



# Newsletter

August 2024

*Local 3634*

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## Contract Ratification Results

Sisters and Brothers

Below are the final results of the membership votes related to the Tentative Agreement between AFSCME and LACMTA on June 25, 2024. The voting process via the link provided at sessions held on August 3rd and 5th was set up and monitored by AFSCME District Council 36.

482 Votes received

Yes - votes to accept the contract ratification: 14

No - votes to reject the contract ratification: 449

Invalid (spoiled) votes: 19

The Local will communicate with MTA by Monday August 12, 2024, and inform them of the ratification results. We will update the membership with what the next steps are moving forward as soon as possible.

In Solidarity,

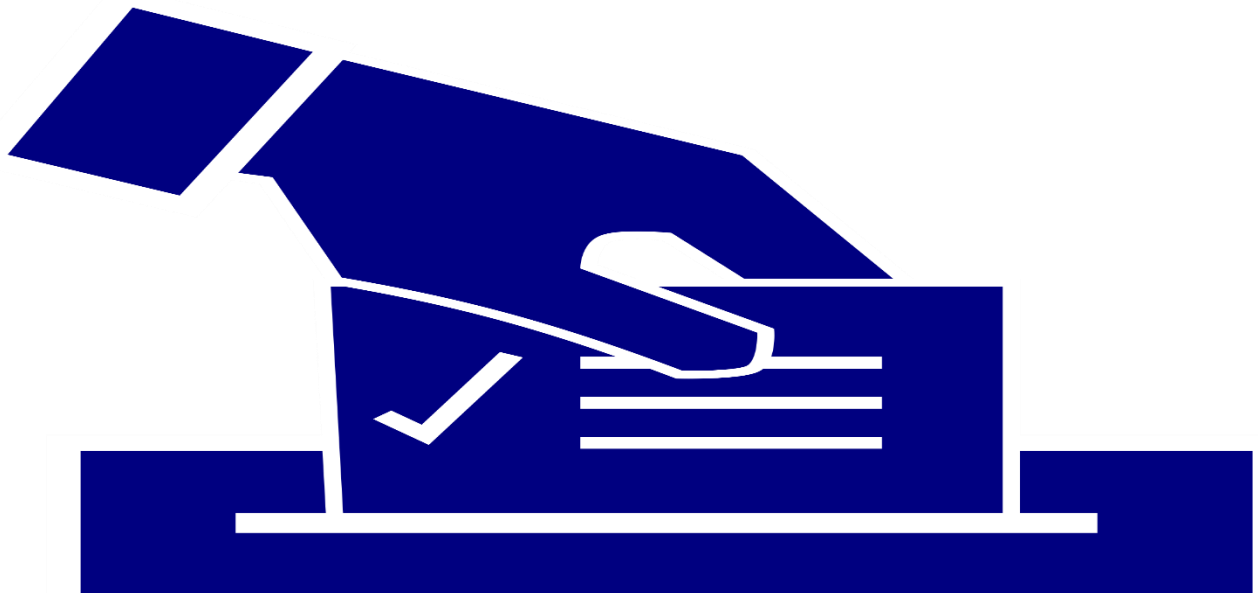
Brother Al Cromer  
AFSCME Local 3634 President

## ***2024 Elections***

### ***Sisters and Brothers***

***At this month's membership meeting on August 24th, an official announcement will be made regarding the local's election process scheduled to take place beginning at our September 21st meeting. Information will be sent out via U.S mail within the next 3-5 business days outlining the election process and criteria according to the AFSCME International Constitution Elections Code.***

***AFSCME Local 3634 Executive Board***



# ***The Retiree's Corner***

## The Three-Legged Stool Analogy – Part 1 of the PLAN

Let's imagine our retirement financial plan as a three-legged stool, each leg representing a key source of income. The stability of your stool depends on the strength of each leg. Together, these three money sources sustain you throughout your retirement years.

### Leg 1: Social Security:

Social Security benefits play a crucial role in many retirees' financial plans, providing a steady source of income that can help cover basic living expenses. We must know precisely how our social security works. This means knowing eligibility requirements, benefit calculations, and strategies to maximize how much we receive. Are you eligible for Social Security Benefits? Find out by creating a social security account at [www.ssa.gov](http://www.ssa.gov)

### Leg 2: Pension Plan:

If you are fortunate enough to have a pension plan through your employer, and we are, it can be a valuable source of guaranteed income in retirement. Understanding the terms of your pension plan, including payment options, survivor benefits, and any potential inflation adjustments, can provide a sense of security. Check out this CalPERS video: [Understanding CalPERS Retirement](#).

### Leg 3: Savings:

Savings represent the third leg of your financial stool and can supplement your Social Security and pension income to cover additional expenses in retirement. Building a robust savings portfolio through employer-sponsored retirement accounts, individual retirement accounts (IRAs), and other investment vehicles is essential for long-term financial security. Update: [ICMARC](#) is now MissionSquare.

Success in retirement is not a matter of luck but the result of diligent planning and preparation. The sooner you start, the more you can spread the idea of a “successful retirement.”

Which makes for a more robust retirement plan, a three-legged or four-legged stool?

***Mattie Jones Hopes***  
***Metro – Stops & Zones Supervisor***  
***L3634***



## Adapting in a New Era of Staffing Shortages

In today's fast-paced business environment, organizations commonly face staffing shortages for various reasons, such as economic downturns or unforeseen events (COVID). As ridership increases, Metro bus and rail service returns to normal. These shortages can disrupt our daily operations significantly. As supervisors, our role is not just crucial but integral in effectively managing these challenges and ensuring that work continues to be carried out efficiently. Here are some proactive strategies that you, as supervisors, can implement to manage our staffing shortages effectively:

**Prioritize Tasks and Projects:** To promote a culture that will identify issues that will create a more productive environment. Assess the workload and recognize critical tasks that must be completed versus those that can be postponed.

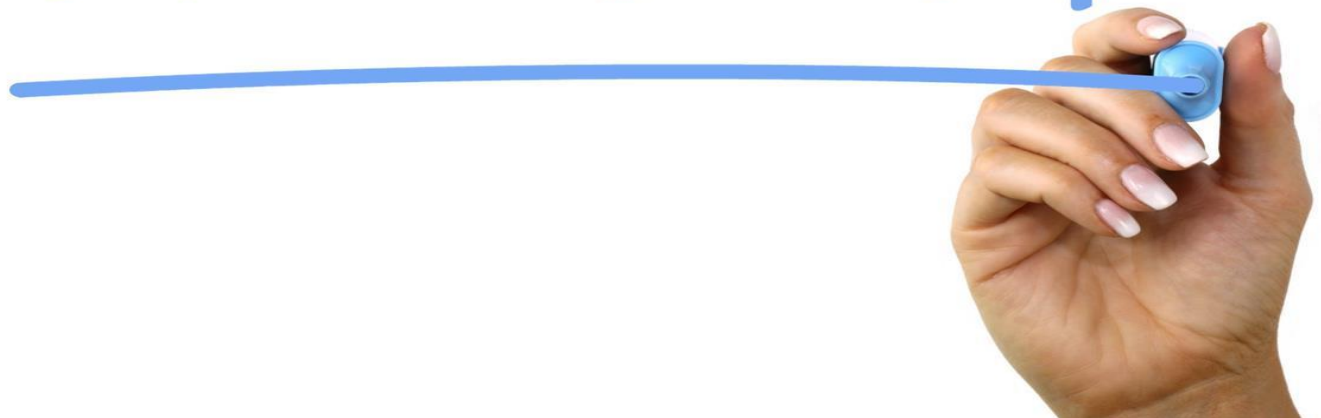
**Foster a Supportive Work Environment:** Communicate transparently with your employees. Provide support and ensure employees have the necessary tools and resources for daily success. Recognize and acknowledge all employees' efforts to keep a positive mindset and a motivational team spirit.

**Monitor and Adjust Strategies:** Have daily open-door communication with all staff and regular check-in meetings. Gather feedback from the team to foster effective work habits. Be open to recommendations and remain flexible in our work environment. This adaptability empowers the team to handle any situation effectively.

In conclusion, while staffing shortages pose significant challenges, supervisors can ensure that work continues effectively by prioritizing tasks, fostering a supportive environment, and continuously monitoring and adjusting strategies. The key lies in being proactive, communicative, and adaptable to meet the ever-changing demands of the workplace.

Zulema Lopez  
Customer Information Supervisor

# SHORTAGE



## **OVERTIME PROCEDURE: PAPERWORK**

**For all who decide to place themselves on an overtime rotation roster, please make sure that you note all of your overtime intentions on your slip such as: days off you want to work, shifts, hours and overtime before or after your work shift. It is your responsibility to let management know your intent. For classifications that are depending on or relying on your management to be accurate when scheduling the overtime, don't take that chance. The overtime slip not only keeps management transparent but also upon your request, allows you to see how they are doing the rotation. You have a right as an employee to ask for the overtime list and rotation. Article 32 notes that overtime is distributed based on shift protection.**

**If you aren't familiar with shift protection, please look at Appendix C in the contract under the TOS/RTOS section as an example and see how it outlines the way overtime is to be distributed: Shift, Location, Systemwide, Mandatory then Temporary Employees (non-AFSCME).**



***There will be a meeting August 24, 2024***

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

Topic: General Membership meeting

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

Join Zoom Meeting

<https://zoom.us/j/4556877610?pwd=SWhoZXlaeGlEOEp2SXFzMjFhV0NjZz09>

Meeting ID: 455 687 7610

Passcode: 162889

One tap mobile

+16694449171,4556877610#, \*162889# US

## 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.

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Political and Legislative Advocacy Apprentice  
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# 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.*