



Local 3634

Newsletter

December 2023

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

Direct (213) 252-1395

Website: www.afscme-3634.org

To: All AFSCME Local 3634 Members

The AFSCME Local 3634 Executive Board has come to a Tentative Agreement with LA Metro concerning the AFSCME Me Too Agreement grievance (ND22-0017) Quarterly Wage Adjustment (QWA). This agreement is non-precedent setting and will settle our grievance until the current CBA expires on June 31, 2024. This grievance was concerning the current SMART CBA (2022-2026) and does not address any other Union CBA currently active for Metro employees.

Metro will make a one-time payment to each AFSCME represented employee based on all hours worked, including overtime, as well as all paid time off from the employees TOWP bank. The first payment will cover six (6) quarters beginning July 01, 2022, to December 31, 2023. Newly promoted AFSCME members will receive payment only for the time worked in your new AFSCME position. The agreement is for \$0.0725 per hour and shall not be base building wages and will not be reported to CalPers as pensionable hours. The payments will increase quarterly by \$0.0725. Example: the second quarter will be \$0.145, third quarter \$0.2175 and so on. These payments shall not include any interest and Metro will make the first payment in a timely manner following quarter six ending on December 31, 2023. Metro will make payments two and three after the quarters are complete on April 01, 2024, and June 30, 2024. The final hourly compensation after quarter eight will be at \$0.58 per hour (0.0725 x 8).

Metro will make these payments by check/deposit separate from employees' regular wages. This is a big win for all Metro AFSCME 3634 members, and the Executive Board will continue to try to add this language to the next CBA in the upcoming negotiations in 2024.

Happy Holidays
Executive Board Member
Rudy Montoya

Mega Grievance Article 13.8 Time Limits

In November 2022 our attorney filed a PERB charge, we referred to as the Mega Grievance. The Mega Grievance consisted of 14 grievances filed over the course of approximately one year whereas METRO missed the time limits at either the first or second step. PERB issued a complaint in March 2023, we attempted several rounds of mediation and FINALLY in December 2023 we were able to settle with the assistance of the Administrative Law Judge (ALJ) and stipulation. We are optimistic that the last issues will be resolved involving training records and documentation, rest breaks for TOS/RTOS at Divisions, Transit Ambassador program, and developing a procedure to manage and process grievances that should be upheld per Article 13.8 before we report to the ALJ in February. This was a GREAT accomplishment for our Local and we encourage you to read your contract, know when there is a violation and say something if your contract or HR policy is being violated.

Veronica Gunn
Recording Secretary



PEOPLE BLURB

The PEOPLE PAC is how AFSCME protects our rights to collectively bargain, preserve our jobs, defend our pensions and benefits and safeguard our wages. As public service employees, we need allies in office who will work with us for the best contracts and safest working conditions. Giving at the MVP-level of \$100 a year, just \$8.40/month, ensures we have a seat at the table rather than being on the menu. You can sign up to contribute [here](#).

PEOPLE funds go toward electing pro-worker, pro-union candidates at all levels of office. We are a non-partisan PAC that elects candidates who care about our members and holds them accountable once they are in office. In addition to engaging in electoral work, we also have a strong legislative program to protect our members and expand workers' rights.

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Social Media Usage (Comm 7)

You cannot record anyone without their permission. This is not only a violation of state law but a violation of Metro policy.

Please read the policy, specifically section 2.1.1 (Prohibited uses) that states: Making or posting audio or visual recordings of employees or customers, without their express permission, is prohibited.



AFSCME Member Services

To all members of the bargaining unit, if you have not received your membership card from AFSCME International with your AFSCME member number, please go to afscme.org, hit the contact us link and fill out the email information box. Please include Local 3634 and District Council 36 in the body of your email. You should receive your green and white AFSCME card within 10-14 days. You can use this card at various locations that offer discounts to union members.

During the Holiday Season more than ever, our thoughts turn gratefully to those who have made our progress possible. And in this spirit we sincerely say Thank You and Best Wishes for the holiday season and a Happy New Year!



Happy Holidays
AFSCME Family



There will be a meeting January 27, 2024

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

Topic: General Membership meeting

Time: 10:00 AM Pacific Time (US and Canada)

Join Zoom Meeting

<https://zoom.us/j/4556877610?pwd=SWhoZXlaeGIEOEp2SXFzMjFjV0NjZz09>

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!!!

UNION SCHOLARSHIPS FOR 2024

<https://www.unionplus.org/benefits/education/union-plus-scholarships>

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.