



Local 1277

News

August, 2018

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Pay Attention!

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!

Twenty Local 1277 Members Retire from Careers at MTA

Twenty Local 1277 members have retired from MTA after long and productive careers. They all were hardworking employees and loyal members of our Union.

Carlos Curiel Jr., Signal Inspector, Signals Light Rail, 31 years, January 15; **William Day**, Mechanic A, Division 8, 18 years, March 4; **Anthony Jackson**, Mechanic A, Division 5, 28 years, March 13; **Guadalupe Gomez**, Signal Inspector, Signals Light Rail, 16 years, March 20; **Jose R. Reyes**, Mechanic A, 34 years, March 21; **Frank Porto**, AC Technician, RRC, 23 years, March 27; **Alvin Bell**, Senior Service Attendant, Blue Line, 27 years, March 31; **Ismael Ortiz**, Mechanic A, Division 3, April 1; **Michael King Sr.**, Labor A, Stops & Zones, 15 years, April 8; **Byon Hunt Jr.**, Property Maintainer A, Facilities Maintenance, 20 years, May 2; **Dux Lopez**, Painter A, RRC, 16 years, May 2; **Albert Gonzalives**, Mechanic A, Division 13, 41 years, May 18; **Tony Pingarron**, Mechanic A, Division 13, 38 years, May 19; **Armando Urena**, Mechanic A, Division 13, 38 years, May 19; **Mariano Mostajo**, Camera Operator, RRC, 11 years, May 21; **John A Sweet**, Mechanic A, Division 18, 42 years, June 9; **Thomas Durkee**, Utility A, Division 15, 44 years, June 19; **Michael Bruce**, Service Attendant, Blue Line, 12 years, July 1; **Frank Morris**, Mechanic A, Division 2, 29 years, July 1, and **Jose Aleman**, Mechanic A, RRC, 10 years, July 9.

Local 1277's Executive Board and members wish these brothers and sisters long, enjoyable and healthy retirements. They will be missed!

Not an invitation to surf the net!

It's only E-mail!

By Errol Frazier - Vice-President, Local 1277

We have been told by MTA management that it will be making e-mail available to every employee. Management will start with Division 10, and then expects other divisions to come on line slowly. *Just the mention of e-mail has your Executive Board somewhat nervous and leery.*

We remember the last time the Authority forged ahead with this plan. At that time, it was the mechanical leaders who would be first to get electronic company e-mail. Unfortunately, some members used (*abused!*) that electronic freedom in order to wander over to some places on the internet where they should not have been.

A number of our people were written up for their misdeeds, and MTA tried to suspend them. But, as we investigated while getting ready for the hearings, we found that many *supervisors* were also wandering electronically in the very same places that our people were, and they were not being treated (*disciplined*) in the same way as us.

"They are supervisors", is what we were told.



If supervisors and leaders are in the same place as we are, and they are *not* being written up for the same thing, then something is very wrong, and we pointed that out. After all, fair is fair. Management finally came to its senses and realized that what we were saying was right. It relented and *everyone* ended up getting a very a minor write-up, both labor and management.

You now also know the back story. *I would like to take this time to remind everyone, it's only e-mail, and please use it just as that: e-mail.* Do not go on-line to surf the web, check your personal e-mail, shop, or do anything else.

The e-mail is a *tool*, and we should be using it as such. A tool that better helps us to do our work, the job that we were hired to do.

Ten More Local 1277 Members Contribute to Vital ATU COPE Fund

Ten members of our Union have generously contributed to the important ATU COPE Fund. As you know, our International Union amasses this war chest in order to support our political friends and causes, and fight the enemies of working people and families. We are proud to present Union pins and jackets to those members who have realized how vital the ATU COPE Fund is for expanding labor's influence in Congress and advancing our agenda.

Patrick Hara; Nicholas Parga; Gerald Cassel; Matt Maguire; Joe Lozano; Abraham Washington; Clint Erwin; Oscar E. Lemus; Antonio Sanchez, and Richard Hendricks.

To earn a jacket, one must contribute \$12.50/month, for a total of \$150.00/year. Congratulations to those members for their public-spirited and timely action. The ATU COPE Fund is very important. Please contribute whatever you can to it! Thank you.

Everybody is watching!

Social Media: Think Before You Post

By Jeff Shaffer - Treasurer, Local 1277

The near-constant rise and development of technology presents new challenges and concerns in today's workplace. From employer monitoring of employee workstations to the complexity and increasing use of social media—as evidence both at arbitration and in the courts—the role of privacy interests with respect to social media in this new technological landscape has never been more timely or urgent.

The laws in relation to social media are still relatively unsettled. Legislation like the Human Rights Code, privacy legislation and the Occupational Health and Safety Act are often able to provide an adequate legal framework for dealing with issues relating to social media.

Employers may monitor employee social media use at work, but monitoring must meet the reasonableness requirement.



What is Social Media?

*Social media has been defined as “the use of web-based and mobile technologies to turn communication into interactive dialogue”. Some common examples of social media include, Facebook, Twitter, Skype, YouTube and blogs.

*Twitter has approximately 284 million users. Instagram has roughly 200 million users. As of March 31, 2017, Facebook has more than 1.94 billion active users. Worldwide, five new Facebook profiles are created every second. As of May 2013, 4.75 billion pieces of content are shared daily.

*Statista projects that there will be over 2.5 billion social media users by 2017 and almost 3 billion by 2020. In the U.S., 78% of the population current uses at least one social media platform.

Social Media in the Workplace

In the U.S., a survey of hiring managers found that more than 43% of employers use social networking sites to research their job candidates. Companies also inspect personal social media in workplace investigations.



Social Media Monitoring: Can I Be Fired?

Twenty-eight percent (28%) of employers report that they have *fired people for using the Internet for non-work-related activity (such as shopping online or checking out Facebook) during the workday*. Around 18% have *dismissed employees because of something they posted on social media*. Whether an employee can be fired for social media use depends on the policies your employer has in place and the applicable state laws. Many companies have social-media policies that limit what you can and cannot post about your employer on social networking sites.

Some states have laws that *prohibit* employers from disciplining an employee based on off-duty activity on social networking sites, unless the activity can be shown to damage the company in some way.

(see: <https://www.privacyrights.org/workplace-privacy-and-employee-monitoring>)

(see: <https://www.nlr.gov/news-outreach/factsheets/nlr-and-social-media>)

Conclusion

Social media is a growing field in the U.S., and indeed the world. The laws of the various countries continue to evolve to meet the legal challenges posed by this relatively new technology. For this reason, employees in United States companies and on properties like ours must stay up-to-date regarding their rights and responsibility within the context of social media.



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 *August 27* and running until *December 15*.

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.

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.

<h3>LABOR STUDIES CLASSES FALL 2018</h3> <p>Start August 27th and End December 18th, 2018 (16 weeks) All Labor Studies classes are transferable to CSU.</p> <p>3-UNIT EVENING CLASSES 6:00 pm – 9:10 pm (Except LS 21, 5:30 pm to 8:40 pm) Off campus classes in union halls, free parking</p>		<h3>3-UNIT ONLINE CLASSES</h3> <p>*Conducted completely online</p> <p>LS 4 – Labor in America* Class 17123 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. *LS 4 meets GE requirements at Trade-Tech, CSU, and UC. Instructor: <i>Erica Wills, United Steelworkers District 12</i></p> <p>LS 1 – U.S. Labor History* Class 25026 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. *LS 1 meets GE requirements at CSU and UC. Instructor: <i>Erica Wills, United Steelworkers District 12</i></p> <p>LS 13 – Union Leadership Class 21953 What does it take to lead a union? Topics include: internal organizing, mobilizing and educating members, forming coalitions, supervising staff, and interfacing with employers, media, etc. Instructor: <i>Erica Wills, United Steelworkers District 12</i></p> <p>LS 20 – Workers' Rights Class 17154 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. Instructor: <i>Josh Young, Gilbert and Secorson</i></p>		<h3>3-UNIT WEEKEND ONLY CLASS</h3> <p>Saturdays and Sundays, 8:30 am to 5:00 pm Trade Tech, Magnolia Hall Room 300</p> <p>Free parking in the Olive Street parking structure (between Washington Blvd. and 21st St.) for weekend Labor Studies classes during class hours</p> <p>LS 11 – Labor in the Public Sector Class 25467 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. November 17 and 18, December 1 and 2 & December 8 and 15 Instructor: <i>Jody Kippie, SEIU 721</i></p>		<p>Los Angeles Trade-Tech College</p> <p>The Labor Center (213) 763-7129 laborcenter@lattc.edu http://college.lattc.edu/laborcenter</p> <p>KATHLEEN YASUDA DIRECTOR JOHN MCDOWELL, JR. FOUNDER VIVIAN DE LA TORRE ASSISTANT OLGA GARCIA ASSISTANT</p>	
<p>MONDAYS</p> <p>LS 21 – Working Class in Cinema Class 25454 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. *LS 21 meets GE requirements at Trade-Tech, CSU, and UC. Instructor: <i>Tanya Akel, Teamsters Local 2010 and Jody Kippie, SEIU Local 721</i> Teamsters Local 830, 750 S. Stanford Ave., Los Angeles 90021</p>		<p>1-UNIT WEEKEND CLASSES 8:30 am to 5:00 pm All classes at Trade Tech Magnolia Hall Room 300</p> <p>LS 100 – Union Building Strategies Class 25408 Skills and techniques to build a strong union through strategic planning, leadership development, communication techniques, including 1-on-1 and member mobilization. September 8 and 15 Instructor: <i>Oliver Gomez, L.A. County Federation of Labor</i></p> <p>LS 126 – Sexual Harassment and Discrimination Class 25485 Learn the laws and how to combat sexual harassment and job discrimination, including the criteria for claims, agencies, policies and procedures for prevention. September 22 and 29 Instructor: <i>Staff</i></p> <p>LS 136 – When the Paycheck Stays Class 25480 Learn how to counsel members when the paycheck stays due to strikes, layoff, or plant closure. Overviews such services as retraining, food banks, unemployment, and negotiating with landlords, mortgage companies, utility companies and other creditors. October 6 and 13 Instructor: <i>Annette O'Brien, AFL-CIO Community Services</i></p> <p>LS 134 – CA Workers' Rights Class 25486 Federal and California Labor Code covering: minimum wage, timely pay, overtime, meal and rest periods, privacy, parental and other leaves, and enforcement procedures. October 20 and 27 Instructor: <i>Robert Cantore, Gilbert and Secorson</i></p>		<p>⇒ Develop Union Leadership Skills ⇒ Earn AA Degree or Certificate in Labor Studies ⇒ Network with Other Union Activists and Leaders</p> <p>Pre-Enroll Online at http://college.lattc.edu/student/new-students/register-now/</p> <p>Fees Checks Payable to LATTIC</p> <table border="1"> <tr> <td>\$46/unit; \$1 ASO fee/semester</td> </tr> <tr> <td>\$11 health fee/semester*</td> </tr> </table> <p>*exempted for Labor Studies Classes held off campus ASO Membership Fee: \$7.00 per semester** **optional, but must opt out by 8/27/18</p> <p>Max Mont Scholarships Scholarships are available for Labor Studies classes</p>		\$46/unit; \$1 ASO fee/semester	\$11 health fee/semester*
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<p>TUESDAYS</p> <p>LS 16 – Gender and Race Issues Class 27442 Covers legal framework and strategies to combat discrimination and promote diversity as an asset for more effective workplaces and stronger unions. Learn to overcome workplace divisions by developing respect for differences based on: race, sex, ethnicity, disability, age, sexual orientation, etc. Instructors: <i>Chuck Adinolfi and Matt Hart, UFCW Local 324</i> UFCW Local 324, 8530 Stanton Ave., Buena Park 90822</p>		<h3>3-UNIT CLASSES AT TRADE TECH</h3> <p>3-UNIT DAY CLASS Mondays and Wednesdays, 10:10am to 11:35am Magnolia Hall Room 300</p> <p>LS 4 – Labor in America* Class 17118 See course description under 3-Unit Online Classes. *LS 4 meets GE requirements at Trade-Tech, CSU, and UC. Instructor: <i>Low Stogard, Labor Communications Specialist</i></p>		<p>Labor Studies Graduates</p> 			
<p>WEDNESDAYS</p> <p>LS 9 – Union Organizing Class 25457 Basic skills and techniques to organize new workers and mobilize members to build and strengthen your union; includes relevant laws and winning strategies. Instructor: <i>Mike Engelson, Arbitrator; Engelson ADR</i> Teamsters Local 1932, 433 N. Sierra Way, San Bernardino, CA 92410</p>		<p>3-UNIT EVENING CLASSES Tuesdays, 6:00 pm to 9:10 pm – Aspen Hall Room 221</p> <p>LS 4 – Labor in America* Class 27884 See course description under 3-Unit Online Classes. *LS 4 meets GE requirements at Trade-Tech, CSU, and UC. Instructor: <i>Mindy Chen, Dolores Huerta Labor Institute</i></p> <p>Thursday, 6:00 pm to 9:10 pm – Aspen Hall Room 221 LS 20 – Workers' Rights Class 21942 See course description under 3-Unit Online Classes. Instructor: <i>Jocelyn Lopez, Department of Industrial Relations</i></p>					

FOR FURTHER INFORMATION AND ENROLLMENT:

THE LABOR CENTER MARIPOSA HALL ROOM MA-05
KATHLEEN YASUDA, DIRECTOR • JOHN R. MCDOWELL, JR., FOUNDER
400 W. WASHINGTON BOULEVARD, LOS ANGELES, CA 90015 • (213) 763-7129 • Email: laborcenter@lattc.edu
<http://college.lattc.edu/laborcenter>

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

Tuesday, Aug 7:	Los Angeles area members:
Tuesday, Sept 4:	L.A. Building Trades Council, 1626 Beverly Blvd., Los Angeles. Morning Session 10:00 a.m. Evening Session 5:00 p.m.
Wednesday, Aug 8:	Riverside area members:
Wednesday, Sept 5:	1074 E. La Cadena Dr., Riverside Morning Session 10:00 a.m. Afternoon Session 3:00 p.m.
Thursday, Aug 9:	Palm Springs/SunLine members:
Thursday, Sept 6:	Cathedral City Branch Library, 33520 Date Palm Drive, Cathedral City Morning Session 10:00 a.m. Afternoon Session 4:00 p.m.
Thursday, Aug 9:	Long Beach:
Thursday, Sept 6:	Machinist Hall, 319 W. Broadway, Long Beach Morning Session 10:00 a.m. Afternoon Session 3:00 p.m.