



News

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Local 3634

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Organizing: The Foundations of Unions By Al Cromer AFSCME Local 3634 President

As we prepare to close out 2019; I want to give thanks to you the membership for your continued loyalty and commitment to Local 3634. Our primary goal as always is to protect, preserve and strengthen your work rights contractually and labor laws via state and federal statutes. One of the key factors in a Unions success is its organizing.

In the past year our local has been involved in multiple campaigns to grow our AFSCME Union. With the assistance that we provided in Nevada (20,000 state workers-Local 4041) and also in the Assembly Bill 378 campaign to organize State Child Care Providers (approximately 40,000) with AFSCME Affiliate-UDW 3930 in collaboration with SEIU and the LA County Federation of Labor, many workers are understanding the importance of having the protections of a CBA/MOU.

We want to keep the momentum going. Our goal is to continue our organizing efforts in 2020. Without the commitment and hard work of Union organizers, the standards that are in place for workers as it relates to working conditions, safety protections, wages and benefits wouldn't be possible. As Unions grow in density, the middle class does better. That is a historical fact.

The opportunity to participate in organizing training and job actions will be plentiful in the upcoming year. Please submit an email or fax to the local along with a brief summary if this would be of interest to you.

Always Remember: The Executive Board and Stewards are always working hard on your behalf.

Becoming a Shop Steward...

My grandfather was a steelworker and a proud union member for many years. As an African-American man and a veteran of the Korean War, he understood that workers' rights were an important part of the large scale fight for human rights being waged during the 1950's & 60's. Growing up in a pro-labor family surrounded by elders like my grandfather, who courageously stood up for equal opportunity and fairness in such turbulent times, made becoming an AFSCME steward an easy decision for me. It's an honor to follow the example of those who came before me by joining the effort to ensure favorable working conditions for my fellow members.

In the wake of last year's landmark Supreme Court decision on Janus v AFSCME, it's clear that the struggle for just labor practices that began generations ago is far from over. Securing the progress we've already made when it comes to things like fair wages and benefits, and maintaining clean, safe work environments free from hostility and harassment is a challenge worth accepting. Labor Unions, like all human entities, rely on the strength and commitment of their membership to remain viable. Everything from attending monthly meetings to voting in local and state elections can have a long term impact on our quality of life as a workforce.

Understandably, raising families and maintaining households is a fulltime job in and of itself making active participation difficult. Members must, therefore, place considerable trust in their elected and appointed representatives to act on their behalf with transparency and integrity. I want to express my humble gratitude for the opportunity to become part of the process of preserving our rights and the rights of those who may come after us. It's an honor to carry on the tradition of protecting the individuals who make up the fabric of LA Metro and provide such a vital service to the diverse communities of Greater Los Angeles.

There will always be those with considerable power and resources attempting to fracture the labor movement, relying on our complacency to undo the advancements created through the dedication and sacrifices of people like my grandfather. I welcome the responsibility of doing my part to further the cause and look forward to serving the collective.

In Solidarity,

Vanessa Morado (AFSCME Shop Steward)

Newsletter

In the early 1990's

By Ernie Paredes- Executive Board Member

Los Angeles has faced a turning point. Many of the aerospace and manufacturing jobs that had boomed during and after World War II, feeding a large prosperous middle class, has evaporated.

Low wage service jobs, dishwashers, janitors, home care aides, hotel house keepers were exploding, often filled by African Americans and immigrants from Mexico and Central America.

In the wake of the fiery 1992 riots, two labor organizations, Children of farmworkers, launched a scrappy new group to battle poverty and inequality. Over the following decades The Los Angeles Alliance for a New Economy (LANNE) would gather unions, community groups, environmentalists, Immigrant advocates and clergy into the most powerful forces in the city.

Reference, L.A. Times 8-14-2019 Beaten Down, Worked up.

Uniforms:

Stay looking sharp & professional, Friday Polo Shirts are for **Friday's only**, not on weekend Bus Bridges, USC / Ram's games or special events.

Remember someone is always watching.

Dear fellow AFSCME Sisters and Brothers:

I would like to share with you

WHY a UNION Makes Us Happy

I'm just so excited, happy, and grateful about being a member of our AFSCME Local 3634.

The more I'm learning and involved in it, the more I am grateful. How about you?

I hope in sharing a few benefits of being a member of our AFSCME Local 3634, you would come to appreciate and enjoying being a member as much as I do.

Because we are members of AFSCME, we have a voice at work, which translates into better pay and benefits than those of employees without a union.

That makes us happy. The advantage is well worth the cost of union dues. AFSCME members have long known one big advantage of joining a union: better wages.

Why? Because negotiating together gives us power.

Union members have better health benefits,

better retirement plans, more paid time off and safer workplaces. Union members in

public service are more likely to have the

resources we need to get our jobs done right.

Having a voice at work also means our job is

more secure, and AFSCME LOCAL 3634

has our back in grievances and arbitrations.

Our workplace is safer because our union

won't let the employer cut corners or ignore safety regulations.

From Fellow AFSCME Member and Executive Board

Thang Q. Tran

“Do Your Job and Come to Work”

Hello sisters and brothers of AFSCME Local 3634

I would like to talk about a very important matter, by being an E-board member it affords me the opportunity to go to bus and rail locations. I have personally seen how some of our members are not **“doing their jobs and are not coming to work”**. This has affected all of us.

We are extremely blessed to receive the type of compensation and benefits that we have. The job that you have trained for has been a direct cause for the life style that you live, real estate, automobiles, college tuition, vacations etc.

Some of you are not doing your job when at work, and others are not coming to work by being constantly on the sick list. This type of behavior makes it hard on **all** of us. When the contract renewal time comes around, management doesn't want to give us that raise, then you complain that Metro won't give us a raise.

It's easy to see that we're short supervisors, because quite a few of them are on the sick list, causing the rest of us to do our missing coworkers duties. Take a look around the world and see how others are living, not receiving the pay that we receive. You might be thinking that's not my problem, but it is. Management could bring in others for less pay (Transit Clerks) because some of us didn't want to do **our** job.

Brothers and Sisters we **must** do better than what we're doing **“Just do your job and come to work”**

I thank you for your support during the election, and you know me as a straight shooter. I'll fight for you and the Local will fight for you too but you have to stand United with us. Remember, the work we do isn't that hard and coming to work is easy.

In closing I want to ask you this question, remember when you wanted to be a TOS how you would always come to work?

Now you're a seasoned TOS you say the hell with that job!

If Metro attempted to take your job from you your attitude would change and you would be contacting the local for help. Don't think they can't do it.

Thank you for your time.

Richard Wright--AFSCME Local 3634, Executive Board Member