



Newsletter

September 2023

Local 3634

3375 E. Slauson Ave., Suite 233 - Vernon, CA 90058
Direct (213) 252-1395

Website: www.afscme-3634.org

Knowledge is Power: Your Union Needs You!!!

Sisters and Brothers:

As we close out the final few months of 2023, and looking forward to a prosperous and productive 2024, I want to both encourage and challenge you to be more proactive in your Union. I constantly say as I have for years that you get involved with what we do in Local 3634. You don't have to be an elected Officer, Steward, Location Captain or Trustee to be a participant in the success of your Union. We have a variety of committees where you can participate and contribute to our success.

We encourage you to be active in our monthly meetings. With technology, you don't have to be physically present at the Union office every month, but the ability to utilize Zoom and participate virtually is at your fingertips. **Another way to be pro-active in your local and protect your contractual rights is to speak up by keeping the Union informed of violations by management when they try to circumvent the CBA and don't make back door deals that hurt your co-workers and the Union as a whole.**

There are millions of workers across our country who would love to have the protections and benefits of a Union. Many don't realize what they have (or had) until they get themselves into situations where they lose time from work for disciplinary reasons or lose their job as a result of egregious actions and or misconduct. Don't become a statistic and lose all that you've worked hard for due to negative actions or behavior.

Our responsibility as your representatives is to not only fight for your rights but to be honest and tell you the truth when your self-inflicted decisions can be detrimental to your career and jeopardize your ability to provide for yourself and your family. Let's do the right thing when we arrive to work at our respective locations, take pride in what you were hired to do and never take anything for granted.

Our strength as a Union is not just in the membership numbers but being well informed and knowing what to do or who to call when situations happen makes us more effective. Continue to educate yourselves. I always encourage members to take some labor classes to elevate their knowledge and in doing so we become stronger collectively. LA Trade Tech College has an excellent Labor Studies curriculum and I myself have been a beneficiary of their program. As President, I want you to know and learn as much as possible. **Read the Union contract, familiarize yourself with company policies and know your work and labor rights via state and federal laws.**

Let's continue to Protect Our Family!!!

In Solidarity,

Brother Al Cromer

AFSCME Local 3634 President



Local 3634 will host a Women's Empowerment Brunch themed "Unearthing Peace" on November 4, 2023.

The event will be held at 3375 Slauson Av, Vernon Ca 90058, 10a to 1p. Please RSVP no later than October 13, 2023, via our website afscme-3634.org or <https://www.afscme36.org/afscme-local-3634-womens-empowerment-brunch> or QR code:



We have 20 Dodger tickets available on a first come first serve basis. Anyone interested in attending must email the local.

Article 12: IBPS Meetings and Resolutions

Sisters and Brothers

The Local always emphasizes that the members read and understand the contract. You must actually read it to gain knowledge and familiarity. In Article 12.2.2 we have an Interest Based Problem Solving Process (IBPS for short). This is a pre-disciplinary process where issues are addressed by management involving the member in question. It is not a formal hearing but at times depending on the issue, the potential for discipline can happen. It has been an effective tool where the Union has been able to reduce and at times present documentation and other mitigating circumstances to management and there is no harm to the members at all but informal counseling. In other instances, this process has allowed the Union to minimize moderate or major discipline proposed.

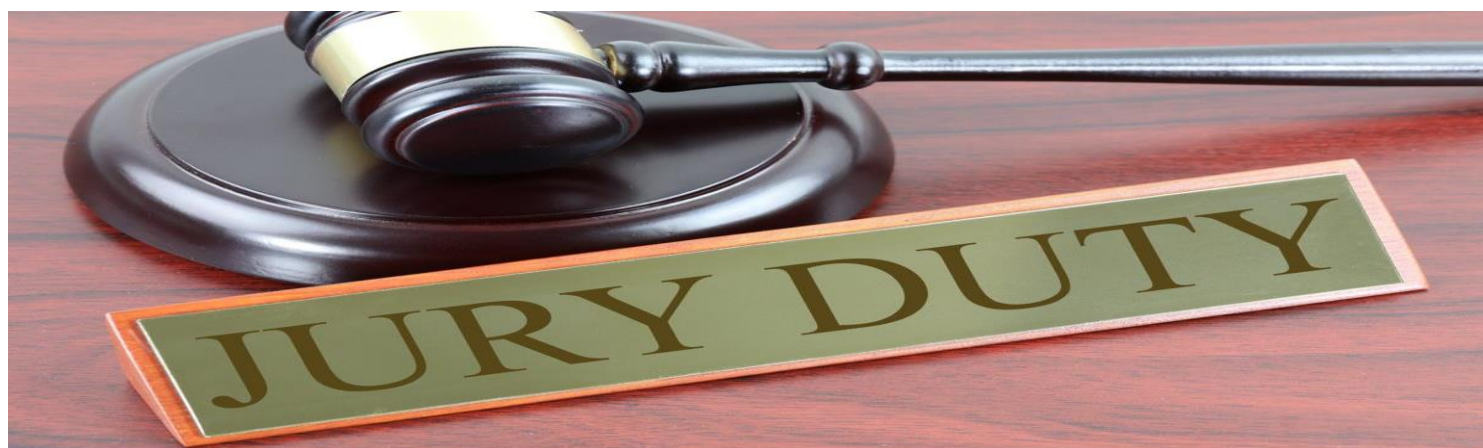
One of the factors in the process that some members have not understood is that when there is a resolution agreed upon in an IBPS and the member accepts, which includes discipline at times it cannot be grieved. There are times where members come back weeks or months later wanting to file a grievance and we explain to them as we do in the actual IBPS meetings that it cannot be grieved. If you ever have an IBPS, (hopefully you won't) we want you to know and understand the possible outcomes (read Article 12.2.2, section c).

Reporting of Taking Medications

If you are prescribed medication by your doctor and or treating physician for whatever reason, please ask them if such medications will show up on a drug screen (random, post-accident or return to work). If you're told yes, please inform MTA with both a memo/email and request of them the form that lists medications you were prescribed and submit immediately. Always protect yourself and of course your employment.

Jury Duty: Article 31

Per our current CBA, we are compensated for 10 days within a 12-month period for jury duty (31.2). If you don't work a M-F work schedule or first shift, request of your management to place you on a schedule for the duration of time you actually will be on a trial (31.2.6). If you have to call in daily to check in with the court, please update your management asap if you are actually selected.



Member Action Team: MAT

During the July Advisory Board with District Council 36, the topic of Member Action Teams or MAT was brought up. MAT members are activists with the Union at the workplace level and don't necessarily have to be a steward or elected officer. There is a desire by the International to increase the number of MAT members.

If this may be of interest to you, please reach out to the local via email and we'll place you on the list. You can also hit the link below for more detailed information provided by AFSCME International. (Pages 16-17)

<https://www.afscme.org/about/governance/document/AFSCME-Steward-Handbook-1.pdf>





Take classes in Labor Studies at CSU Dominguez Hills!

Did you know that if you're taking at least two courses at a Community College, you can [cross-enroll a class at CSUDH](#) for only \$10?

The [BA in Labor Studies at CSUDH](#) prepares students for exciting, meaningful careers fighting for social justice with unions and non-profits, in human resources departments and government agencies, and more! Many LATTC students transfer to DH for their Bachelor's Degree, often after taking a course or two through cross-enrollment. Our [Fall semester courses](#) begin August 29th and include:

LBR 495: Special Topics- Fundamentals of Labor and Community Organizing- Prof. Rosemarie Molina (runs 7 Saturdays, October 21- December 9)

LBR 202: Class Struggles in Film and Popular Culture- Prof. Steve McFarland

LBR 310: Success and Values- Prof. Matt McGarvey

LBR 312: Decade of the Sixties- Prof. Alfredo Carlos

LBR 411: Contracts and Negotiations- Prof. Leisette Rodriguez (runs 7 Saturdays, Sept 1-Oct 14)

Check out the attached schedule and flyers for more details!

For info on these classes, and on the [BA in Labor Studies at CSUDH](#), Contact:

Dr. Steve McFarland, CSUDH Labor Studies Coordinator smcfarland@csudh.edu, (718) 314-1275.

Steve McFarland, PhD. (he)

Associate Professor and Chair of Labor Studies

California State University- Dominguez Hills

www.csudh.edu/labor-studies/

smcfarland@csudh.edu

File attachments:

[LBR 101- Intro to Labor Studies Flyer F2023.jpg](#)

[LBR 202- Class Struggles in Film & Pop Culture Flyer F23.jpg](#)

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.