



News

April 2023

Local 3634

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Direct (213) 252-1395

Website: www.afscme-3634.org

Professionalism in the Workplace and Investigation Requests

Sisters and Brothers:

It is imperative both as an employee and a supervisor that you know and understand MTA policies. Over the past 18 months, the Union has been busy representing members who have been subject to discipline due to allegations brought against them as it relates to violating some or multiple company policies: EEO, Civil Rights, HR 43, Code of Conduct, etc.... This would also include the Inspector General (IG). If you do not understand the policies or are not sure as to what they mean, please reach out to HR for a clear interpretation and the Union. There is no excuse or justification for not knowing. As a supervisor you have a responsibility to know policies because of the position you hold and as the enforcer of the policies on behalf of the agency.

Too often unfortunately, members don't take these matters seriously until they are hit with questions and are under investigation. When this happens, you need to ask for Union representation to be present. Do not take on the mindset that you can outtalk, outsmart, or outwit a professional attorney or trained investigator. Don't allow your ego to make it worse.

Our approach and conduct in the workplace with each other must improve. Speak up when individuals are engaged in conduct, conversations and behavior that are inappropriate, even if you're not engaged in the conversations. We've had members being questioned because they've been reported to be in the vicinity of alleged misconduct and behavior. To have an investigation hovering over you or being sent home pending the conclusion of one is highly stressful. As an employee (and member) protect yourself and make sure you document incidents involving those that you supervise, those who are your peers and even your management team. Doing so when you are faced with allegations can help you.

Please read California Assembly Bill 9 (AB 9) from 2019 ("Me Too" Law) that has extended the statute of limitations to report certain violations from 1yr to 3yrs. If you are approached by another employee who claims that they have been harassed, threatened, bullied, or made to feel uncomfortable by another's actions "you have to report it". If that individual later tells you never mind or forget about it, don't chance getting yourself placed into an investigative or discipline process for failing to report. Protect your livelihood and your job.

To those of you in our bargaining unit work classifications where you have the responsibility of purchasing supplies (P-Cards), equipment or resources, have access to confidential and payroll records, you must be careful and use precautions as well to avoid allegations of abusing or misappropriating your authority or position as a supervisor. Do the right thing!!!

In Solidarity,

**Al Cromer
AFSCME Local 3634 President**

Family Fun Day RSVP Information

AFSCME FAMILY:

Below is the link for you to RSVP for the "Family Fun Day" event that will take place on June 10, 2023. A flyer will also be sent out via U.S. mail, and you should receive it by the end of the week.

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



RSVP Required No Later Than
Wednesday - May 17th, 2023

RSVP Directly:

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

Members can RSVP for themselves and up to five (5) guests
(Six Guests Total per group)

On 6/10/2023, you must:

- Bring your employee badge
- The member must be present when the guest arrives for admission

Questions? Email: L3634@AFSCME36.ORG

We look forward to having you there!

Although the Cesar Chavez Holiday has passed, the link below is informational, impactful, and inspirational for the labor movement.

[Opinion: Cesar Chavez paved the way for stronger worker protections, but the fight continues - California Labor Federation \(calaborfed.org\)](http://calaborfed.org)





This meeting will be in person and virtually.

April 22nd @ 10:00 am.

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

Join Zoom Meeting

<https://us02web.zoom.us/j/89553628705?pwd=YmU1V0h5aWI4cGhnWF1lZGFicEhMdz09>

Meeting ID: 895 5362 8705

Passcode: 214062

One tap mobile

+16699006833

FRIENDLY REMINDERS:

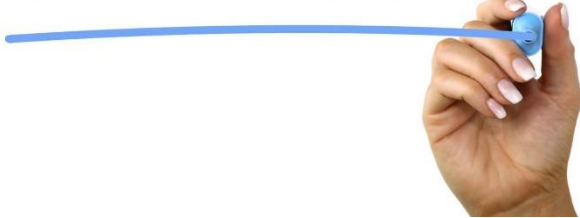
Please make sure to update your personal contact information including your alternate contacts with Metro. It is especially important in times of emergencies that the employer may need to communicate at once, with you or your family for work and personal reasons.

Prosperity, Peace, and Good Health!!!

AFSCME BENEFITS INFORMATION

Medical/Dental/Vision:

BENEFITS



Nicole Patino Patinoni@metro.net

Milette Short ShortM@metro.net

Benefits.metro.net

PERS Contact METRO:

Nixony@metro.net

TOWP Contact:

hrisadmin@metro.net

For those of us who have CalPERS for our pension, MTA has a contract with them and is just the intermediary. MTA doesn't make the final call on your retirement benefits and calculations. If you have any questions or problems related to PERS including your service credit, you need to communicate directly with them. If you haven't done so, create your account with them and monitor your service credit. **If you take off work for any reason and miss more than two complete months of work during the service credit year (July 1st to June 30th), it can be detrimental to your yearly credit and delay your retirement.** Again, the Union does not run the PERS retirement system. You must reach out to them.

Medicare Part B

If you are retiring soon or plan to do so in the near future and you'll be 65 or about to turn 65, please know that you are entitled to receive a Medicare part B supplemental stipend that is a reimbursement if you enroll for part B but you have to ask MTA about it when you retire. The supplemental stipend is \$164.90 in 2023.

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.