626) 258-6157

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DIRECTOR
Dennis Ruh
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DIRECTOR
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(213) 893-0721

DIRECTOR
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Assessor
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DIRECTOR
Barbara Volz
Public Works
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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

BENEFIT TRUST BOARD OF TRUSTEES 2013

CHAIR
John Fallon
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VICE CHAIR
Lisa Andres
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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 |
|------------|-----------|-------------------------|--------------------|-----------------|
| LORENE | CLEVELAND | Internal Services Dept | Los Angeles County | 5/31/2013 |
| RENATO | REYES | Public Works Department | Los Angeles County | 7/31/2013 |



California Association of Professional Employees

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FALL 2013
NEWSLETTER

CALENDAR—UPCOMING EVENTS

OCTOBER 2013

Monday, October 14, 2013
Columbus Day (Observed)
CAPE Office Closed

Tuesday, October 15, 2013
CAPE Lunch Meeting
North District Assessor's Office from 12:00pm-1:00pm

Thursday, October 17, 2013
CAPE Lunch Meeting
West District Assessor's Office from 12:00pm-1:00pm

Tuesday, October 22, 2013
CAPE Lunch Meeting
East District Assessor's Office from 12:00pm-1:00pm

Wednesday, October 23, 2013
Table at the Hall of Administration
2nd Floor Foyer from 10:30am-1:00pm

Thursday, October 24, 2013
CAPE Lunch Meeting
South District Assessor's Office from 12:00pm-1:00pm

NOVEMBER 2013

Tuesday, November 5, 2013
Table at Department of Public Works
Courtyard from 11:30am-12:30pm

Monday, November 11, 2013
Veteran's Day (Observed)
CAPE Office Closed

Wednesday, November 13, 2013
Table at the Hall of Administration
2nd Floor Foyer from 10:30am-1:00pm

Wednesday, November 13, 2013
CAPE Board of Directors Meeting
CAPE office at 2:00pm

Wednesday, November 20, 2013
New Employee Orientation
DPW from 12:00pm-1:00pm

Wednesday, November 27, 2013
Table at the Hall of Administration
2nd Floor Foyer from 10:30am-1:00pm

Thursday, November 28, 2013
Thanksgiving Day (Observed)
CAPE Office Closed

Friday, November 29, 2013
Day After Thanksgiving
CAPE Office Closed

DECEMBER 2013

Tuesday, December 3, 2013
Table at Department of Public Works
Courtyard from 11:30am-12:30pm

Wednesday, December 11, 2013
Table at the Hall of Administration
2nd Floor Foyer from 10:30am-1:00pm

Thursday, December 12, 2013
CAPE Board of Directors Meeting
CAPE office at 2:00pm

Wednesday, December 25, 2013
Christmas Day
CAPE Office Closed

[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.



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

It's that easy to Go Green with CAPE!