



Local 1277

News

October, 2018

1744 North Main Street • Los Angeles, CA 90031 • (323) 222-1277

Website: www.atu1277.com



ATU LOCAL #1277 VOLUNTARY BENEFITS OPEN ENROLLMENT OCTOBER 2 - 12, 2018

Amalgamated Transit Union Local 1277's Voluntary Benefits Open Enrollment is coming! This year, we are partnering with Complete Benefit Alliance to provide you with the opportunity to speak with a licensed Benefits Counselor in a personalized enrollment session to walk you through your benefits, answer all of your questions, and enroll you electronically in your voluntary benefits.

WHAT'S NEW FOR 2018-2019?

ENROLLING DEPENDENTS? If you are planning on enrolling a spouse, registered domestic partner, and/or dependent children, make sure you have their birthdates and Social Security Numbers on hand when you enroll

GROUP SHORT TERM DISABILITY

Group Short Term Disability provides income replacement if you are unable to work due to a covered injury or illness. Short Term Disability pays weekly benefits up to 30% of your gross weekly salary to a maximum to \$1,500 per week for a disability due to a sickness or off-the-job injury. This plan will pay you in addition to California State Disability for up to 52 weeks! You will not need to answer any medical questions. Pre-existing condition only applies for new applicants.

Rates and Cost Information

Step Rates per \$10 of Volume

AGE	RATE	AGE	RATE
<25	\$0.212	45-49	\$0.661
25-29	\$0.235	50-54	\$0.918
30-34	\$0.352	55-59	\$1.260
35-39	\$0.390	60-64	\$1.624
40-44	\$0.486	65+	\$1.976

This plan does have a 3/12 Pre-Existing Condition Limitation. If you file a claim within the first year that you are enrolled in the plan, Unum reserves the right to look back 3 months immediately prior to your coverage effective date to determine if you received medical treatment, care or services for the diagnosed condition.

ACCIDENT INSURANCE

- Pays benefits based on the injury you receive and the treatment you need, including emergency-room care and related surgery.
- This benefit can help offset the out-of-pocket expenses that medical insurance does not pay, including deductibles and co-pays by making payments directly to you!
- Individual coverage available for employee, spouse and children.
- Optional coverage for Sickness Hospital Confinement: Pays you a daily hospital confinement benefit if you are Hospitalized for a sickness! (30 day max per year)
 - Employee & Spouse: \$200 per day
 - Child(ren): \$150 per day
- There is a Wellness Benefit of \$50 per insured, per calendar year!
- This plan is portable!

BI-MONTHLY PREMIUM (Includes Wellness and Sickness Hospital Confinement)			
Employee	Employee and Spouse	Employee and Child	Employee, Spouse and Child
\$8.48	\$14.70	\$16.44	\$22.64

Continued on page 2

Please Update Us on Any Address Change, So You Will Be Eligible to Vote.

Your Union, ATU Local 1277, always needs to know if you have moved or in any way changed your address. We need this information both to ensure that you receive your newspaper and all other Union mailing, and (under Article 21.8 of the International Constitution) your official ballot for our upcoming Union elections. We also need updated contact information whenever we file claims or actions on your behalf. It is not enough just to notify management and your friends if you move; *your Union has to be updated, too. Thank you.*

Please vote! It really d

The California State Federation of Labor's Endorsements for the November 6 General Election (And Five Special Ones from Local 1277)

By Art Aguilar - President, Local 1277

As always, when the California State Federation of Labor endorses candidates for political office, or sitting incumbents, you can be sure that those men and women have been carefully interviewed and vetted, and are committed friends and allies of working people and families. They deserve your vote, as well as the support of your families, friends and neighbors.

With one exception, your Executive Board and I urge you to vote "the labor line" for these good people on Election Day, Tuesday, November 6. *The one exception is the race for the U.S. Senate, where Local 1277 strongly supports the long-time incumbent, Dianne Feinstein.*

During her long and influential career in Washington, D.C., Senator Feinstein has been a thoughtful and steady voice for common sense, progress and the rights of working families. She has consistently stood up for the rights of women, people of color and immigrants seeking a better life here. She has diligently led the investigations into our intelligence services and their influence on people's lives and freedom. Senator Feinstein has challenged Trump and his gang over judicial appointments, freedom of the press, and the erosion of common cooperation and decency in politics and society. Senator Dianne Feinstein richly deserves your vote!

Statewide Offices

Governor (*All endorsees are Democrats*) – Gavin Newsom
Lt. Governor – Ed Hernandez
Secretary of State – Alex Padilla
Attorney General – Xavier Becerra
Controller – Betty Yee
Treasurer – Fiona Ma
Insurance Commissioner – Ricardo Lara
Superintendent of Public Education – Tony Thurmond

United States Senate

Dianne Feinstein

Board of Equalization

District 3 – Tony Vazquez

United States Congress

25th District – Katie Hill

Editor's note: Ms. Hill has a good chance to beat a long-time, anti-union Republican incumbent. A win for Ms. Hill would greatly help the Democrats' chance of regaining the vital House of Representatives. This is a very significant race, and I strongly urge every ATU Local 1277 member and family in her district to vote for Katie Hill.

26th District – Julia Brownley

27th District – Judy Chu

28th District – Adam Schiff

29th District – Tony Cardenas

30th District – Brad Sherman

31st District – Pete Aguilar

32nd District – Grace Napolitano

33rd District – Ted Lieu

Continued from page 1

CRITICAL ILLNESS

- Provides a single lump-sum payment upon first diagnosis of any covered critical illness or condition.
- Covered illnesses include: Cancer, Heart Attack, Stroke, End Stage Renal (Kidney) Failure, Major Organ Failure, Permanent Paralysis as the result of a Covered Accident, Coma as the result of Severe Traumatic Brain Injury, Blindness, Benign Brain Tumor, Coronary Artery Bypass Surgery (25%), Carcinoma in Situ (25%)
- Additional Covered Conditions for Dependent Children (at no additional cost):
- Cerebral Palsy, Cleft Lip or Palate, Cystic Fibrosis, Down Syndrome, and Spina Bifida.
- Each illness is eligible for its own payout
- Health questions are not required for amounts up to the guaranteed issue limit of \$20,000 for the employee and \$10,000 for the spouse unless previously declined.
- Health questions are required for amounts greater than the guaranteed issue limit for the employee and spouse.
- There is a Wellness Benefit of \$50 per insured, per calendar year.
- Rates lock in at issue age and will never increase!
- This plan is portable!



oes make a difference!

- 34th District – Jimmy Gomez
- 35th District – Norma Torres
- 36th District – Raul Ruiz
- 37th District – Karen Bass
- 38th District – Linda Sanchez
- 39th District – Gil Cisneros
- 40th District – Lucille Roybal-Allard
- 41st District – Mark Takano
- 42nd District – Julia Peacock
- 43rd District – Maxine Waters
- 44th District – Nanette Barragan
- 45th District – Katie Porter
- 46th District – Lou Correa
- 47th District – Alan Lowenthal
- 48th District – Harley Rouda

*Editor's note: This is a very important race! The Democrats, with Mr. Rouda, have a decent chance to get rid of a pro-Trump incumbent AND help cut into the Republican majority in the House of Representatives. We need to turn around 23 seats, and here in California we may be able to flip five or six, including this one. **Please be sure to vote for Mr. Rouda for U.S. Congress if he is on your ballot.***

California State Senate

- 20th District – Connie Leyva
- 22nd District – Mike Eng
- 24th District – Maria Elena Durazo

*Editor's note: Sister Maria Elena Durazo has been, for years, one of the strongest and most outspoken voices of organized labor in Southern California. She, like her late husband, former Secretary-Treasurer of the Los Angeles County Federation of Labor, Miguel Contreras, has been a dynamic and successful fighter for the rights, agenda and dignity of working people and families. **I most strongly urge every ATU Local 1277 member and family to vote for Sister Durazo if she is on your ballot!***

- 26th District – Ben Allen
- 28th District – Joy Silver
- 30th District – Holly Mitchell
- 32nd District – Bob Archuleta
- 34th District – Tom Umberg

California State Assembly

- 38th District – Christy Smith

Editor's note: Ms. Smith is a new, fresh voice for the needs and goals of working people and families. She will add to organized labor's strength and influence in the State Assembly and help maintain our strong edge there. Ms. Smith is a proven friend of labor and she deserves your support if she is on your ballot.

- 39th District – Luz Rivas
- 40th District – James Ramos
- 41st District – Chris Holden
- 42nd District – No Recommendation
- 43rd District – Laura Friedman
- 44th District – Jacqui Irwin
- 45th District – Jesse Gabriel
- 46th District – Adrin Nazarian
- 47th District – Eloise Gomez Reyes
- 48th District – No Recommendation
- 49th District – Ed Chau
- 50th District – No Recommendation
- 51st District – Wendy Carrillo
- 52nd District – Freddie Rodriguez
- 53rd District – Miguel Santiago
- 54th District – Sydney Kamlager
- 55th District – Gregg Fritchle
- 56th District – Eduardo Garcia
- 57th District – Ian Calderon
- 58th District – No Recommendation
- 59th District – Reggie Jones-Sawyer
- 60th District – Sabrina Cervantes
- 61st District – Jose Medina
- 62nd District – Autumn Burke
- 63rd District – Anthony Rendon
- 64th District – Mike Gipson
- 65th District – Sharon Quirk-Silva

State Ballot Measures

- Proposition 1 – Affordable Housing – YES
- Proposition 2 – “No Place Like Home” – YES
- Proposition 3 – Water Supply Projects – YES
- Proposition 4 – Construction of Children’s Hospitals – No Recommendation
- Proposition 5 – Transferring Property Taxes – NO
- Proposition 6 – Eliminates Transportation Funds & Roads Repair – NO, NO, NO!
- Proposition 7 – Year-round Daylight Savings Time – No Recommendation
- Proposition 8 – Regulates Dialysis Clinics; Lowers Fees – YES
- Proposition 9 – Withdrawn from ballot
- Proposition 10 – Expands Rent Control – YES
- Proposition 11 – Private Ambulance Workers and Break Time – NO
- Proposition 12 – New Standards for Confinement of Farm Animals - YES

Brothers and sisters, please be sure to vote! Support labor-endorsed candidates. As we have found out, much to our dismay, every vote matters! Please encourage your friends, families and neighbors to vote for these excellent labor-endorsed candidates. Thank you.

Coverage Amount

Employee - \$5,000 to \$50,000 in increments of \$1,000
 Spouse - \$5,000 to \$30,000 in increments of \$1,000
 Child - 50% of Employee Coverage Amount at no additional cost

WITH CANCER BI-MONTHLY RATES PER \$1,000		
AGE	NON-TOBACCO	TOBACCO
<25	\$1.01	\$1.10
25-29	\$1.03	\$1.17
30-34	\$1.14	\$1.34
35-39	\$1.27	\$1.59
40-44	\$1.46	\$1.96
45-49	\$1.60	\$2.40
WITH CANCER BI-MONTHLY RATES PER \$1,000		
AGE	NON-TOBACCO	TOBACCO
50-54	\$1.96	\$2.94
55-59	\$2.37	\$3.53
60-64*	\$2.81	\$4.07
65-69	\$3.06	\$4.21
70+	\$4.84	\$6.29

*spouse age is up 64

Continued on page 4

Know Your Contract

For our MTA Unit Members: A Reminder About Coffee Breaks, Clean up and Lunch Breaks

By Adolfo Soto - Financial-Recording Secretary

Over the past few months, I have received calls and jobsite questions from our MTA-Unit members concerning your coffee-break, clean-up, and lunch-break rights under our contract. It seems management wants to *dictate* to our members which compensation option you should take if you work through your normal lunch break (if approved by your supervisor).

This is a crock, brothers and sisters: ***The choice in such a situation is yours and yours only!***

Article 35 of our Collective Bargaining Agreement (CBA) with the Authority is specific about this matter:

Section A – Coffee Breaks: “Each shift shall have two (2) fifteen (15) minute coffee breaks.”

Section B – Smoking Restrictions: “Smoking is prohibited except in areas where expressly authorized and posted.”

Section C – Clean-up Time: “Employees will be permitted to suspend work five (5) minutes before the regular end of their shift the purpose of cleaning up their work area, bench and tools, and for returning Authority tools to their proper places. Employees engaged in spray painting on a regular basis, and employees who operate certain designated machines involving extremely oily work, will be allowed an additional ten (10) minutes to cleanse their person at the end of their shift.”

Continued from page 3

TERM LIFE INSURANCE

For those hired on or after 3/1/18, you can enroll in up to \$150,000 of Voluntary Life/AD&D without answering medical questions. Unum also has a unique lock in feature available. If you enroll in the minimum of \$25,000 of coverage this year, you lock in the guaranteed issue amount of \$150,000 which means you can increase your coverage at any annual enrollment without answering these health questions. Term Life insurance is automatic for your spouse or domestic partner.

For those of you who have already enrolled in the minimum benefit of \$25,000, you can increase your coverage up to the guaranteed issue amount of \$150,000 at this time and not answer any medical questions!

Section D – Lunch Period: “Employees will receive a thirty (30) minute unpaid lunch break per shift. Any employee working through their lunch period, approved by the Supervisor, will have the option of being paid in accordance with Article 3 [of our CBA], taking their lunch later, or leaving one half (1/2) hour early.” If an employee would like to bank the overtime into their CTO bank instead of pay as per Article 3, Section E, the employee shall request that he/she receive CTO instead of overtime pay at the time the employee performs the overtime work in question. The request shall be in writing submitted to the employee’s Supervisor.

There it is, brothers and sisters, in black and white!

The way I see it, these work breaks are more than just negotiated short down times—they are health and safety issues. No working man or woman, wherever their job, can be reasonably expected to work straight through a standard eight-hour shift. It is both physically impossible and morally wrong. Everyone needs a break to “re-charge their batteries” and fortify themselves with food, drink and a brief rest. It’s both human nature and common sense. Tired and hungry workers make for an unproductive, dangerous and low-morale jobsite!

However you wish to be compensated for authorized work through your lunch hour, it is your choice! No one else’s. Article 35, Section D, of our CBA makes that crystal clear.

BI-MONTHLY RATES				
	Age	Member Benefit	Spouse Benefit	Per Pay Period
New Plan	<35	25,000	12,500	\$2.37
Plan A	<35	50,000	25,000	\$4.59
Plan B	<35	100,000	25,000	\$6.58
Plan C	<35	150,000	25,000	\$8.45
New Plan	35-49	25,000	12,500	\$3.26
Plan A	35-49	50,000	25,000	\$6.30
Plan B	35-49	100,000	25,000	\$9.90
Plan C	35-49	150,000	25,000	\$13.33
New Plan	50 +	25,000	12,500	\$5.03
Plan A	50 +	50,000	25,000	\$9.68
Plan B	50 +	100,000	25,000	\$16.35
Plan C	50 +	150,000	25,000	\$22.55

WHOLE LIFE INSURANCE

Permanent Life insurance is a great complement to term life. Your rates do not increase as you age, levels of cash value are included and the benefit is fully portable.

HOSPITAL INDEMNITY

- Provides financial protection for covered individuals by paying a benefit due to a hospitalization and in some cases, for treatment received for an accident or sickness, even if that treatment occurs outside the hospital.
- \$1,500 per insured per calendar year
- Employees can use the benefit to meet the out-of-pocket expenses and extra bills that can occur. Payments are made directly to you!
- Available for you, your spouse & your children
- There is a Wellness Benefit of \$50 per insured, per calendar year.
- Rates lock in.
- This plan is portable!

Here are the upcoming Local 1277 membership meetings for October and November. Please make every attempt to attend the meeting for your unit. It's your Union, and we need your participation at our meetings!

Tuesday, Oct 2: Los Angeles area members:
Tuesday, Nov 6: L.A. Building Trades Council, 1626 Beverly Blvd., Los Angeles. Morning Session 10:00 a.m. Evening Session 5:00 p.m.

Wednesday, Oct 3: Riverside area members:
Wednesday, Nov 7: 1074 E. La Cadena Dr., Riverside Morning Session 10:00 a.m. Afternoon Session 3:00 p.m.

Thursday, Oct 4: Palm Springs/SunLine members:
Thursday, Nov 8: Cathedral City Branch Library, 33520 Date Palm Drive, Cathedral City Morning Session 10:00 a.m. Afternoon Session 4:00 p.m.

Thursday, Oct 4: Long Beach:
Thursday, Nov 8: Machinist Hall, 319 W. Broadway, Long Beach Morning Session 10:00 a.m. Afternoon Session 3:00 p.m.