



News

May, 2021

Local 3634

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A TRIBUTE TO OUR MOMS

We would like to take this time to give thanks and recognize all of the Mothers in the Local. We are appreciative of your hard work, commitment and dedication that makes our homes, communities, the workplace and the world a better place. Your knowledge, wisdom, grace and talents are immeasurable. What would we do and where would we be without the sacrifices you've made on our behalf that's allowed us to enjoy the successes and accomplishments in our lives.

Moms are special everyday but as we approach this Mother's Day we want to give You Honor and well deserved Praise and that many more Blessings continue to be bestowed upon your lives.

HAPPY MOTHERS DAY!!!!!!



Newsletter

EXIT INTERVIEW by Daniel De La Cruz and Mattie Jones Hopes - Stops & Zones Supervisors

When a Journalism degree and Metro meet, you get Blanca Montiel-Harris.

Blanca's first contact with Metro was applying for an Information Clerk position. Fortunately, Blanca is a people person and as she was leaving her interview asked a gentleman what he was applying for. Reading his job description, she realized the job paid twice as much as the Information Clerk. Seeing this, her thought was more money, how can I get that job, what training do I need.

This gentleman informed Blanca that there was a training program which would qualify her for this higher paying job. She set out to get training and ultimately the job. Fortunately, Metro was a partner with the training facilitator and even though Metro did not guarantee a job offer, the rest is history.

Blanca obtained training for Electronic Communications and is FCC licensed. Blanca is trilingual, speaking English, Spanish, and French. As of March 25, 2021, Blanca has retired with 34 years of Metro service.

I asked Blanca to look back over her years at Metro and tell me the funniest thing that happened to her. She recalls, that a story circulated that a close friend/coworker has passed-away. Everyone was so sad and they were about to reach out to his widow. Blanca attended a union meeting and as she walked up the stairs and looked up, there stood this "not dead" friend, in live and living color. Blanca and her coworker hugged him like there was no tomorrow. Moral: verify your information. The gentleman who passed away had the same name, position, and town, but it was mistaken identity. Don't believe rumors!

I also asked Blanca to tell me the scariest thing that has happened here at Metro. She recounted that early in her career, she was changing a bus AVL (Automated Vehicle Locator). The bus was positioned over the pit, the steering-wheel was covered with the warning to "NOT" start the bus, and the bus wheel was chalked, key in her pocket and auto start disabled. Blanca even parked her van behind bus. As she was working, she realized the bus wheels were moving towards her. Thinking quickly, she jumped into the pit. The bus continued back, rolled over and destroyed both her tools and the replacement part. Blanca was left shaken and slightly bruised but otherwise ok. Moral: Following safety protocol only works if everyone follows them, stay alert.

I wanted to know what retirement will look like in Blanca's world. Blanca plans to travel abroad to Greece and Switzerland. She also intends to explore opening a Bed & Breakfast in the vineyards of France. She may even consider volunteering for a small transit system near her home.

Parting Words of Wisdom:

Get to know your union and union steward before you need them. You don't know the future and you never know what will happen in your future.



The drug and alcohol policy HR 46

Unless otherwise noted in specific provisions, this policy applies to all LACMTA employees regardless of their functions and to LACMTA property as defined in Section 11.0. It applies to split assignments, off-site lunch periods and/ or breaks when an employee is scheduled to return to work or is on-call. The application of this policy to non-safety-sensitive employees comes under LACMTA's own authority. Volunteers, visitors, invitees, licensees, contractors and vendors are also governed by the requirement to remain drug and alcohol free while on LACMTA property or when performing any business for or providing a service to LACMTA. As a condition of employment, safety-sensitive (covered) employees are required to submit to all drug and alcohol tests administered in compliance with the requirements of 49 CFR Parts 40 and 655 and other conditions and testing required under LACMTA authority. Non-safety-sensitive employees are subject to all incident-based testing (reasonable suspicion, post-accident, return-to-duty and follow-up).

Whenever we are taking any prescription medical prescribed by a **health care provider** a medical approval form must be filled out and submitted. Always notify your health care provider if you're a safety sensitive employee.

Fitness for Duty HR 29

LACMTA and the [Federal Transit Administration \(FTA\)](#), recognize that some medical conditions require the use of prescription (Rx) and over-the-counter (OTC) medications that can impair an employee's ability to perform his/her job duties safely. Employees may only use medication with a valid prescription in their own name.

[MEDICATION APPROVAL FORM \(sharepoint.com\)](#)

Any time that we go for a random test always notify the medical person filling out the paperwork of all the medication and any prescription medication that you have taken plus any other herbal, diet pills as sometimes this can lead to a positive test.

All positive tests are reported to a data clearing house: The Clearinghouse is a secure online database that gives employers, FMCSA, State Driver Licensing Agencies, and State law enforcement personnel real-time information about CDL driver drug and alcohol program violations, thereby enhancing safety on our Nation's roadways. An act of Congress directed the Secretary of Transportation to establish the Clearinghouse. Both employers and medical review officers (MROs) are required to report drug and alcohol program violations in the Clearinghouse per § 382.705.

<https://clearinghouse.fmcsa.dot.gov/>

Medical Marijuana

Recently, the Department of Justice (DOJ) [issued guidelines for Federal prosecutors in states](#) that have enacted laws authorizing the use of "medical marijuana. The DOJ guidelines will have no bearing on the Department of Transportation's regulated drug testing program.

There were several inquiries about whether the DOJ advice to Federal prosecutors regarding pursuing criminal cases will have an impact upon the Department of Transportation's longstanding regulation about the use of marijuana by safety-sensitive transportation employees – pilots, school bus drivers, truck drivers, train engineers, subway operators, aircraft maintenance personnel, transit fire-armed security personnel, ship captains, and pipeline emergency response personnel, among others The DOT did not change our regulated drug testing program based upon these guidelines to Federal prosecutors.

The Department of Transportation's Drug and Alcohol Testing Regulation – 49 CFR Part 40, at 40.151(e) – does not authorize "medical marijuana" under a state law to be a valid medical explanation for a transportation employee's positive drug test result.

<https://www.transportation.gov/sites/dot.gov/files/docs/odapc-notice-recreational-mj.pdf>

By Frank Forte- Executive Board member/ Equipment Maintenance Instructor

Dear Members,

The Union has seen a rise in complaints from our subordinates in the last year. While some complaints are valid others are simply because Metro allows their employees to file what is referred to by EEO as "Good Faith or Feel-Good Complaints".

Metro's Civ-3 Policy is very strict on certain complaints...please familiarize yourselves with this policy. While the Union does not agree with some things in the policy, it is Metro's policy and the Law.

If any employee wants to be referred to a certain way, please respect the employee and address the employee as they wish. It does not matter how long you have been acquainted with the person respect their wishes!

Keep in mind being a Supervisor does not hold us at a higher standard and at times the job can be stressful. However, being a Supervisor puts all of us at a disadvantage at times due to being in direct contact with our subordinates during our daily workday. This is what we signed up for to Supervise!

As Supervisors we encounter all the things that management does not want to directly deal with during their workday. Supervisors must remain professional with management and their subordinates at all times to eliminate some of these complaints.

We also must continue to document (*very important*) the insubordinate behavior of the employees we supervise daily. These notes may become useful to you at a later time.

Also, please try to eliminate the friendship behavior during your working hours... You never know who is watching and waiting to use it against you.

In Solidarity,

Vice President

Darcy Del Cambre





This is a friendly reminder:

May zoom meeting

General Membership Meeting will be on the 15th at 10 am. Please RSVP by Wednesday May 12th.

Please provide and or update the Local with your contact information

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

Important information, please read

FRIENDLY REMINDERS:

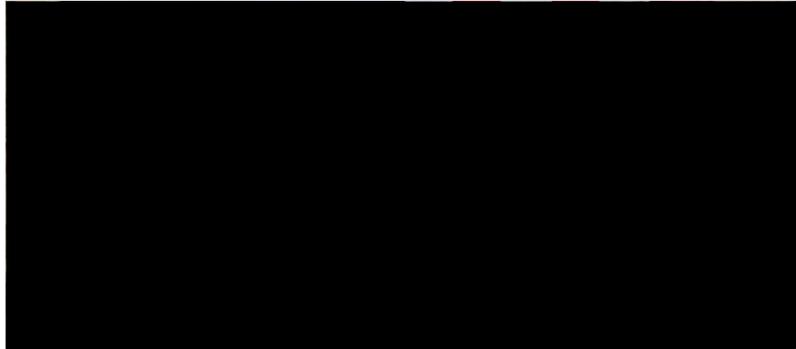
Please make sure to update your personal contact information including your alternate contacts with Metro. It is very important in times of emergencies that the employer may need to communicate immediately with you or your family for work and personal reasons.

Prosperity, Peace and Good Health



AFSCME International (news link)

[Biden's American Families Plan 'groundbreaking,' says AFSCME President Saunders | American Federation of State, County and Municipal Employees \(AFSCME\)](#)

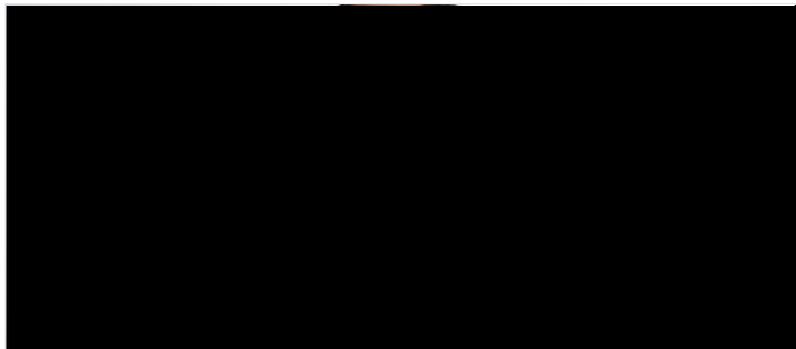


Biden's American Families Plan 'groundbreaking,' says AFSCME President S...

AFSCME President Lee Saunders calls President Joe Biden's American Families Plan "groundbreaking."

AFSCME District Council 36 (information link)

[The Union Difference | AFSCME District Council 36 \(afscme36.org\)](#)



The Union Difference

Did You Know That AFSCME Members: Participation in job-provided health insurance Union Workers79%Nonunion workers4...