



# Newsletter

May 2024

*Local 3634*

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Direct (213) 252-1395

Website: [www.afscme-3634.org](http://www.afscme-3634.org)

## Mother's Day Message

On behalf of AFSCME Local 3634 Executive Board, we want to acknowledge and thank all of you wonderful mothers who put in the work daily at home, on the job and in the community. We are very appreciative of you and your continued support of both our local and the labor movement as a whole.

## HEALTH AND SAFETY: PROTECT YOURSELVES

As you are all aware there has been an increase in violent attacks on our operators and patrons on our buses and rail lines and throughout our system. This is of major concern to us as a Union. Many of you must constantly on a daily basis come into contact and interact with the public and that has created fear and a sense of uncertainty in other Metro employees as well. All of us want to get home to our families safely when we leave our work locations. Recently we have met with upper management to discuss various ways that work can be performed and completed but also done in a safe and effective manner.

The ideas may be unconventional, but the bottom line is to protect and lookout for your well-being.

Our General Services Supervisors, TOS/RTOS, Stops and Zones and many of the members who work out of Location 64 must perform work duties that requires them to be outdoors. We are cognizant of what you are confronted with and want to reassure you that we are addressing the concerns in real time. We're asking of you when faced or confronted with any type of hostile and threatening situation to make an in the moment decision where your safety comes first. We're not saying don't perform your work duties and responsibilities, however when you must choose between the two, take care of yourselves and notify your work location management team immediately and include the Union.

Respectfully and In Solidarity,

Brother Al Cromer  
AFSCME Local 3634 President

# TOS/RTOS SHAKE-UP UPDATE

## Sisters and Brothers

This past Friday May 10th, a meeting was held with both Rail and Bus management including Workforce Staffing to discuss the shifts submitted to the Union for the upcoming Triennial shakeup effective July 7, 2024.

As we do every year, our shakeup team makes every effort to make sure the shifts are what's in the best interest of not just MTA. but also, for you the membership. Sometimes it may take an extra meeting or two to get this done.

We are scheduled to meet again on May 16th and hopefully a date can be agreed upon to begin the bidding.

Please be patient with our efforts.

# FAMILY FUN DAY IS BACK!!!

## Sisters and Brothers

On June 15th at Victory Park in Pasadena, AFSCME Local 3634 will be having our annual Family Day.

Please see the link and our QR Code for more information. If you are interested in being a member of the park event committee, please reach out to Brother Al Cromer.

<https://www.afscme36.org/afscme-local-3634-fun-day-rsvp>



Our Union Local is looking for members who would be interested in assisting at our Family Fun Day event on June 15th at Victory Park in Pasadena. Please send an email to the local if you have an interest in being on the committee. We are looking for about 8 individuals to assist.



# Take Nothing for Granted

## AFSCME Family

We always think that rights we fight for as a bargaining unit and a Union as a whole are permanent, however the Janus decision by an anti-worker Supreme Court changed that in 2018 with the Janus decision.

Now state legislatures, such as is the case in Florida, have enacted extreme laws directed towards Unions and Labor Associations that fight on the behalf of workers.

Below is a link to the AFSCME FL website that talks about the bill SB 256.

The anti-union was passed last year by FL Gov Ron DeSantis. The bill requires public sector unions to maintain a 60% membership threshold, or they will lose representation rights and the contract will go away.

The local unions will also be required to collect dues directly from the members. Local Govt can no longer provide dues deductions for unions. Local unions will be required to recertify membership each year.

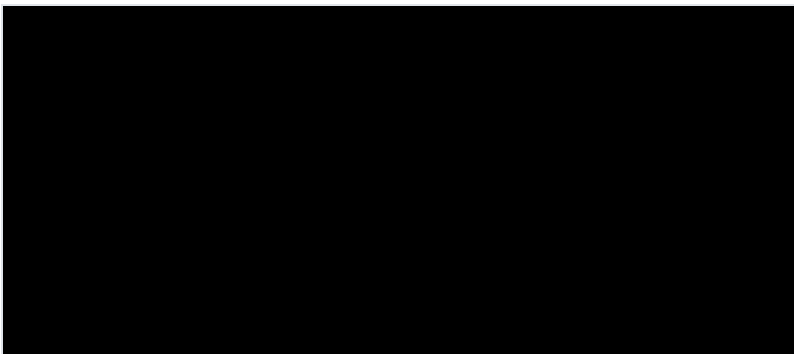
Local unions will also be required to file annual audits by a CPA. The state department reviewing the audits will have the power to decertify a local union they believe is filing false audits. There are a few exemptions to this law which are Police, Fire and Rescue.

Sisters and Brothers, this is why we need to always fight for what we've won. The NEO (New employee Orientation) program is a critical part of welcoming potential new members to our bargaining unit. We won that piece of legislation and need to be utilizing it in every corner of our council.

This article was created and submitted by:

**Matthew A. Maldonado**  
AFSCME District Council 36  
Field Director/AFSCME International  
619-206-4898

[What is SB 256?](#)



### What is SB 256?

This year, the Florida Legislature passed SB 256. This legislation is going to greatly impact public sector unio...

# CALCARE AB2200 & JUSTICE 4 RENTERS

Supporting the Justice for Renters Initiative and Assembly Bill 2200 - CalCare is crucial in ensuring that all Californians have access to stable housing and quality healthcare. Safety means having a place to call home and the ability to seek medical attention when needed. It is unacceptable for individuals to have to work multiple jobs just to afford basic necessities like housing and healthcare.

As a modern society, we must prioritize creating systems and solutions that empower individuals to reach their full potential. By advocating for the Justice for Renters Initiative, which removes the partial ban on rent control, we can address the root causes of homelessness and provide much-needed stability to renters facing rising housing costs. The Justice for Renters Initiative is only twenty-three words. "The state may not limit the right of any city, county, or city and county, to maintain, enact, or expand, residential rent control." Once passed, Justice for Renters will give local communities across the state the right to stabilize rent prices and address the root causes of homelessness. [1]

In addition, supporting AB2200 (CalCare) is essential for improving public health and safety.[2] Housing and healthcare are interconnected issues, and by ensuring that individuals have access to healthcare services, we can help them address underlying health concerns and maintain housing stability. Struggles with rising housing costs are also linked to a lack of healthcare for many Californians. [3] CalCare will provide much-needed support to our communities and prioritize people over profits.

I hope that you will stand in solidarity with me and advise SMART and TCU to support and endorse these important initiatives. By working together, we can create positive change and improve the lives of our members and all Californians. For more about CalCare and Justice 4 Renters please use these links;

<https://justiceforrenters.org/>

<https://www.housingisahumanright.org/economists-say-rent-control-works/>

Union & Labor

FAQ: [https://docs.google.com/document/d/1dHlIK2EdsbJksZzu\\_qETZVb0iyNb3UG9uauW9kysSEw/edit](https://docs.google.com/document/d/1dHlIK2EdsbJksZzu_qETZVb0iyNb3UG9uauW9kysSEw/edit)

<https://www.nationalnursesunited.org/calcare>

<sup>[1]</sup> <https://justiceforrenters.org/>

<sup>[2]</sup> <https://a25.asmdc.org/ab-2200-ca-guaranteed-health-care-all-act>

<sup>[3]</sup> <https://newsroom.ucla.edu/releases/housing-costs-health-care-california-covid-pandemic>

**Submitted by:**  
**Stephanie Bunker**  
**Schedule Supervisor and L3634 Location Captain**

# LABOR ESSAY CONTEST REMINDER FOR 2024 AFSCME INTERNATIONAL CONVENTION

Sisters & Brothers,

In August of this year, Los Angeles will be the host city for our AFSCME International Convention. Executive Board Officer, John T. Humphrey will be spearheading an essay contest where the teenage children of our members will submit an essay (3-4 paragraphs) and they will summarize their knowledge and experience of being the child of a parent(s) or grandparents, who are part of the union, or they may have parents who hold or have held a position with the union. The title of the essay will be, Gen Z:

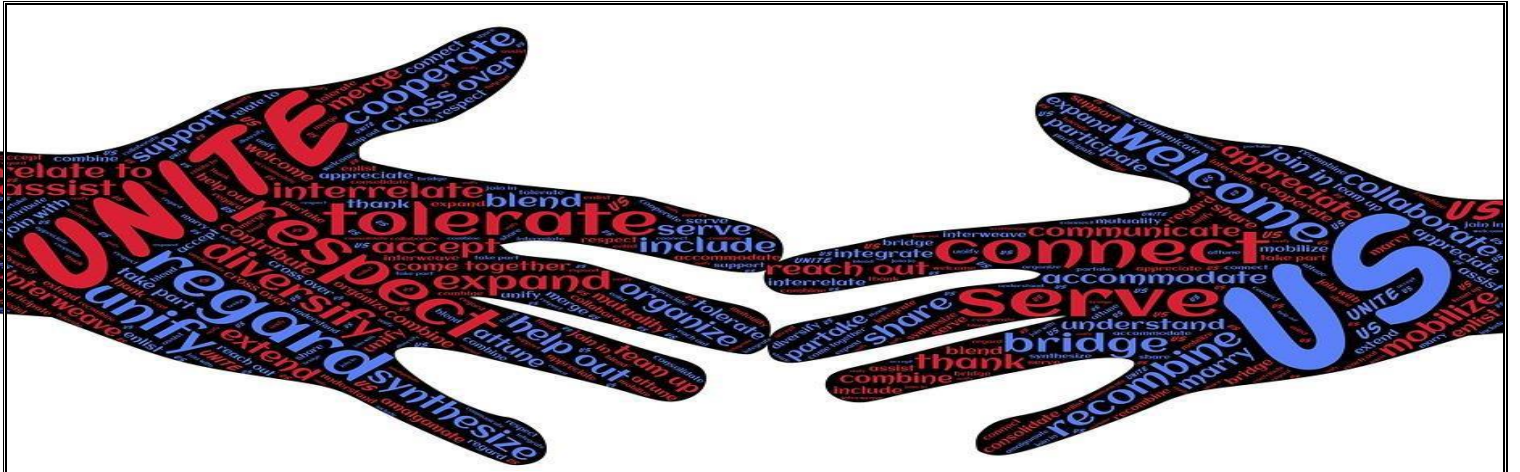
**Our youth in the labor movement.**

The purpose of the essay contest is that the winner(s) will be invited guests of AFSCME L3634, to our convention (day to be determined), they will have an opportunity to see the actions at the convention in real time and be recognized as our local's guest(s) by the international union. The eligibility requirement is that your parent/grandparent has to be a dues paying member of our local. The age requirement will be from

14-18 years old (18 and still in high school). Submissions of the essay will be from May 6<sup>th</sup> to Friday June 14<sup>th</sup>. Winners will be announced at our June 2024 monthly membership meeting.

- Please send your essay submission to [L3634@afscme36.org](mailto:L3634@afscme36.org)





## There will be a meeting May 18, 2024

AFSCME Local 3634 is inviting you to a scheduled and via Zoom.

Topic: General Membership meeting

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

Join Zoom Meeting <https://zoom.us/j/4556877610?pwd=SWhoZXlhcGIEOEp2SXFzMjFjV0NjZz09>

Meeting ID: 455 687 7610

Passcode: 162889

One tap mobile

+16694449171,4556877610#, \*162889# US



# PEOPLE JACKETS

## **Sisters and Brothers.**

AFSCME International has updated the jackets for the PEOPLE program which is the voluntary political action entity of the Union that supports labor friendly candidates at the federal, state, and local levels.

The criteria to receive the new jacket is to sign up for the PEOPLE program for the first time \$10 a month (\$5.00 a pay period) or if you're currently contributing, the International requires an increase of your contributions, which we would recommend you do so by at least \$7 a month (\$3.50 a pay period)

Our local has the highest percentage of PEOPLE contributors in AFSCME District Council 36 and we are amongst the top tier of locals in the International as well, so we thank you for your continued support.

Attached is a link where you can view the new jacket. If you are interested, please reach out to me directly and we'll get your jackets as soon as possible from the International.

PEOPLE: Public Employee Organized to Promote Legislative Equality



[afscmedc36-my.sharepoint.com](https://afscmedc36-my.sharepoint.com)

In Solidarity,  
Brother Al Cromer  
AFSCME Local 3634 President  
213-864-0427

## ***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!!*

## Certifications-Credentials-Licenses

If you are required as part of your work duties and responsibilities to hold or maintain a valid certification, credential, or license, please don't wait until the last minute to renew your documentation where it can create problems for you in the workplace. Try to begin your renewal process at least 3-4 weeks out, which will allow you ample time to renew in case something unexpectedly happens.

## CBA Article 12.2.1: Informal Discussion or Counseling

If you as an employee are asked by your management to come to the office to discuss a matter or issue and they state that it is informal in nature and not disciplinary, you are not allowed to refuse the request and they have a right to meet and discuss the issue. A refusal to comply with the request could possibly lead to discipline. During the conversation, if the issue of discipline is brought up then you enact your Weingarten rights and request Union representation.

## HR 21: Updated Attendance Policy

Please search, read, and review the updated Metro Attendance Policy (HR 21) in your spare time at work as relates to excused and unexcused absences, tardies, and call off notification procedures. The updated policy should be dated 1-23-24.





# 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.

Gabe Schreiber  
AFSCME  
Political and Legislative Advocacy Apprentice  
Cell: (973) 567-8204  
Email: [gschreiber@afscme.org](mailto:gschreiber@afscme.org)





## **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](http://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.

# UNION SCHOLARSHIPS FOR 2024

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

## AFSCME BENEFITS INFORMATION

Medical/Dental/Vision:



Nicole Patino [Patinoni@metro.net](mailto:Patinoni@metro.net)

Milette Short [ShortM@metro.net](mailto:ShortM@metro.net)

[Benefits.metro.net](http://Benefits.metro.net)

### PERS Contact METRO:

Jonathan Arevalo-Parrish

[Arevalo-parrishJ@metro.net](mailto:Arevalo-parrishJ@metro.net)

### TOWP Contact:

[hrisadmin@metro.net](mailto:hrisadmin@metro.net)

Also, for those of you who have 401/457 questions or need to submit forms for changes or updates, Arif Motiwala is the contact. His Email is [motiwalaa@metro.net](mailto:motiwalaa@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.*