



**News**  
**May 2022**

## **Local 3634**

3375 E. Slauson Ave., Suite 233 - Vernon, CA 90058

Direct (213) 252-1395

**Website:** [www.afscme-3634.org](http://www.afscme-3634.org)

### **Sisters and Brothers**

One of the most cherished rights that Union members have is the right to bid shifts by seniority that coincide with our daily lives. It was one of the main factors as to why we organized starting back in 1999. Prior to that we were told what to do and where to work and really had no say so. That has changed because we have protected rights in our CBA. We bid (or should) our shifts with the intent to actually work them. We should not bid shifts to prevent another member from being able to bid to another shift within the location or to another work location because we feel they do not belong. This is a manipulation of the process. What is also disturbing is that members have colluded with management at times in attempt to harm fellow Union members and we (Officers) as the keepers of the Union have had to intervene at times and put a stop to it and have shifts reposted.

Another factor in the manipulation of bidding rights is that shift swapping has also taken place with the encouragement of management and certain members. Again, such actions cause harm to the Union, our members, and our hard-fought rights. In our Local 3634 Constitution on page 21, we have a Shift Swapping policy and it lays out in detail that we do not condone any form of shift swapping nor do we change days off from what we have bided. These types of actions are what we call "Direct Dealing" (back door deals with management) and it goes against our articles where we have bidding rights and violates both Articles 32 and Appendix C (TOS/RTOS).

**PLEASE PROTECT YOUR RIGHTS!!!!**

***General membership meeting will be held, Saturday, May 21 @ 10:00 at the Union Hall in person and Via Zoom.***

***3375 E. Slauson Ave.***

***Vernon, Ca 90058 please see link below***

***Local 3634 is inviting you to a scheduled Zoom meeting.***

***Join Zoom Meeting***

***<https://us02web.zoom.us/j/81858806577?pwd=K2pYRXIZOWRLU0Zoek83VXdTZW11UT09>***

***Meeting ID: 818 5880 6577***

***Passcode: 632083***

***One tap mobile  
+16699006833***



## **The local is encouraging all members to please review and know Article 21**

which is the attendance policy. We have been saying for years that with all the legal protected leave available to employees, there is no excuse for anyone to get into any type of attendance trouble. The only exceptions would be any type of life changing serious illness or injury involving yourself and or a family member that may need to be addressed. Getting to work on time can create problems as accumulated tardies can affect you. Six instances of absences in a 12-month period initiates the discipline process.

**Please protect your job!!!**

## **To all members who have access to employee records and information**

(Medical and attendance as well), please be advised that unless your access is related to you performing your daily work duties and responsibilities, no one should be searching, discussing, or disseminating other employees or co-workers' confidential information. Doing so can subject you to discipline and we would ask that professionalism be maintained at all times.

# **Hello Brothers and Sisters**

Prior to drafting this article, I was talking to a new VO Supervisor and explaining to her all the benefits of being in AFSCME.

She stated that her previous union never was as informative, transparent, or hard working as our union.

She also said that in the 6 years of being in the union she does not remember ever meeting any of the representatives of the union.

Rather than bash the union I thought it was the perfect time to talk about being thankful and grateful for what we have now!

And just as I and the other Supervisor were talking about the union and life in general an elderly man on a bicycle in need of paint and repairs with bags of cans and plastic bottles passed by looking for more cans and bottles. I looked at the other Supervisor and said, " We sure are blessed to have good paying jobs with excellent benefits because it could be worse" The Supervisor said, "I am so thankful for what I have."

Brother and Sisters let us continue to be thankful, support our union and work hard to maintain what we have.

Melvin Stokes, Location Capitan



**FAMILY FUN DAY, CLICK THE LINK BELOW**

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



**AFSCME  
RSVP Required No Later Than  
Friday, May 20, 2022  
Please see attachment**

# Greetings Brothers and Sisters,

Let us talk numbers Local 3634 Metro Supervisors is comprised of 816 of the most professional, highly trained, and capable union members in the United States.

Collectively we supervise 4,676 UTU members, 2,490 ATU members, 959 TCU members & 151 Teamsters a total of 8,276 Metro contract employees.

That is an average of 10-11 employees per supervisor - Wow!

We are at the front line, we are the ones who figure it out, we make Los Angeles happen!

We are at the service of the over 12 million people who live in Los Angeles County who depend on our agency to provide access to safe, clean, and reliable mass transportation.

You should be incredibly proud of yourself, and the contributions you make every day when you report to your division or department.

As we move forward into our new contract negotiations, I encourage you to make yourself be heard, get involved, speak with your shop steward about any concerns or questions you or your co-workers may have, our local needs your input to understand the challenges you may face daily, and your union may be able to help and all we need is for you to speak up.

As the population of Los Angeles continues to grow, so will the dependence on mass transportation correspondingly this agency will continue to grow and expand along with this growth so will the expectations and demands on our union local 3634 members.

We must guarantee our job security, rights to livable wage, and safe work environment free from hostility or unreal expectations from our Management.

Therefore, that is why our union exist to give workers the power to negotiate for more favorable working conditions, to keep us safer, healthier to be able to enjoy a higher quality of life and other benefits through collective bargaining.

Union members on average earn 28% more than their non-union counterparts all these benefits are possible when we utilize our collective bargaining power, when we contribute to ourselves by meeting, speaking, and sharing with one another.

Please send us your feedback by emailing the local at [L3634@AFSCME36.ORG](mailto:L3634@AFSCME36.ORG) .

In Solidarity  
Brother Merari Esparza  
AFSCME Local 3634 Trustee





# Leadership APTA



NOW ACCEPTING APPLICATIONS  
FOR THE CLASS OF 2023

APTAU  
Delivering the Future-Ready Workforce

**Leadership APTA is now accepting applications for the 25th Class in the program's history!**

[Leadership APTA](#) is about developing visionary and resilient senior and executive leaders for the transit industry.

Leadership APTA is committed to identifying and selecting a diverse, engaged, and committed group of dedicated and highly motivated industry professionals from among APTA's membership to participate in the transit industry's premier senior and executive leadership program.

Apply to join approximately 600 Leadership APTA alumni and advance your career! Leadership APTA has become a highly recognized and respected program to prepare the next generation of visionary senior and executive leaders of APTA and the public transportation industry.

## Why apply to Leadership APTA?

- Envision and create a new future for the public transportation industry
- Learn from exceptional leaders and risk-takers
- Contribute to challenging conversations
- Become an agent of change
- Transform how you listen, learn, and lead
- Grow your network and personal kitchen cabinet
- Give back to your organizations, APTA and the industry
- Commit to a life-changing experience

This summer, the Leadership APTA Committee will invite up to 35 individuals from among APTA member applicants to participate in an intensive year-long program including in-person executive roundtables, skill-building workshops, conferences, team-driven capstone leadership projects along with, virtual sessions, meetings, featured workshops and events.

[Learn More >](#)



In furthering the American Public Transportation Foundation (APTF) mission to increase and retain the number of individuals choosing the transit field as a career, the **APTF will award a minimum of [25 scholarships this year](#).**

Ranging from \$6,000 to \$10,000 to college students or transit professionals who are interested in pursuing or advancing a career in the public transportation industry. Awards cover the academic year, beginning in the fall 2022 semester, and assist with tuition costs or other educational expenses.

Applications are due by June 20, 2022. [Learn more](#) about the process, eligibility, timeline, and how to apply.

[Learn More >](#)

Sent to you by the American Public Transportation Association  
[www.apta.com](http://www.apta.com)



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# 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)



## 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 principal 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 especially 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!!!*

