



News

March, 2022

Local 3634

3375 E. Slauson Ave., Suite 233 - Vernon, CA 90058
Direct (213) 252-1395

Website: www.afscme-3634.org



MARCH 13, 2022

Protect Yourself

Sisters and Brothers:

For years we have been told that Supervisors are an extension of management and that we are valued in terms of what we do on a daily basis to keep things moving within Metro. There is no doubt that we as Supervisors play an integral part in making sure that the company runs as smooth as possible and oftentimes, we have far more vast knowledge and experience than those who we answer to in relation to managers and directors. We often face challenges and resistance from our bosses when we attempt to enforce policies and rules on behalf of the agency and then we're left hanging out to dry in the process.

There have been many instances where we have inquired about work duties and the status of tasks with those that we supervise only to be subjected to false claims and allegations of harassment, threats, intimidation and bullying due to employees trying to deflect from issues where they may be subject to discipline or due to a lack of work performance and productivity when being asked about the status of their work. This is wrong and a misuse and abuse of company policies!!!

Always protect yourselves and maintain the high ground of Professionalism in all circumstances. **Don't get drawn into situations or actions by employees you supervise that will cause you to be placed under investigation.** When situations arise that can potentially escalate, documenting what happened helps you, specifically when the behavior is repetitive and the motives of some is to use company policies as a retaliatory tool when all you are trying to do is your job making sure that they are doing theirs. We constantly remind management that it is very difficult to address some employees who come to work and find a way not to work and then we feel abandoned by our management teams because they themselves seem afraid to address the obvious.

If you are faced with such behavior and actions, keep your composure, stay calm, note it, report it, and communicate (in writing) with your respective management teams as well as your Union!!!

Continue to Excel at your Work Locations

In Solidarity
Brother Al Cromer
AFSCME Local 3634 President

Arbitration Victory: Vacation/Sick Relief

On February 16, 2022, an Arbitrator ruled in favor of AFSCME Local 3634 in a matter that involved the Vacation/Sick issue at ROCC. The ruling by the arbitrator substantiated our position that the process of selecting weekly assignments (Vacations, Sick or vacant positions) by our members has been an established "past practice" for years. Much thanks and gratitude go out to our members who not only testified over two days (including former President Jimmy Adams who provided great historical background) but also members in various work locations and classifications who submitted reference statements that solidified our position in refuting managements claim that this was not a real practice as being false.

The total process was 30 long months (2 1/2 years), but we fought hard to maintain and preserve a right that we have had and earned for years as a practice in our bargaining unit. We are in the process now as per the ruling to meet and confer with MTA to resolve the "make whole" remedy that the Union asked for and finally memorialize the selection process in writing



March 17, 2022

Understanding Informal Discussions Requests and Insubordinate Behavior

It is very important to understand your contract as it relates to informal discussions and counseling.

Management has a right to discuss work related matters with an employee at any time and this is not considered to be disciplinary in nature as stated in Article 12.2.1 of the AFSCME CBA.

If a manager schedules an employee for training, training is not classified as discipline and cannot be refused. If management refers an employee to the Employee Assistance Program (EAP), we strongly suggest you take advantage of the resources afforded to you. Management has an obligation to offer resources and support their employees.

If your manager or director requests to speak or meet with you, comply with the request and know your Weingarten Rights if the conversation goes in a direction that you feel could lead to discipline. (Reach out to the Union also)

A refusal to do so can be deemed as insubordinate type behavior and could subject the employee to possible discipline.

Please do not allow defiance to place you in a position where you can be brought up on charges of insubordination and cost yourself money out of your paycheck with time off (suspension).



AFSCME PEOPLE CONFERENCE

March 26-28, 2022

Sisters and Brothers:

It is that time of year when our local participates in the bi-annual PEOPLE Conference which traditionally is held in Sacramento. PEOPLE is Public Employees Organized to Promote Legislative Equality. In other words, as we always relay to you the membership, our Union as with many unions lobby on behalf of our respective membership to better our working conditions, wages, and pensions. If we don't stay active legislatively; the employer can set the agenda in our work environments with us having no say so at all. That's why we fight.

Normally as per the International and Local 3634 Constitution we would select a delegate via an in person voting process with proper notification but due to the conference this year being virtual that vote won't be necessary. What we would like to do is select 5 members in addition to those who are already on the Executive Board to be our guests for the conference.

The criteria are that you must attend and participate in all relevant workshops and activities as designated by the E-Board. The conference will be on Saturday, Sunday, and Monday. If these dates fall on your workday, you will be compensated for lost time for the workdays missed. If any of these dates are on your off day(s) you will not be compensated for lost time.

Please contact the local via email to state your interest by Friday March 18th. If selected, we will notify your work location management with advance notice for you to be excused from work. If you are selected to attend and you do not show up or leave without a justifiable excuse; the local will not reimburse your lost time.

Respectfully,

AFSCME Local 3634 Executive Board



Entertainment Event June 2022

After a two-year delay, we are happy to announce that we are in the process of planning another "Family Fun Day" at Victory Park in Pasadena. The tentative date is June 18th. We submitted our permit application on March 2nd and should have a confirmation by March 28th. Once we finalize the date; we will be putting together a committee of about 6 members to work out the logistics for the event. Our Brother Aaron Beckett who works Rail Transportation Instruction will be one of the co-chairs of the committee. It is our hope that sometime during the week of April 8th when the next newsletter goes out; we will have more specific details for the big event in June. **It is at that time we'll began the process, including setting the date range when members can make reservations for the event.**

If you are interested in being on the committee, please correspond via email to the local.

Stay Tuned!!!!



The Labor Movement and Its Influence in the Private Sector

Although Target has no organized Union, the effects of Organized Labor and Workers Rights Groups and Advocates can influence Corporate America. See the link below

<https://www.cnn.com/2022/02/28/business/target-starting-wage-increase/index.html>

REMINDER: please click on the link below

AFSCME LOCAL 3634 JACKET REQUEST FORM

<https://www.afscme36.org/afscme-local-3634-jacket-request-form>

	Date: 2/14/22
	Client Name: AFSCME 3634
	Job Name: C71192-E34401_S0042918_DR



GARMENT INFORMATION	IMPRINT INFORMATION
COLOR(S) BLACK	FULL BACK INK COLORS: Multi SIZE: 12" x 12.35"
GARMENT STYLE(S) Hooded Pullover Sweatshirt	LEFT CHEST INK COLORS: Multi SIZE: 3.00" x 3.00"

The artwork shown is representational. Therefore actual print size, ink colors and garment/product colors may slightly differ.

*Mock-ups are shown on an XL shirt for reference only.

↓ SUGGESTED ADDITIONAL PRODUCTS BELOW ↓



AFSCME BENEFITS INFORMATION

MEDICAL, PENSION and TOWP

Medical is Nicole Patino: Patinoni@metro.net

PERS Contact MTA: Email is Nixony@metro.net

TOWP Contact: hrisadmin@metro.net

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!!!

