



Local 1277

News

February, 2018

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

Website: www.atu1277.com

MTA UNIT MEMBERS VOLUNTARY BENEFITS OPEN ENROLLMENT FEBRUARY 27 - MARCH 9, 2018

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We are pleased to announce the addition of a new Unum voluntary benefit plan, Group Short Term Disability Insurance, to our Voluntary Benefits program, which already consists of the Term Life Insurance, Whole Life, Accident, Critical Illness, and Hospital Indemnity insurance plans. These voluntary plans can be paid through convenient post-tax payroll deductions. For those of you that are currently enrolled in the individual Short Term Disability plan, you will for sure want to check out this new enhanced Group Short Term Disability plan.

To help guide you in the right direction for your benefits, a licensed Benefits Counselor from Complete Benefit Alliance will be visiting onsite specific days sometime within the enrollment period of February 27 - March 9, 2018. We highly encourage you to speak to a Benefits Counselor to learn more about your benefit options and take advantage of the “buying power” of the group.

NEW GROUP SHORT TERM DISABILITY

This plan will replace a portion of the members' income if they become disabled and cannot work. Benefits are designed to help the member to continue to pay for home, car, and other expenses while they are unable to earn a normal pay check. Short Term Disability insurance pays you a weekly benefit up to 30% of your gross weekly salary, not to exceed \$1,500, for up to 52 weeks. *Does not offset with California State Disability Insurance (SDI). If you currently have the Individual Short Term Disability, you will for sure want to check out this new enhanced Disability Plan.

TERM LIFE INSURANCE

Term Life insurance has a guaranteed issue amount of \$100,000 for members currently not enrolled, which means there are no medical exams or health questionnaires required for coverage up to that amount available to all members this year only! 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 \$100,000 which means you can increase your coverage at any annual enrollment without answering these health questions. You can also elect Term Life insurance for your spouse or domestic partner.

CRITICAL ILLNESS INSURANCE

Critical Illness insurance provides a lump sum payment at the first diagnosis of a covered illness, which includes: heart attack, cancer, stroke, major organ failure, kidney failure, benign brain tumor, coma, blindness, permanent paralysis, coronary artery bypass surgery, & carcinoma in situ (25%). Each illness is eligible for its own payout and you can elect this coverage for your spouse, while eligible dependents are covered at no additional cost!

ACCIDENT INSURANCE

Accident insurance is designed to help you meet those out-of-pocket expenses and extra bills that can follow even ordinary off the job accidents. In addition to providing coverage choices for you and your family, you may also elect an additional Sickness Hospital Confinement Plan. This will pay you an additional \$200 per day if you or your covered family members are hospitalized due to a covered sickness.

WHOLE LIFE INSURANCE

Whole Life Insurance program provides protection without the medical evidence of insurability that is often required before purchasing life insurance. Please check with a benefit counselor for eligibility to gain coverage on a guaranteed issue basis. This benefit is portable and allows you to lock in a rate and continue the same coverage at retirement or termination of employment. Rates are also available for spouse, children, and grandchildren.

HOSPITAL INDEMNITY INSURANCE

Unum's Group Hospital Indemnity Insurance can complement your health insurance to help you pay for the costs associated with a hospital stay. It can also provide funds for the out-of-pocket expenses your medical plan may not cover, such as co-insurance, co-pays and deductibles. You may also purchase coverage for your spouse and dependent children.

*WELLNESS BENEFIT

Unum would like members to stay up to date on their health and wellness! Included on the Accident, Critical Illness and Hospital Indemnity plans is a \$50 Wellness benefit. This \$50 is payable to each insured person per calendar year that they undergo a wellness exam. No paperwork is required, as a member just needs to call Unum to confirm their member information and exam specifics!

Our all-inclusive family

Welcome to ATU Local 1277, Brothers and Sisters; You are Joining a Long and Proud Tradition

By Doug Kurowski - Board Member-at-Large

I am pleased and proud to have recently welcomed new ATU Local 1277 brothers and sister to our great Union. Over the past few years, through attrition and expansion, the properties represented by your Union and its officers have seen some 400-500 new employees come through the hiring process.

Many of you new members, who are represented by Local 1277, may not be familiar with unions and the important work they do for you and your families. Unions *created* and *expanded* the American working middle class. They *led the fight* for better healthcare and pensions, paid vacations and jobsite safety, educational opportunities and social equality. You know what? *Unions invented the weekend!*

More than ever, with the extremely anti-union, anti-working families gang in power in Washington, D.C., you must understand what unions do, what they stand for, and why it is so vital that the union movement stay active and relevant. You must know what being in a union means and why it is so important that you support it and take part in our community and political activities.

Many of you new hires may only know about unions and the union movement from casual reading or conversations, or from what you have heard from men and women who are already members. *You may not fully understand or appreciate how secure union membership makes you and your families, once you have completed your probationary period at your property.*

O.K., you say, cut to the chase: What *does* membership in Local 1277 mean—for me, my career, my family, and my long-term security and future? Fair enough. You *should* know, and I will explain.

Union Membership Means:

A guaranteed 40-hour work week worth of good wages. You may think that all working men and women are assured of a 40-hour work week. *Not true.* Non-unionized workers are at the mercy of management when it comes to almost *everything* at the jobsite, including how many hours you work in a week.

Solid, affordable medical coverage for you and your family for as long as you have passed your probationary period and as long as you are not terminated. And don't *ever* kid yourselves, brothers and sisters, it's almost impossible to imagine anything more important than the security of adequate, affordable healthcare! Too often, management's in-house doctors show their contempt for you, your hard work and your basic dignity by forcibly retiring or transferring healthy employees for flimsy reasons, or sending you back to work too soon following illness or an accident.

Assured paid vacations, with no loss of seniority, or job status and security.

Not only sick leave, but *guaranteed* time off under various legislative-mandated programs. These include: The School Partnership Act; the excellent Family Medical Leave Act, and the provisions of California Senate Bill 579, including Section 233 of the State Labor Code, which allows you to take as much as half of your accrued yearly sick leave to care for an ailing loved one. Once you pass probation, be sure to talk to your Shop Steward or a Union officer about the specifics of these programs.

A financially sound, reliable pension, which is available at *all* of our properties, and *absolutely* will be there for you and your family when you retire.

Strong, effective and determined representation by your Shop Stewards and Union officers any time you have a dispute or grievance with management. In fact, the five members of your Union's Executive Board have more than *100 years of combined experience* in both the mass-transit profession and service to all of the members they represent. Your Shop Stewards and Union officers are a valuable resource; one you should call on whenever you need to do so.

A History of Achievement

Local 1277 of the Amalgamated Transit Union was formally established on July 2, 1941, growing out of the old Amalgamated Association of Street and Electrical Railroad Employees of America. For more than 76 years, the skilled, hard-working and dedicated brothers and sisters of the ATU—across our country and Canada, with a total membership of nearly 200,000—have served countless millions of mass-transit-dependent riders in our cities, large and small. They have served through boom and bust times, through peace and war, and through revolutionary changes in public-transit coaches and technology.

We have also served through local, state and federal political administrations that were pro-union and working families, or against our needs and agenda. The current ruling gang in Washington, D.C., seems to be one of the worst ever. Even given our ignorant, arrogant, thin-skinned and possibly law-breaking President, his appointments to the federal Department of Labor, the National Labor Relations Board, various agencies whose decisions affect working people and jobsites, and the judiciary (judicial decisions also affect us) have been disastrous for unions, and working people and families.

Unions simply are more important than ever, as watchdogs and fighters for working people!

The good news, brothers and sisters, is that you are joining an elite professional workforce. You are joining an experienced, proud and cutting-edge Union that has helped make all of our properties proven national leaders in the field of mass transit.

So welcome to our Union. *Your Union*. Rest assured that all through your careers in service to the mass-transit-dependent public throughout the Greater Los Angeles region, your Union will negotiate the best and strongest Collective Bargaining Agreements (CBAs) and Memorandums of Understanding MOUs) on your behalf and that of your families and future.

Make sure that you report on time, do your job safely and well, and you can be assured that Local 1277 will be there to help and serve you in *any way, at any time* you need us. Your hours of work are guaranteed, your classifications are assured, and your careers and futures are in excellent hands.

Welcome!



A Correction about the Long Beach Transit Contract

There was a significant mistake in the January 2018 newspaper concerning the new Collective Bargaining Agreement between ATU Local 1277 and Long Beach Transit. The length of the contract is **FOUR** years (ending on June 30, 2021), not three. All the other provisions outlined in the January article about the contract are correct. We apologize for the error and any misunderstanding.

An excellent opportunity...

Education and Training: Your Keys To Career Advancement and Pride

By Art Aguilar - President, Local 1277

Once again, and for the most important of reasons, I am pleased to repeat myself and remind you that **education and training are the stepping stones to better, more rewarding—personally and financially—careers in your chosen field of work.**

Continuing its history of teaching and service, Los Angeles’—and organized labor’s—famed Trade Tech is again offering a series of excellent classes this spring, starting *February 10* and running until *May 12*.

I *strongly* urge every ATU Local 1277 brother and sister who wants to get ahead professionally, or who simply wants to broaden his or her knowledge and better understanding of the trade-union movement, to consider signing up for this very valuable instruction.

Courses are generally divided between three-unit evening classes during the week and one-unit weekend classes.

Brothers and sisters, this is an excellent professional and personal education opportunity. I warmly encourage you to do as I did, and take advantage of these quality courses and experienced teachers.

2018 SPRING SCHEDULE OF CLASSES 3-UNIT CLASS FORMATS

3-UNIT ON LINE CLASSES Courses will be conducted completely online, no in person meetings

LS 4 – LABOR IN AMERICA* Class 10175

The role of unions in creating and maintaining the middle class standard of living for all workers. Labor’s impact on issues such as wages, benefits and job security, and economic justice issues such as public education and social security.

Instructor: Ericka Wills, United Steelworkers District 12 ----- (*Meets GE requirements at Trade-Tech, CSU, and UC.)

LS 1 – U.S. LABOR HISTORY Class 10123**

The often untold story of workers’ struggles to improve their lives through union organizing and collective bargaining. From early craft unions, the bloody battles to form factory unions, and the rise of labor federations and public sector unions.

Instructor: Ericka Wills, United Steelworkers District 12 ----- (**LS 1 meets GE requirements at CSU and UC.)

LS – 3 LABOR RELATIONS LAW Class 10134

A comprehensive overview of labor relations laws (primarily private sector), covering employee, employer and union rights and obligations, unfair labor practices, union representation elections and other Labor Board procedures.

Instructor: Joshua Young, Gilbert and Sackman

LS – 5 GRIEVANCE AND ARBITRATION Class 26006

How to identify, investigate, write and present grievances, and handle arbitrations. Emphasis on participants’ own contracts, grievance procedures and experiences.

Instructor: Jim Walker, Labor Educator and Consultant

3-UNIT DAY CLASS AT TRADE-TECH

LS 4 – LABOR IN AMERICA* Class 10161 TUESDAYS AND THURSDAYS 10:10 to 11:35 AM, Class Location: Magnolia Hall Room 308

The role of unions in creating and maintaining the middle class standard of living for all workers. Labor’s impact on issues such as wages, benefits and job security, and economic justice issues such as public education and social security.

Instructor: Lou Siegel, Labor Communications Specialist ----- (*LS 4 meets GE requirements at Trade-Tech, CSU, and UC.)

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3-UNIT EVENING CLASS AT TRADE-TECH

LS 24 – ENFORCING WORKERS’ RIGHTS Class 16782 TUESDAYS 6:00 to 9:10 PM, Class Location: Aspen Hall Room 221

Skills needed to investigate, prepare, and present cases filed by the State Labor Commissioner to enforce workers’ rights.

Instructor: Jocelyn Lopez, Department of Industrial Relations

LS 21 – WORKING CLASS IN CINEMA* Class 10231 WEDNESDAYS 6:00 to 9:10 PM, Class Location: Aspen Hall Room 221

Examines film portrayals of the working class and labor unions. Students learn to evaluate popular culture dramatization of workers’ rights struggles, and analyze how the movies have shaped public perception of unions.

Instructor: Mindy Chen, Dolores Huerta Labor Institute ----- (*LS 21 meets GE requirements at Trade-Tech, CSU, and UC.)

3-UNIT WEEKEND ONLY CLASS AT TRADE-TECH 8:30 AM – 5:00 PM, Mariposa Hall Room 309

Free parking in the Olive Street parking structure (between Washington Blvd. and 21st St.) for this weekend Labor Studies classes during class hours only

Must Attend All Days to Earn College Credit

LS 5 – GRIEVANCE AND ARBITRATION Class 26007 February 10 & 11, February 24 & 25, and March 10 & 11, 2018

How to identify, investigate, write and present grievances, and handle arbitrations, Emphasis on participants’ own contracts, grievance procedures and experiences.

Instructor: Lou Zigman, Arbitrator

3-UNIT EVENING CLASSES AT UNION HALLS 6:00 – 9:10 PM FREE PARKING & NO HEALTH FEE

LS 13 – UNION ORGANIZING Class 25990 MONDAYS:

Basic skills and techniques to organize new workers and mobilize members to build and strengthen your union; includes relevant laws and winning strategies.

Instructors: Tanya Akel, Teamsters Local 2010 and Jody Kipple, SEIU Local 721

Class Location: Teamsters Local 630, 750 S. Stanford Ave., Los Angeles 90021

LS 20 – WORKERS’ RIGHTS Class 10220 TUESDAYS:

Legal rights for workers, including: wage and hour laws, overtime, leaves, workplace privacy including e-mail and computers, accommodating disabilities, including pregnancy, and combating employment discrimination.

Instructors: Chuck Adinolfi and Matt Hart, UFCW Local 324

Class Location: UFCW Local 324, 8530 Stanton Avenue, Buena Park, 90622

LS 11 – LABOR IN THE PUBLIC SECTOR Class 27404 WEDNESDAYS:

Public sector unions, workers and services are under attack. How to protect and defend your members, your union and collective bargaining now and for the future.

Instructor: Mike Eagleson, Arbitrator, Eagleson ADR

Class Location: Teamsters Local 1932, 433 N. Sierra Way, San Bernardino, 92410

LS 12 – BUILDING STRONG UNIONS Class 10210 THURSDAYS:

How to build and manage a strong union; including strategic planning and goal setting; effective communications; time management; team building; increasing member participation and leading organizational change.

Instructors: Priscilla Cheng, L.A. County Federation of Labor and Justin McBride, AFL-CIO

Class Location: L.A. County Federation of Labor, 2130 James Wood Blvd., Los Angeles 90006

1-UNIT WEEKEND CLASSES AT TRADE-TECH 8:30 AM – 5:00 PM Aspen Hall Room 221

Free parking in the 24th Street parking structure (on Grand Ave. and 24th St.) for these weekend Labor Studies classes during class hours only

Must Attend Both Days to Earn College Credit

LS 107 – POLITICAL ACTION SKILLS Class 26003 April 7 and 14

Survey of grassroots political organizing strategies, including: phone banks, precinct walks, get out the vote (GOTV), vote-by-mail, and communications.

Instructor: Rusty Hicks, L.A. County Federation of Labor

LS 115 – WORKPLACE HEALTH AND SAFETY Class 10348 April 21 and 28 *May 6th, optional third day to earn Health and Safety Certificate

How to identify and resolve workplace health and safety issues, and proactive strategies to improve workplace safety.

Instructors: Deogracia Cornelio and Hector Flores, UCLA-LOSH

LS 127 – WORKERS’ COMPENSATION Class 26005 May 5 and 12

A basic understanding of Workers Comp, covers types of injuries and disabilities (temporary, permanent), benefits (medical care, rehabilitation and financial support), and procedures for filing a claim and appeals.

Instructors: Scott Ford and Cheryl Wallach, Ford and Wallach

For further information and enrollment:

THE LABOR CENTER MARIPOSA HALL ROOM MA-05

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

Tuesday, Feb 6:	Los Angeles area members:
Tuesday, March 6:	L.A. Building Trades Council, 1626 Beverly Blvd., Los Angeles. Morning Session 10:00 a.m. Evening Session 5:00 p.m.
Wednesday, Feb 7:	Riverside area members:
Wednesday, March 7:	1074 E. La Cadena Dr., Riverside Morning Session 10:00 a.m. Afternoon Session 2:00 p.m. Evening Session 6:00 p.m.
Thursday, Feb 8:	Palm Springs/SunLine members:
Thursday, March 8:	Cathedral City Branch Library, 33520 Date Palm Drive, Cathedral City Morning Session 10:00 a.m. Afternoon Session 4:00 p.m.
Thursday, Feb 8:	Long Beach:
Thursday, March 8:	Machinist Hall, 319 W. Broadway, Long Beach Morning Session 10:00 a.m. Afternoon Session 3:00 p.m.