



News

June 2023

Local 3634

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Another Win For AFSCME!

Dear Brothers and Sisters, I'm Q Arachchi, your Treasurer and I'm happy to report yet another win for AFSCME. California Public Employment Relations Board (PERB) has ruled in our favor and has ordered Metro to Cease and Desist the practice of holding Rail Controllers for any reason, other than for the training of Rail Controllers who bid into the department on the Tri Annual Shakeup. This is a milestone in what we are trying to accomplish, which is force Metro Management to follow our Contract.

Our Contract allows the holdover of Rail Controllers who bid out of the Rail Operations Control Center (ROC) past the effective date of the shakeup for the purpose of training for the Rail Controllers who bid in. In practice, the outgoing Controller may or may not be directly involved in the training and provide staffing while the incoming Controller is in training. The language in the Contract states the incumbents are released as soon as the incoming bidders are trained and qualified or 3 per year training period whichever comes first.

During the Tri Annual shakeup in 2021, nine Controllers bid out and four bid in. Two controllers were allowed to leave on the effective date of the shakeup. The remaining seven Controllers were held for the purpose of training the four that bid in. All that bid in had completed their training and qualification by January 2022. ROC and Rail Upper Management made a unilateral decision to keep five of the outgoing Controllers to cover staffing issues in the department. When AFSCME inquired about this change, Metro Management responded that they are holding Controllers to cover FML, Covid leave and other vacancies along with new hire training at the ROC. They made generalized comments such as, "your people need to come to work." They provided a release schedule that showed the lowest seniority Controllers being released in FY 2024!

AFSCME filed a Grievance which was denied at the first and second level by Metro, President Cromer requested Arbitration for which Metro never responded. Therefore, AFSCME filed a PERB charge with the State under the TERRA Act and CBA 25.6.3. The Hearing was held in November 2022 and Myself along with President Cromer and Former President James Adams testified on behalf of our members. PERB issued the ruling in May 2023. Per the ruling, MTA is in violation of CBA, MTA cannot hold incumbents for reasons other than the training of replacements, only the training of the incoming Controllers counts and not new hires. And, they have to release everyone as soon as the replacements are trained and qualified period.

I would like to thank our President Al Cromer for his outstanding leadership throughout the process and guidance to all involved, former President James Adams for the detailed history on why and how we got this far and The Rail Team, Executive Board Officers Mike Lee, and Jose Caceres along with our Location Captain Angela Wiggins for their assistance.

My Journey with AFSCME

Being a part of AFSCME has allowed me to witness the power of unity and the strength of a collective voice. The rich history and legacy of AFSCME's deep roots in the civil and labor movement have served as a constant reminder of the importance of fighting for social and economic justice. It is an honor to be part of an organization that has played a pivotal role in shaping policies that protect workers' rights and advocate for equality in the workplace.

As a newly appointed location captain, I have been entrusted with the responsibility of coordinating and supporting fellow union members within my designated workplace. Together, we will continue to stand up against unfair labor practices, protect our wages and benefits, and defend our collective bargaining agreement. It has been a humbling experience to work alongside individuals who share a common vision of justice, fairness, and workers' rights.

My personal involvement so far has strengthened my faith in the transformative potential of organized labor. AFSCME stands as a beacon of hope for workers, providing them with the tools, resources, and support needed to challenge unfair practices and create positive workplace change. I am committed to continuing this fight for a fair and just workplace.

**Thank you,
Eric Urena
Rail Signal Supervisor
AFSCME Local 3634: Location Captain**

Work Expectations

During the course of our workday, we as employees should be professional at all times and there is an expectation to not only be professional in the workplace but to perform the work we were hired to do. Unless you are asked to do something that is unsafe, illegal, or immoral by your respective location management, you cannot refuse to do work tasks, receive training, perform other work duties relevant to your job and provide work related information when asked to do so.

We as a Union are opposed to quotas being placed upon us in the performance of work duties, however that does not justify, nor should it be interpreted that the Union condones members not performing the work they were hired and asked to do. The AFSCME Family has a high level of integrity, and we believe in doing what is right on the job.

Please Continue to Excel in the Workplace!!!

In Solidarity,

**Brother Al Cromer
AFSCME Local 3634 President**



“A father is the one friend upon whom we can always rely. In the hour of need, when all else fails, we remember him upon whose knees we sat when children, and who soothed our sorrows; and even though he may be unable to assist us, his mere presence serves to comfort and strengthen us.” — Émile Gaboriau



In June of 1865, a community of enslaved people in Galveston, TX were finally informed that they were, in fact, free due to the Emancipation Proclamation, which had been signed into law nearly two years earlier. The celebration of that historic day has [come to be known as Juneteenth](#), and was first celebrated by those formerly enslaved Texans in 1866.

Also referred to as “Jubilee Day,” the holiday is a time of celebration, and is recognized with the [crowning of Miss Juneteenth](#), block parties, as well as significant symbolism including [the Juneteenth flag](#) and [unique colors](#) that are associated with it. Just two years ago, in 2021, June 19 also became a federal holiday, and has resulted in many Americans learning more about the history of those enslaved people.

Signing of Documentation

Union Family:

Many of us perform work where we must sign off on documentation related to training, purchase order items, payroll related and other work-related documents that involve safety. If you did not personally provide the training, handled the documents in question or you do not have direct knowledge of certain documents but are asked to sign off on them by management, please don't do it. If management wants it signed off, tell them to do so.

Always protect yourselves!!!



Contract and HR Policy Reminders

Sisters and Brothers

As we do periodically, we want to remind you to please read **Article 14** in the CBA as it relates to your personnel and medical records. You should always review your records at least once per year to make sure that documentation hasn't been placed in your file that you weren't made aware of. You can make the request to review in writing to your work location management. You can also ask for the Union to be present as well.

We highly recommend that you read **HR Policy 21** that explains and details your attendance. It is your responsibility to know the policy and to monitor your instances of absences. Six instances in a 12-month period can initiate a disciplinary process and each instance takes 12 months to clear.

FAMILY FUN DAY

Sisters and Brothers

Thank You and your families who came out to Victory Park on June 10th and made our 3rd Family Fun Day a tremendous success. It was our way of showing appreciation for the members who continue to support our Union Local. We look forward to greater things next year.

AFSCME Local 3634 Executive Board



**New Orleans 2023 CBTU 52nd International Convention
Center- International President- Lee Saunders
Right- AFSCME Local 3634 - Recording Secretary- Veronica Gunn
Left- AFSCME Local 3634 - E-Board member - John Humphrey
Center – AFSCME Local 3634 – Vice- President – Fred Hines**



This meeting will be in person and virtually.

June 24th @ 10:00 am.

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

Topic: General Membership meeting

Time: Jun 24, 2023, 10:00 AM Pacific Time (US and Canada)

Join Zoom Meeting

<https://zoom.us/j/4556877610?pwd=SWhoZXlaeGIEOEj2SXFzMjFjV0NjZz09>

Meeting ID: 455 687 7610

Passcode: 162889

One tap mobile

+16694449171,4556877610#, *162889# US

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:



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.