

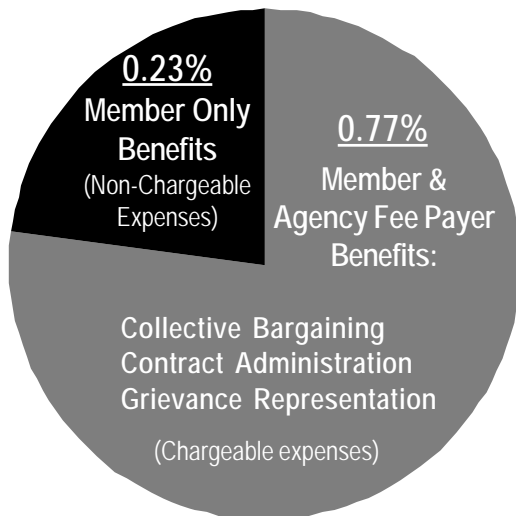
Get More Out of *Membership!*

As a result of elections held in Bargaining Units 501, 511, 131 and 132 all Non-CAPE members in these Bargaining Units are subject to an **Agency Fee** in order to pay their fair share of the costs associated with the representation they receive from CAPE. The fee is calculated as a percentage of full membership dues and it is recalculated on an annual basis by an independent audit.

The Non-CAPE member Agency Fee for the year ended December 31, 2010 is 0.77% of base salary.



CAPE Full Membership Dues = 1%
of Base Salary



**You get more out of CAPE Membership.
And at just an extra 0.23% of base
salary per month (*approximately 37
cents per day for the average member*),
CAPE Membership is a great bargain!**

Agency Fee Payers are NOT Members of CAPE.
Only Full Dues-Paying Members are
entitled to these **Member Only Benefits:**

0.23%

A VOICE IN YOUR UNION - Voting privileges in contract ratification votes and Board of Director elections, as well as the opportunity to participate and influence the direction of our Union.

CAREER GUIDANCE - Our professional staff provides members with career path counseling and important information regarding workplace rights, helping educate you regarding how to get ahead in LA County. CAPE's expert advise helps members better understand the County work environment and achieve your career goals.

JOB SECURITY & EXPANDED REP SERVICES - Including but not limited to advocacy in unlawful discrimination and sexual harassment claims, defense against severe disciplinary action taken by management (i.e. discharge, reduction in class, suspensions of 6 days or more), and resolution of promotional exam disputes.

SOCIAL & INFORMATIONAL EVENTS - Including the annual CAPE Membership Dinner, Retirement Seminar, and other CAPE-sponsored events.

A COPY OF YOUR MOUS -- The collective bargaining agreements that include the important wage, benefit, and working condition rights you as a CAPE member are entitled to.

THE RIGHT TO PARTICIPATE - Members can participate in official CAPE meetings with County & Department Managers, or serve as a CAPE Delegate, Negotiating Team Member, or run for a seat on the CAPE Board of Directors.

LIFE INSURANCE - As a member you automatically receive a \$20,000 life insurance policy at no additional fee.

ENTERTAINMENT DISCOUNTS - Including movie theatres, restaurants, theme parks and other local venues.

Join CAPE as a Member Today!

California Association of Professional Employees, AFL-CIO
Phone: (213) 484-0400 - Fax: (213) 484-4963 - Website: www.CAPEunion.org