



Local 1277

News

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Be careful with Facebook!

Social Media and Your Job

By Errol Frazier - Vice President, Local 1277

Brothers and sisters, in light of the recent page-one news concerning the “dump” of personal information from tens of millions of Facebook accounts, and in light of our world-wide—and still growing—social-media presence and influence, the way we conduct ourselves on our various personal communication platforms takes on a new and vastly important dimension.

We all live in this new world: Not so long ago, the phrase “social media” didn’t even exist. Now, for many of us, life has become: Eat, sleep, check what’s happening on-line.

For example, here are some very interesting statistics:

- Facebook users around the world spend more than 10.5 billion minutes per day on that website
- Linked-In has more than 277 million members in over 200 countries and territories
- Twitter has 230 million active users who collectively post 500 million tweets a day

This changing world has brought a wealth of new opportunities, but also its share of pitfalls. Every week there seems to be media headlines about someone who has gotten into trouble through social media (Hello, Tweeter-in-Chief Trump!).

After a lot of research, the highly respected British Broadcasting Company (BBC) has compiled a list of what it considers to be the three biggest hazards of social media.

Trolling. This is defined as writing malicious comments to upset people. Trolling can cause serious problems, and trolls can find themselves in *big* trouble. For example, in 2012, a student, Liam Stacey, was *jailed* after making racist remarks on twitter about footballer Fabrice Muamba. Stacey apologized, but later noted that he had paid a huge price after becoming a national hate figure.

Going Viral. When you post contents on-line, you can never be completely sure what will happen next. While some people dream of going viral, others have discovered that they can get that kind of attention for the *wrong* reasons.

For example, in 2012, Lindsey Stone posted a photograph of herself to her personal Facebook page. It showed her making fun of a sign calling for “respect and silence” at a cemetery in Virginia, where more than 400,000 United States soldiers are buried. She intended the post as a joke. Others found it deeply offensive, and the image quickly went viral. Stone received angry messages and phone calls, and even death threats. She was fired from her job, and left town in order to try and pick up the pieces of her shattered life.

Not Thinking Ahead. Every time you write something on social media, it has the potential of *being around forever*. Even if you delete it, someone else, somewhere, may have downloaded, recorded or screen-grabbed it. *You never know when it might catch up to you.*

For example, in 2015, Huw Thomas (correct spelling), a British Labor Party candidate for a seat in Ceredigion, had to apologize for comments he had made on a forum post *nine years earlier*.

Dangers that can Affect You

A noted digital-communications expert, Craig McGill, states unequivocally: *“Comments don’t need to be seen by millions to have an impact. People have lost their jobs because a boss or supervisor spotted something. Some companies now trawl through 10 pages of Google search results. Some would say you are just one tweet or post away from being sacked.”*

Here are some common-sense guidelines pertaining to protecting yourself with respect to the use of your social media. These are from the publication, *The Labor Dish*, in a 2014 article, *Social Media Policies in the Workplace*.

Do NOT:

Post anything that is inaccurate or misleading, or contains information which is demeaning or has inappropriate remarks.

Post or discuss non-public or confidential information, or legal matters.

Fully understand this, brothers and sisters: ***You are entirely responsible for what you post.*** Always consider some of the risks and rewards that are involved when you use social media. *Keep in mind that anything relating to your conduct on social media that negatively affects your job performance, the performance of fellow employees, or otherwise adversely affects clients, customers, vendors, suppliers or people who work on behalf of the company’s legitimate business interest may result in disciplinary action up to and including termination.*

Inappropriate postings that may include discriminatory remarks, harassment, and/or threats of violence—or similar inappropriate or unlawful conduct—will not be tolerated at any of our properties, and may subject you to disciplinary action up to and including termination.

It should go without saying that you should always be courteous to fellow employees, clients, customers, vendors and suppliers. You are more likely to resolve worksite problems by speaking directly with your co-workers or supervisor(s) than by posting complaints—that you can *never* take back—on social media!

Please think long and hard about your job, your career, your family’s security, your benefits and those bi-monthly paychecks before you post anything on social media!

President's Report

Unions Flex Their Muscle In the Halls of Political Power

By Art Aguilar - President, Local 1277

Before you review the list below of labor-endorsed federal, state and local candidates in the upcoming **Tuesday, June 5, California primary**, brothers and sisters, please read and fully understand the following paragraphs, which outline how your Union, and organized labor in general, *work within the halls of political power and influence decision-makers at all levels of government.*

Ever since its birth some 130 years ago, organized labor has been guided by our "Golden Rule": **Support our political friends and oppose our enemies.** Over those years, international unions and their locals have poured countless millions of dollars, volunteer hours and unlimited resources into doing just that: *backing* the political decision-makers who understand the needs and goals of working people and families, and *opposing* those candidates, office holders and ballot initiatives that threaten our jobs and families' security.

On balance (you can't win 'em all!), organized labor has been an influential, progressive "player" in California and national politics. Many of the lasting and important achievements of the union movement (please see your *April* newspaper) have been won because union advocates (lobbyists) at all levels of government talked to, and persuaded, elected officials to pass worker-friendly legislation and defeat bills that would have crippled our rights and endangered our work sites. Our lobbying efforts continue full throttle, at City Hall, the Los Angeles County Board of Supervisors, in Sacramento, and in Washington, D.C.

Of course, over the years, we have faced—as we do now—a hostile President, an anti-union congress and Department of Labor, and the never-ending influence and *flood* of money from corporate America, all aimed at undermining union influence and protection so that big business can fatten its already bloated "bottom line". For example, in most national and even statewide elections, it is not unheard of to have big business outspend organized labor by as much as **15-1!**

But, as we know, David can beat Goliath: On March 13, in a conservative, very pro-Trump Pennsylvania Congressional District, a **Democratic challenger defeated the Republican incumbent!** And, be sure of this, brothers and sisters, Conor Lamb's unexpected, huge upset win was largely powered by union strength. The Republicans, as usual, vastly out-spent Lamb and the Democrats, pouring in some **\$10 million** and bringing in Trump himself—all to hold a district that overwhelmingly voted for him (by 20%!) in 2016.

What won it for Lamb? **Union support!** Some 86,000 union members live in that Congressional District, and about 20% of the vote on Election Day came from union homes. The **Republican** incumbent proudly supported anti-union Right-to-Work legislation and many other policies that would harm working people. **Democrat** Lamb worked Steelworker- and Mine Worker-union rallies, met and talked with working men and women, *and made it clear that he was a strong and vocal supporter of needs and goals of the families that have been ignored or battered by Trump and his gang in Washington, D.C.*

The California State Federation of Labor's Endorsements for the June 5 Primary (And Two Special Ones from Local 1277)

As noted above, when the California State Federation of Labor endorses candidates for elected office, or sitting incumbents, you can be sure those men and women have been carefully vetted, and are friends of working people and families. With one exception, I urge you to vote "the labor line" for these good people. The one exception is for Governor: The State-Fed is backing Gavin Newsom, but I hope the entire ATU Local 1277 family supports Brother Antonio Villaraigosa on Tuesday, June 5.

Brother Villaraigosa comes out of the union movement. He was a successful organizer for the teachers' union. As a state assemblyman and Speaker, he consistently voted for labor's pro-family, pro-worksite safety agenda. He shepherded SB 1101 through the legislature, legislation that was of immense importance to our Union. As Mayor of Los Angeles, Brother Villaraigosa greatly expanded mass transit and supported additional funding for the MTA. He launched the now-successful "subway-to-the-sea" project and pushed for more bus service throughout the region.

Antonio Villaraigosa deserves your support and confidence. He will be an excellent governor. I strongly urge you, along with your friends and neighbors, to vote for Democrat Antonio Villaraigosa for governor on June 5!

Other endorsements (all are Democrats):

Lieutenant 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

Board of Equalization – Scott Svonkin

United States Senate

Kevin de Leon

United States Congress

26th District – Julia Brownley

27th District – Judy Chu

28th District – Adam Schiff

29th District – Tony Cardenas

30th District – Brad Sherman

31st District – Pete Aguilar



Unions and Politicians

ATU Local 1277, along with local unions across the country, is an active political player. We carefully track the voting records of incumbent office holders of both political parties. We screen the records of candidates and challengers at the local, state and federal levels. Through our county and state federations of labor, we interview candidates and office holders, we learn their opinions on issues vitally important to us, and we make it damn clear that our support—money, volunteers, endorsements—are there *only for our friends, only for the men and women who support our agenda and fight for our rights.*

When the Los Angeles County or California State Federation of Labor recommends your support of, or opposition to, a particular candidate or officeholder, you can be *sure* that approval or disapproval is well thought-out and worthy of your most serious consideration. Elections can be very close—like Lamb’s recent victory—and union funding and volunteer support can often make the difference.

Organized labor was “pedal to the metal” for Hillary Clinton in 2016, not only because we knew she was pro-union, and not only because we knew Trump would be the disaster he is. *The membership of the U.S. Supreme Court was at stake, as well as the leadership and policies of the Department of Labor, OSHA, and the National Labor Relations Board, just to name a few of the agencies that so greatly affect us.*

And, so far, we all know had badly things have turned for organized labor since Trump and his gang got in!

So, bottom line, brothers and sisters: Organized labor’s clout in general, and Local 1277’s influence specifically, depends on your participation. The election of California’s next governor, a United State Senator, our region’s congressional delegation, and members of the state legislature depends on your understanding of the issues and your vote.

This is why we repeatedly urge you to be registered and to vote. Know the issues, learn about the candidates, volunteer in our campaign efforts, and tell your friends and neighbors to vote for labor-backed incumbents and challenger. *Your vote matters! Your Union’s political influence matters! In the face of so many political and corporate challenges and anti-union efforts, organized labor must continue to make our political voice heard and our muscle felt! Whatever you may think about politicians and our electoral system, never forget: They greatly influence our careers and lives, and we must always be prepared to influence them!*

- 32nd District – Grace Napolitano
- 33rd District – Ted Lieu
- 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 – No recommendation
- 43rd District – Maxine Waters
- 44th District – Nanette Barragan
- 45th District – David Min
- 46th District – No recommendation
- 47th District – Alan Lowenthal

California State Senate

- District 16 – Ruth Musser-Lopez
- District 18 – Robert Hertzberg
- District 20 – Connie Leyva
- District 22 – Mike Eng
- District 24 – Maria Elena Durazo

Editor’s note: Sister Maria Elena Durazo has, for decades, been one of working people’s strongest, vocal and dynamic voices in Southern California. Along with her late husband, County Fed Secretary-Treasurer, Miguel Contreras, she consistently led the fight for union strength and the rights and dignity of all working families. Sister Durazo richly deserves the support of all Local 1277 members in her district on June 5!

- District 26 – Ben Allen
- District 28 – Joy Silver
- District 30 – Holly Mitchell

California State Assembly

- 37th District – Monique Limon
- 38th District – Christy Smith
- 39th District – No recommendation
- 40th District – James Ramos
- 41st District – Chris Holden
- 42nd District – No recommendation
- 43rd District – Laura Friedman
- 44th District – Jacqui Irwin
- 45th District – No recommendation
- 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 – Autmun Burke
- 63rd District – Anthony Rendon
- 64th District – Mike Gipson

State Propositions

- Proposition 68 (Parks, Coastal Protection) – Yes
- Proposition 69 – Yes
- Proposition 70 (Greenhouse Gas Reduction) – Yes
- Proposition 71 – Yes
- Proposition 72 (Rainwater Capture System) – Yes

It's your job, your future at risk!

How Many Times, How Many Ways Can I Warn You: Misuse Your Cell Phone at Work and You Will Be Fired!

By Adolfo Soto - Financial-Recording Secretary

It's a damn shame that I have to warn every ATU Local 1277 brother and sister yet again: **DO NOT USE YOUR PERSONAL CELL PHONE WHILE AT WORK, UNLESS IT IS IN A REAL EMERGENCY SITUATION!** How much clearer can I get? How much longer will you go on risking your jobs, careers and families' future by misusing your phone?

Worse, it's an even bigger damn shame that, once again, one of our members has lost their job because of being on a personal cell phone while driving. This happened just recently, and once again, someone is out of work and their family now faces an uncertain economic and personal future!

Brothers and sisters, please, please understand: *You continue to run the absolute risk of losing your job (and career and family safety net) because of misuse of your own cellphone at work.* Management at **all** our properties isn't kidding around here: Misuse your phone and you can be suspended or terminated, and your Union will have a real uphill fight to keep your job!

You can be terminated if you are caught using your personal cell phone in any non-emergency situation while operating a company vehicle or, really, working in any capacity. Period. End of story. ***Do you understand? It's the end of your job and career! It's the end of your—and your family's—financial, healthcare and retirement security!***

Think about it, brothers and sisters. ***Please.*** Is it really worth risking your job and security and future just to make or receive a personal call, on your personal cell phone, while you are on company time? You know the answer. Or you damn well should know the answer!

This prohibition applies to all our Coach Operators and Mechanics, but really to every Local 1277 member on the job, doing any task, at any property. *It doesn't matter how much seniority you have, or how good your attendance record is, or how well you get along with your fellow workers and management. Violate this misuse-of-cell-phone policy and you are gone!*

The Consequence of Bad Thinking

Too many Local 1277 members have been either severely disciplined or out-and-out fired from their jobs. ***This is a very serious matter and don't you ever forget it!*** Do not answer your personal cell phone while at work. Look at it this way: Surely your friends and family members know not to call you on your phone at work except for a real emergency. *Therefore, brothers and sisters, anyone calling you is knowingly risking your job by their reckless action!*

If you must make or take a call, wait until you have reached the end of your route, or are on a break. ***No personal calls on company time!***

Misuse of personal cell phones while at work not only violates company policy—***it is also against the law!***

Always remember: *You may not “only” violate company policy by misusing your phone, and you may not “only” be breaking the law by doing so, you may also be cited for reckless driving and/or endangerment, which can result in huge civil judgments and even jail if a fatality is involved! Even if you do not operate a coach, by being distracted by using a cell phone, you may endanger your fellow workers and/or cause property damage, which also could result in big fines—or worse.*

We are public-safety professionals, brothers and sisters. That means we are held to a higher standard of training, ability and responsibility on the job. Our jobs are hard enough without the distraction of cell phone misuse.

A special note to our Shop Stewards and, really, to all our members: If you see someone misusing their cell phone at work, wherever and whatever their job is, TELL THEM TO KNOCK IT OFF ON THE DOUBLE! Is that clear? You may well be saving someone's job and career, as well as preventing an accident or law suit!

Look, we all know that cell phones are pretty much indispensable. We use them all the time. We rely on them. We wonder how we ever got along without them. That's fine, but always remember that the company-policy rules and safety laws concerning their use when you are driving—or doing any work, really—are in place, not only for the protection of the transit riders we serve, and all other drivers on the road, but for your own safety, too, and that of your fellow workers.

Your jobs, careers, families, and safety are far more important than any personal calls made at work. Use your cell phones responsibly! NOT at work, except on break or in an emergency. It is the legal and right thing to do!

I am completely tired of hearing about Local 1277 brothers and sisters misusing their cell phones on the job. **STOP IT!** I don't want more of you disciplined or fired!

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

Tuesday, May 1:	Los Angeles area members:
Tuesday, June 5:	L.A. Building Trades Council, 1626 Beverly Blvd., Los Angeles. Morning Session 10:00 a.m. Evening Session 5:00 p.m.
Wednesday, May 2:	Riverside area members:
Wednesday, June 6:	1074 E. La Cadena Dr., Riverside Morning Session 10:00 a.m. Afternoon Session 3:00 p.m.
Thursday, May 3:	Palm Springs/SunLine members:
Thursday, June 7:	Cathedral City Branch Library, 33520 Date Palm Drive, Cathedral City Morning Session 10:00 a.m. Afternoon Session 4:00 p.m.
Thursday, May 3:	Long Beach:
Thursday, June 7:	Machinist Hall, 319 W. Broadway, Long Beach Morning Session 10:00 a.m. Afternoon Session 3:00 p.m.