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# CAPE

California Association of Professional Employees

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## Discount Movie Tickets

CAPE offers members movie tickets at a reduced rate from box office prices. Prices are set by the theaters 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 online CAPE Web Store at [www.CAPEunion.org](http://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.*



THEATER	PRICE
AMC Black Unrestricted	\$10.25
Pacific (restricted – may not be used for special engagements)	\$10.00
Regal (incl. Edwards & United Artists)	\$8.50
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\*



\* Discounts to these great theme parks and others are available at [www.unionplus.org](http://www.unionplus.org)

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](http://www.capeunion.org/news)
- 2 Click the "Go Green" link on the right-side column
- 3 Provide your name, employee ID, and home and work email addresses then click "Submit".

It's that easy to Go Green with CAPE!



[www.CAPEunion.org](http://www.CAPEunion.org)



# CAPE Members Celebrate at Annual Meeting, Dinner Event

More than 450 people packed into the Hilton Pasadena on February 6 to celebrate an amazing year of victory and outstanding work by the professional members of CAPE. City Councilman and 2nd District Supervisorial candidate Herb Wesson headlined this year's prestigious gala and encouraged members to stand united to keep the county safe and continue to raise the standard of living throughout California.

The core of CAPE's success is the unwavering leadership from member-delegate-leaders. Throughout the evening, delegate-leaders were recognized and given awards of appreciation for their steadfast determination and sacrifice throughout the year.



## President's Message: Soaring to Greater Heights

By Carlos Clayton  
CAPE President

I am pleased to report that, thanks to your continued support, our Union continues to stand on solid ground. Even with the onset of new and divisive membership rules established by the courts, we continue to uphold and even increase our membership levels. This has allowed us to implement and maintain important Union programs to better serve CAPE members—especially in the area of representation.

Soon, we will be entering negotiations again on our successor contract. Next year, we will also be negotiating the Fringe Benefits Contract through the Coalition

of County Unions. In 2018, our bargaining teams were immensely successful in negotiating a strong contract that we can all be proud of. The results speak for themselves—an overall pay increase of up to 10.5%, important assignment license and certificate bonuses for virtually every job classification, the CAPE delegate pilot program, and a fringe contract that puts more money in most members' pockets for the entire term of the contract. Preparations for new contract negotiations will begin shortly, and I encourage all CAPE members to be a part of our bargaining effort—whether as a bargaining team member or as a delegate to help lead the effort at your

work location. We need you.

CAPE's profile and size have grown over the last several years. We've built a reputation as a Union that advocates for its members at every level. A union that works with management in solving problems and finding solutions, but isn't afraid to throw a few punches when our issues are being neglected. We've managed to keep afloat and successfully recruit new members each and every day.

We all want a strong union and that's why I call upon each of you to maintain your membership, get involved and become a delegate leader to help us grow to newer and even greater heights.



## In Case of Workplace Emergency: Call CAPE

### Ask a Business Agent

By Timothy Farrell, CAPE Business Agent

Sense trouble coming your way? Call us.

If you're called into a meeting by HR, you more than likely will need representation. We can help you decide if a threat is real or imagined and/or if representation services are needed. Don't hesitate. Time is crucial and missing timelines can result in grievances being automatically denied.

CAPE provides representation, but the process can't start without a member's request. Never forget your Weingarten Rights to representation in investigation meetings. Err on the side of caution to protect yourself. We can help you through the process.

## We're Gearing Up for a New Contract

Preparations for 2020 Contract Bargaining are already underway. In 2018, CAPE members united and locked in a great contract that improved wages, secured our benefits and prioritized respect for our professions. This year, we're going to make our contract even stronger. Unit contracts expire in September 2021 but negotiations will begin later this year. Stay tuned. Soon we'll assemble a CAPE Bargaining Team and a team of delegate leaders to keep co-workers informed of everything that happens in negotiations. CAPE members are encouraged to contact CAPE leadership with any questions or concerns.

## Welcome CAPE/Blue Shield Lite and Classical Medical Plan Members

As a member of the Coalition of County Unions (CCU), CAPE joins all CCU unions to collectively negotiate with the County of Los Angeles to ensure members receive the benefits they deserve including the CAPE Blue Shield Lite and Classic medical plans.

The CAPE/Blue Shield Lite and Classic medical plans continue to offer the most flexible benefits at very competitive rates including HMO, PPO and Out-of-Network coverage for one price. They include unlimited chiropractic and acupuncture visits through ASHP, and a full vision plan annually through VSP. There are wellness programs and a new Fitness Your Way gym membership to help you with your wellness goals. If you are a CAPE/Blue Shield member, you will receive a package in the mail soon giving more details on the many benefits included in the Trust-sponsored Blue Shield Point of Service plans.

If you have any questions regarding the CAPE Benefit Trust sponsored plans, please call our Dedicated Customer Service Team at (626) 487-3092, or e-mail them at [d-e.clientservices@dex-erickson.com](mailto:d-e.clientservices@dex-erickson.com). You can also visit the CAPE Blue Shield website at [blueshieldca.com/cape](http://blueshieldca.com/cape) to access more information on our plans.



## Energized and Rising

### Unity Breaks



Assessor's Department at the Hall of Administration on January 8, 2020. Board Members present: Kelly Koldus and Lisa Gunner.



The Department of Public Works members at the Braun Building on Jan. 24, 2020. Board Members present: Nelson Manabat, Carlos Clayton, and Ray Castellanos.

### New Employee Orientation



CAPE welcomes our newest members from the Department of Public Works during the new employee orientations on November 2019 and January 2020.

### Celebrating GIS Day!



CAPE Director, Peter Thomas with fellow CAPE members from the Departments of the Registrar Recorder and Fire at GIS Day 2019. Thank you to all our Geographic Information Systems (GIS) professionals for your service and commitment to Los Angeles County!

### Stay Informed



CAPE members visit the CAPE tables at the Hall of Administration Assessor's office and DPW HQ to get the latest union news.



*"We have the opportunity to have our voice heard and the power to shape our working environment."*



"Everyone I know has, at one time or another, felt powerless as an employee. CAPE provides a setting where my colleagues and I have the opportunity to negotiate essential elements together. At one time, I felt that my "Performance Evaluation" was not reflective of my actual work; I felt very fortunate that CAPE was there for me, providing representation and a process for resolution. In this time of rising cost of living and stagnant wages, I feel grateful that, united in our union, we have the power of collective bargaining."

—Perla Arquieta, Landscape Architect