

Newsletter

February 2025

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CalPERS and Mission Square Statements

Sisters and Brothers:

At our January Monthly Membership meeting there was a recommendation to those in attendance that they check and review their CalPERS annual statements for accuracy. For those of you who didn't have the opportunity to attend and receive this information, please log on and review. Vice President Hines is handling several matters as it relates to a member and the accuracy of their proper service credit being applied to their account. On January 27th, there was a discussion between the Union and an MTA executive, and the possibility exists that there may be more individuals affected.

Remember, CalPERS only reports what has been sent to them by employers, which for us is PTSC/MTA. If you do discover or believe there may be some discrepancies as it relates to your account/service credit, submit an official inquiry with CalPERS and they will provide you with info. If you contribute to either a 401 or 457 plan (or both), please log on to your Mission Square account and check for accuracy. There have been some delays in contributions sent to them as well.

There is also a new email address for benefits to be used as well. It is PensionBenefits@metro.net. This will also be placed in the benefit section of our monthly newsletter moving forward.



AFSCME Union Brothers & Sisters,

In the recent we have received multiple concerns from management from various departments about Supervisors not being work ready when clocking in.

When you clock in you should be prepared to immediately begin your assigned tasks, meaning you should be in full uniform, have any necessary equipment and for some, be mentally ready to start working right away. There should be no unnecessary delays, and

Metro expects us to be at our workstations and ready as soon as we clock in. If you are provided with uniforms, you should wear them to work and be presentable.

Metro also expects us to be at our workstations until we clock out, in uniform and with safety shoes on. This was also brought up by management. We totally understand that every department is different, and management styles are different, but at any given moment they can and will enforce these rules.

This is too easy to do so let us avoid an unnecessary meeting with management about something they are going to win, most of the time. We understand occasionally, there are unforeseen circumstances that may arise but not every day. So please take this opportunity to adjust or make any necessary changes you may need moving forward. If you need any assistance or need to reach out to any of us, please feel free and we can see what we can do to help you out.

Thank You,
Edgar Suarez
General Service Supervisor
AFSCME Shop Steward

ARBITRATION UPDATE: TOS/RTOS

On Thursday February 6th our attorney informed us that our arbitration related to the 2024-2025 Triennial Shakeup has been rescheduled.

Barring any further setbacks or if by chance Metro decides to change their position and resolve; we will proceed on the dates of May 1st and 2nd.

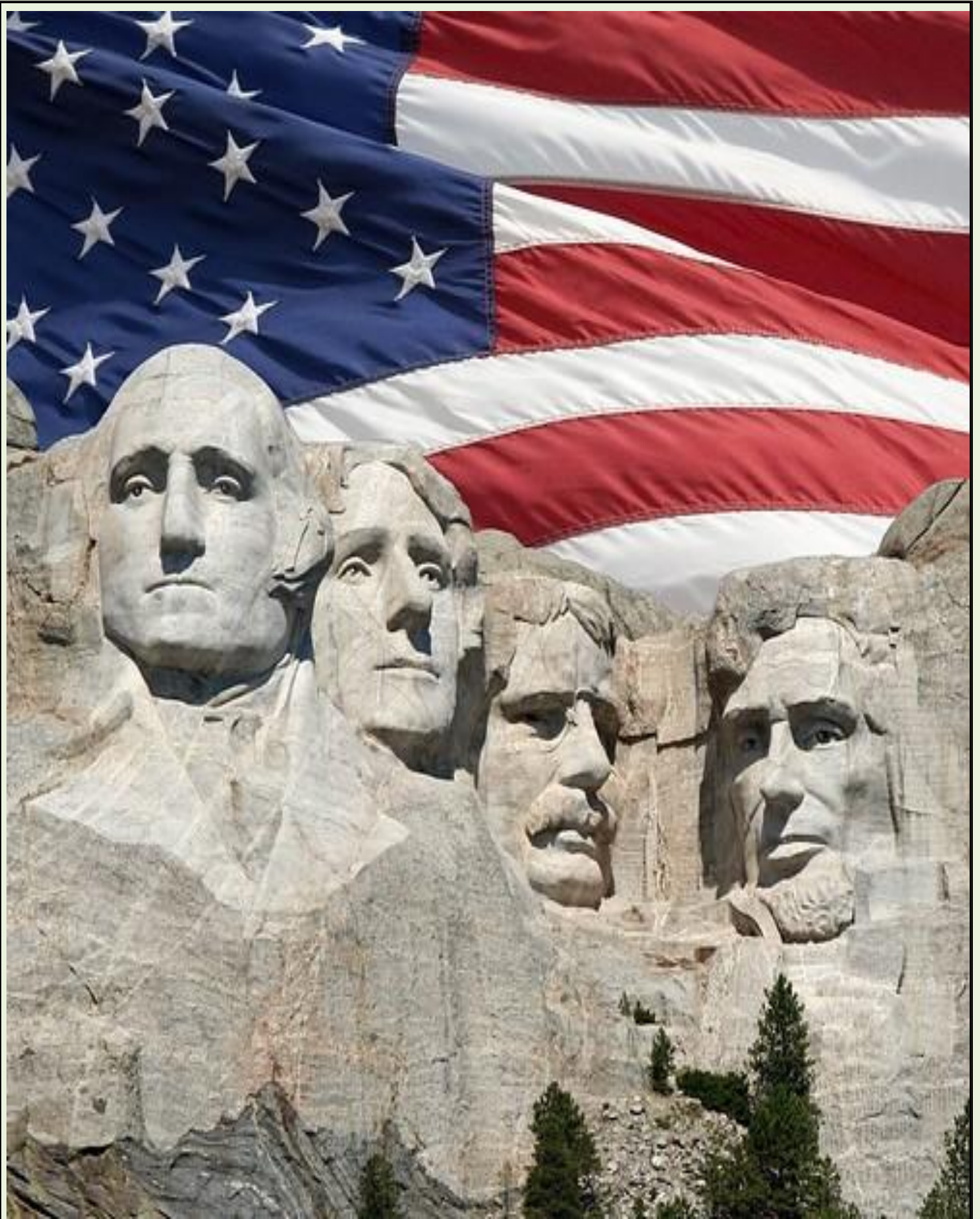
Pay Stub Access: *new update*

In the next week or so a memo will be sent out to all Metro employees regarding access to your current pay Stub.

The day of availability will be changed to after 4pm on Wednesdays.



Happy Valentine's Day





IT'S THAT TIME OF YEAR, OUR EVENING
EVENT IS SET FOR **APRIL 12, 2025**,
AT THE SHERATON FAIRPLEX IN
POMONA
OUR THEME IS THE
"GREAT GATSBY" OR "ROARING TWENTIES"
DETAILS TO COME

*If anyone is interested in volunteering for this event
Please send an email to the local.*

L3634@afscme36.org



Reporting Incidents: On and Off Duty

AFSCME Family:

It is very important that incidents that take place at work or off duty involve you personally and can affect your employment, you must notify and provide information to your employer immediately. If you as a supervisor are approached by those that you supervise directly or another employee who reports or makes a comment to you that they were subjected to comments or actions by another employee that they deemed offensive in nature, please provide a written summary to your management team in a timely manner. If the individual who approached you changes their mind and states to you to disregard, please submit the information to your management team.

Failing to report such matters can subject you to a disciplinary process. It would be helpful if you would re-familiarize yourselves with company policies: EEO, All CIV policies, HR 43 and the Employee Code of Conduct.

Investigative Interviews:

If you are contacted by the investigatory department for an interview, we as your Union would highly recommend that you reach out to us to attend. We cannot prevent your being interviewed but we can provide guidance to you during the process.



There will be a meeting on February 22, 2025

AFSCME Local 3634 is inviting you to an virtual Zoom meeting.

Topic: General Membership meeting

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

Join Zoom Meeting

<https://zoom.us/j/4556877610?pwd=SWWhoZXlaeGlEOEp2SXFzMjFxV0NjZz09>

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.





AFSCME Member Services

To all members of the bargaining unit, if you haven't received your membership card from AFSCME International with your AFSCME member number, please go to Apscme.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.

AFSCME BENEFITS INFORMATION

Medical/Dental/Vision:



Nicole Patino Patinoni@metro.net

Milette Short ShortM@metro.net

CalPERS

PensionBenefits@metro.net

TOWP Contact:

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

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.