



Local 1277

News

September, 2017

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PRESIDENT'S REPORT

Five Year Agreement Between ATU and LACMTA

By Art Aguilar - President, Local 1277

After a lot of hard bargaining and lengthy meetings, your Executive Board and the Los Angeles County Metropolitan Transportation Authority (LACMTA) have reached a deal on a new five-year contract.

Here are some of the highlights of the new agreement.

- Article 44 — Contract Term: July 1, 2017 through June 30, 2022 (5 Years)

- Article 1 – Schedule of Wages: Section A – Rates. **A 21% wage increase over the five-year life of the contract.**

- Article 1 – Schedule of Wages, Section C: Quarterly Wage Adjustment (QWA) for the life of the contract

- Article 1 – Section E: Special Classifications: Regulation 4 certified employees to receive \$1.00 per hour for each certification within their classification. If the LAFD changes Regulation 4 requirements, the pay will be continued until the expiration date of the certification.

- Article 11 – Distribution of Work, Section F (new): Regulation 4 Distribution of work. If no Regulation 4 certified employees from the location and classification is available or volunteers to perform the required Regulation 4 work, the Authority may subcontract Regulation 4 work from the location and classification needed to perform such work. LACMTA will notify employees of Regulation 4 training opportunities.

- Article 24 – Safety and Sanitation, Section C: Shoe Allowance. The shoe allowance will go from \$130.00 to 180.00, and can be used for socks and shoe inserts.

- Article 24 – Section E: Tool Insurance. The tool insurance will go from \$10,000 to \$20,000 per incident. Should the Authority wish to Self-Insure, it will notify the ATU President in writing.

- Section F: Tool Allowance. The tool allowance will increase from \$425.00 to \$475.00 per year.

- Article 33 – Vacation, Section C: Vacations. Employee may cash out vacation pay no more than 3 times per year, a maximum of half of their annual accrual.

- Article 36 – Health Benefits Fund, Section A: Schedule of Contributions. An increase in monthly payments to the ATU H&W Trust Fund. Trustees of the ATU H&W Trust Fund will meet yearly to adopt plan renewal rates and review the Fund's reserves to adjust if needed (see Side-Letter for methodology).

- Side-Letter 2017-004 – Pension Plan. LACMTA will provide all current retirees whose retirement date is on or before September 1, 2017, a **4% increase** to their pension annuity payment, and all current employees enrolled in the Drop program, a **2% increase**.

I warmly congratulate our deserving retirees who are currently receiving a monthly annuity. ***Beginning with your September payment—and for life—you will receive a one-time 4% increase to your monthly annuity. This is a first for ATU Local 1277: Getting a permanent increase for our retirees who get a monthly annuity.***

Further, I congratulate all Local 1277 active members who are in the DROP Program. ***You will receive a one-time 2% increase to your monthly annuity, beginning in September, and also for life. Like with our retirees, this increase is also a first for ATU Local 1277: Getting a permanent increase for our DROP members' annuity.***

Brothers and sisters, this is a fair contract, one that protects your best interests and professional goals for the next five years. Your Executive Board fought hard for these and other provisions, and once again we—as a Union—demonstrated the strength of collective bargaining and success of unity. Truly, *“In Unity There is Strength!”*

Take us out to the ballgame!

High Flying Dodgers Host “Union Night” at the Ballpark

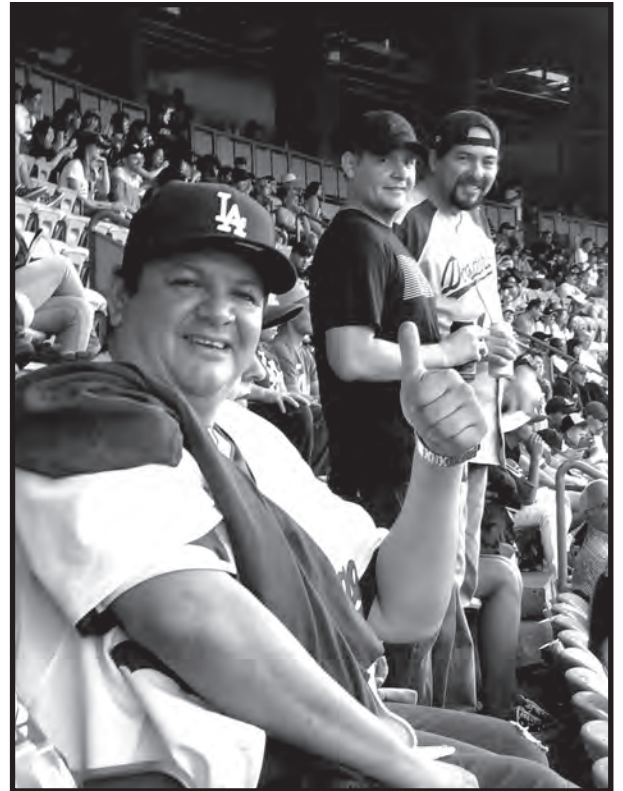
By Doug Kurowski - Board Member-at-Large

Friday evening, August 11, was “Union Night” at Dodger Stadium. This is an enjoyable annual event which honors the Los Angeles County Federation and its sister unions that are in the forefront of the fight for higher wages, better benefits and healthcare, safer worksites, and an appreciation for the dignity of hard work and working families.

Joining 1,500 other union-organized working men and women, some 60 brothers and sisters of ATU Local 1277 (along with family members)—from all of our properties—were at the ballgame to cheer on the Dodgers and show their support for the union movement and the L.A. County Fed, which is our umbrella organization.

To make a thoroughly enjoyable evening even more memorable, following the game, the Dodgers hosted a spectacular fireworks display. You could hear “*Ooohs and Aaahs*” throughout the stadium. I warmly thank the Dodgers for honoring the unions which represent the dedicated and skilled men and women who make the City of Los Angeles and Southern California work.

And, for all you loyal Dodger fans, *even as we continue to support the best team in Major League Baseball, we should also continue to remember to support the union movement!*



▲ ATU Local 1277 members, from all our properties, cheerfully give a thumbs up to their team as they “play ball” at Dodger Stadium.



► Local 1277 members cheer on their Dodgers as the team honors working men and women on “Union Night at the ballpark”.

President's Report Career Advancement

Thirteen Local 1277 Members Graduate Mechanic C Training Program

I am proud and pleased to report that 13 ATU Local 1277 brothers and sisters have recently graduated from MTA's Mechanic C Training Program. These dedicated and ambitious members have embarked on a rewarding career path. Further, their achievement demonstrates how a vast and complex operating system like MTA needs all its "parts" to function successfully and serve the mass-transit-dependent public which relies on it.

And truly, these new Mechanics are important "parts" of the overall MTA operation. They, along with more experienced Mechanic B and Mechanic A brothers and sisters, repair, overhaul, and renovate the great fleet of coaches that make MTA go. More than half-million greater Los Angeles-area riders depend on their work every working day. This is an awesome responsibility, and our trained and skilled Mechanics contribute significantly to the success and growth of mass transit throughout the Los Angeles greater metropolitan area.

Our new Mechanic Cs are:

Cynthia Attala; Cesar Chavez; Matthew Escovedo; Adam Flores; Carlos Hernandez; Eric Roeters; Gerothy Salinas; Carlos Samano; Jeremy Schoen; Malcolm Stewart; Daniel Vargas; Jonathan Velaquez, and Mitch Wickremasuriya.

Of course, all the brothers and sisters in Local 1277's MTA Unit are vital "parts" of the Authority's smooth operation. Day in, day out, from shift to shift, our members perform their tasks, and by doing so they ensure that MTA continues to serve its public. Our training, skills, dedication, and experience make MTA go, and our region is all the better for it!

Congratulations, again, to our brothers and sisters who have graduated from the Mechanic C Training Program. I wish every one of them—and all the members of our MTA Unit—long, successful and rewarding careers of service to the public.



▲ Proud new brothers and sisters set out on their career paths after completing MTA's Mechanic C Training Program.

Honoring Working Men and Women

Despite the hatred and scorn that the current gang in Washington, D.C. heaps on the working people who make our economy and country grow and thrive, Labor Day is once again upon us, and I wish every hard-working American an enjoyable and safe holiday. *Year in and year out, we earn it!*

But, as we have tried to remind you over the years, Labor Day is *more* than just a time for relaxing, barbecuing, the beach, and good friends. Labor Day rightly *honors* the sweat and toil of the countless millions of working men and women who have—literally—built this country from the ground up.

Labor Day recognizes the unquestioned contribution of people who go to work every day, at all hours, in all trades, throughout our country, and who ask only for—and completely deserve—fair wages and benefits for their work shift, as well as respect for their skills and the essential dignity of productive work.



So, brothers and sisters, enjoy your well-earned holiday, and always remember that you and our Union, and all those people who came before us and will come after us, are part of a never-ending stream of working men and women who build, maintain and expand our economy and country!

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.nlrb.gov/news-outreach/fact-sheets/nlrb-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.

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

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