



# News

February, 2022

## Local 3634

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***Be Kind to the Rookie!!!!***



It is the year 2022. As an adolescent, I was convinced that, by this point, we would be commuting to work in flying cars and robots would be doing our grocery shopping. But our current reality presents us with a world emerging from a pandemic, sky high gas prices and empty store shelves. Despite this, I feel that the adversity we faced and the fundamental changes to our lives have enabled us to grow stronger as individuals forcing us to develop new strategies. I am now convinced that, although I still have a gas guzzler in the garage and lack a robot servant, I am better equipped to face the new challenges the future may hold. The pandemic has caused us to learn new ways of doing everything, from small aspects in our personal lives to the way we work. It almost feels like we are newly promoted supervisors just learning the ropes. I would like to ask everyone to remember how it felt to be the rookie. What did it feel like to not know how to do something? How did it feel when you were unsure of yourself? Did you always know the best action to take? These are the same questions going through the minds of the new supervisors that have been recently promoted. Did you learn your job from observing others, or were you lucky enough to have an experienced person guide you? For many of us, our training felt like we were just expected to sink or swim. And with the first mistake we made, we were greeted with ridicule and derision from our co-workers. I would really like to change that outcome for our newest supervisors. Helping the rookies succeed, benefits us all. Training new supervisors is our job. While not all of us may feel comfortable mentoring a new person, at the very least we can support them and make them feel welcome by making ourselves available if they have any questions. Now not all new supervisors may feel inclined to ask questions; some might even think they know more than you! For those new supervisors, it is just a matter of time before they error. Just try not to hold it against them; some just need to learn things the hard way. Try not to enjoy seeing them fail. Try to give them the benefit of the doubt instead of humiliating them for not knowing. Mistakes are only mistakes if you fail to learn from them. Refusing to train students or telling your manager "I don't do students" only serves to alienate and discourage them. This sort of attitude perpetuates itself as students who receive this treatment will tend to do the same to future students. I ask everyone to help our newest members succeed. Putting a little effort into helping newbies starting out will make your job easier in the future. It is satisfying to see someone you helped do well at their jobs. The more members that become competent and knowledgeable, the better we all are. Be kind to the Rookie, and maybe they will do the same. I would like to thank the AFSCME Leadership and all its members for the opportunity to share my thoughts. Thank you

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PEOPLE Conference March 2022

Due to the Omicron surges in recent weeks, the Local was notified recently that our bi-annual AFSCME PEOPLE Political Conference in Sacramento will not be held in person but virtual. If you are interested in participating in the conference in March for the two-day event, please make sure that you attend this months Union meeting on February 26th at 10am and we will provide more information. We will send out the monthly meeting link the week of February 21st



### **Union Jackets and Contract Reprint**

Within the next two weeks the Local will send out an email blast with a link where members can go to and provide info regarding their jacket size and if they choose to have an updated version of our contract with additional side letters and the updated pay scale until 2023-2024.

We will need your name, badge and work location. We will have the link available for a two week period and after we get the logistics worked out, we will go out to the respective locations and shifts and provide the items. If you do not provide your information to the local within the designated time frame you will have to make arrangements to come to the Union office in Vernon to get your jacket and contract book.

\*\*\*The jackets we are speaking of are not uniform jackets but casual jackets that we are ordering for the membership.

*Happy Valentine's Day*

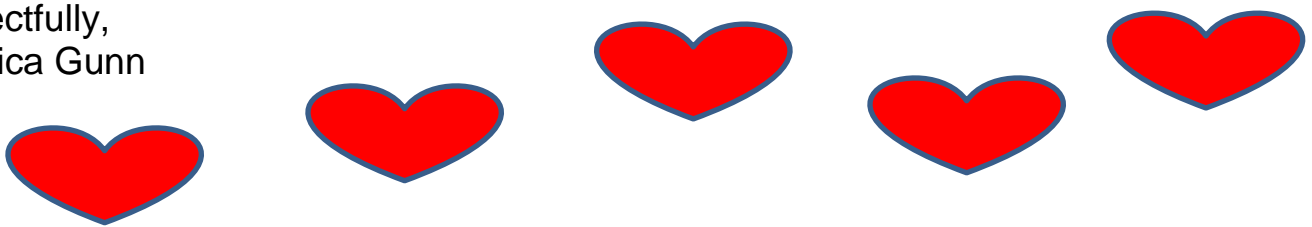
## ARTICLE 35 - UNIFORM AND SAFETY SHOES - TOS AND RTOS

Did you know Article 35 permits you to receive a voucher annually for uniforms for \$475 and up to (2) \$175 shoe vouchers per year for individuals required to wear safety shoes? It is your responsibility to notify the management team annually on or after your classification anniversary to retrieve your voucher.

METRO is required to provide an all-weather jacket to NEW TOS and RTOS. If you were hired (promoted) within the last twelve months, please notify your management via email (cc the Local) and request a voucher.

Finally, to the members that contacted the union, who never received a jacket; we have been working diligently with Labor Relations and Executive Leadership to issues those jackets and develop a process for ALL moving forward. We ask that you continue to be patience; you have not been forgotten.

Respectfully,  
Veronica Gunn



Please provide and or update the Local with your contact information [L3634@AFSCME36.ORG](mailto:L3634@AFSCME36.ORG)

Cell and personal email for our records which will allow us to contact and communicate with you in real time.

## **AFSCME BENEFITS INFORMATION** **Medical, Pension and TOWP**

Medical is Nicole Patino: [Patinoni@metro.net](mailto:Patinoni@metro.net)

PERS Contact MTA: Email is [Nixony@metro.net](mailto:Nixony@metro.net).

TOWP Contact [hrisadmin@metro.net](mailto:hrisadmin@metro.net)

## **CODE OF CONDUCT**

As a reminder, when off duty, in uniform or not you still represent MTA. Be careful of the things that you say or do that can be misconstrued and create unnecessary problems for you and your ability to continue your employment with the company.

Periodically, please refresh your knowledge and understanding of company policies such as the Code of Conduct, which is used against employees as a "catch all" when they are looking into or investigating complaints against individuals.



## Union Difference

*Life is better in a union. Having a voice on the job means better pay, better health care, a more secure retirement, and so much more. It means having a say in safety, staffing, and other important issues that help AFSCME members do their jobs and keep America running.*

### ***FRIENDLY REMINDERS:***

*Please make sure to update your personal contact information including your alternate contacts with Metro. It is very important in times of emergencies that the employer may need to communicate immediately with you or your family for work and personal reasons.*

*Prosperity, Peace and Good Health!!!*

