



# News

June 2022

## Local 3634

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### ***Greetings to the AFSCME Family***

On behalf of the Executive Board and myself we would like to say **Thank You** for your continued support of the Union and reassuring all of you that our commitment to protecting your hard-earned rights is as strong as ever. We rely on you to communicate and provide to us information in real time of anything that is going on in your respective work locations that would violate your work rights and any concerns of safety. We want you to know that as members you have the right to address management on all matters relevant to your contractual and labor rights being violated. Once you've done that and they continue to ignore and or refuse to address your concerns, communicate with us and we will then address the issue(s) as your representatives. We just ask that you put your concerns in writing to your management (verification purposes) and maintain your professionalism in your verbal and written communications.

As we approach the summer months; we would ask that you continue to maintain your health and well-being. Wellness is very important and please utilize all resources available to you. On July 1st we will get the first of two wage increases (3.5%) with the extension signed in 2021. For those of you who have not received your contract book and or AFSCME sweat jacket, please call, or email the office so you can make arrangements to sign for and pick up your items.

Continued Peace, Prosperity and Good Health to You and your Families!!!

In Solidarity, Brother Al Cromer

AFSCME Local 3634 President



## Love is in the air, or maybe not!!

The Executive Board, stewards and location captains are your representatives for this Local and we cannot stress enough how important it is for you all to PROTECT YOURSELVES! Metro is a special place where many of us spend the greater part of our daily lives with managers, peers, and subordinates building relationships whether it's friendships (some of the intimate nature) which is not uncommon because many coin METRO EMPLOYEES AS FAMILY.

What we need to caution you on is when the relationship all of the sudden goes south. In the past year we have had a multitude of cases that include violations of all or one of the following policies HR 43, Civ 3 and Sexual Harassment. ALL of them started off as FRIENDSHIPS, some became intimate, and however the result, someone felt harassed either through sexual unwanted conversations, bullying, or pure jealousy when the truth comes out and what was hot is NOT Anymore! AFSCME members have repeatedly been found in violation of the policies with terminology like "more likely than not" or "based on a preponderance of evidence". We have had members placed on Last Chance Agreements (LCA) and/or receive upwards of 30 days off on suspensions.

As part of our efforts to support members we have met with EEO leadership to understand the process and what we have learned is that Metro's policies are far stricter than the Federal EEO policies which creates more vulnerability. The bottom line is keep your work relationship a work relationship, watch your jokes, especially those sexual in nature and casual flirtatious terms (**sweetie, honey, and love**). Lastly if you have a relationship with another person employed by Metro and it goes bad notify your management for direction.

I ask that you protect yourselves which includes your job.

Veronica Gunn  
Recording Secretary  
AFSCME Local 3634

## EEO and Civil Rights Policies

Just a friendly reminder about your knowledge and being aware of company policies. Please read and study the following MTA /EEO and Civil Rights policies: CIV 3, CIV 4, CIV 5, CIV 8, CIV 11 and HR 43. It is very important that you know and understand these respective policies that can affect you as both an employee and Supervisor in the workplace on a daily basis. Also search and read California Assembly Bill 9 (AB-9), signed into law by Governor Newsom in October of 2019. Be conscious of what you say and do in the workplace.

***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. Not 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!!!***

## Sisters and Brothers:

Please click the following link for Union/Labor news around the country

[LaborUnionNews.com](http://LaborUnionNews.com) - The Most Comprehensive Source for News on Today's Unions

## Legislative News: Gas Rebates and Transit Grant Funding

Governor Gavin Newsom is proposing a one-time refund of \$400 to each eligible owner of a registered vehicle which is being debated and discussed in the state legislature. The proposal caps the number of rebates to two per registered vehicle owner for a total of \$800, excludes fleets and corporate-owned vehicles, and excludes vehicles over a certain value. This broad-based refund would return an estimated \$11.5 billion back to taxpayers. The State Senate's earlier proposal would allocate \$200 to each taxpayer plus \$200 for each dependent, for those making up to \$125000 and joint filers up to \$250000. Stay tuned for more details.

There is also a proposal to provide \$750 million in incentive grants to transit and rail agencies to provide free transit for Californians for three months. This proposal will provide an amount to agencies based on their 2019 fare revenues.

The information above was provided by Brother **Christoph Mair**, Legislative & Political Action Representative for AFSCME California in Sacramento.



## 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.



# *FAMILY FUN DAY, JUNE 18<sup>TH</sup> 11AM TO 6PM*







**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 >](#)

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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!!!*

