



# Local 1277

# News

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Website: [www.atu1277.com](http://www.atu1277.com)

## President's report

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### Local 1277 City Residents Must Vote For Karen Bass for Los Angeles Mayor!

By Art Aguilar  
President, Local 1277

Brothers and sisters, the election of the City of Los Angeles' next mayor is as important as any of the other races on the November 8 ballot. Please see the State Fed's endorsement of candidates on (page 3).

Why is this local race so important, you might ask? After all, being a big-city mayor is often a thankless, pressure-filled job. One has enormous responsibilities, but more often than not doesn't have the political strength or reliable allies to move progressive legislation by entrenched special interests and the "This-is-how-we've-always-done-it" crowd. It is no political accident that rarely do big-city mayors rise to higher elected office.

*That said, the election of Los Angeles' mayor is a very big deal for our Union, especially for the brothers and sisters of our MTA Unit. Therefore, I wholeheartedly and unequivocally urge every ATU Local 1277 member and family living in the City of Los Angeles to vote for Karen Bass for Mayor!*

Let's start with the single-most important reason to support pro-union, pro-working people, pro-working families Karen Bass: **The mayor has four appointments (including herself) to the powerful, career-influencing LACMTA Board of Directors! That's four votes out of 13 that are cast on the important decisions that affect our contract, worksites, safety, benefits, healthcare, and futures!**

Do the math, brothers and sisters: *Four* out of 13 is one hell of an important voting bloc, especially when you consider that *seven* votes carry the day—for better or worse for you and our Union!

### Compare the Candidates

Karen Bass has served with integrity and distinction as a State Assemblymember and United States Congresswoman. Over her long career of public service, she has been a strong voice—and vote—for the rights, needs, and goals of working men, women, and families. She has been a vocal and forceful leader in the continuing fight for economic, social, personal, and political equality. Ms. Bass has stood with organized labor

and our progressive agenda a time and time again. Now it is *our* turn to stand strongly with her!

*And, brothers and sisters, let me tell you that the strong endorsement of the most-pro union President we have ever had—Joe Biden—is further assurance that we, along with all the other unions in Los Angeles, are backing the right candidate for mayor: Karen Bass.*



### Our choice for Mayor!

Now consider Ms. Bass' opponent: Billionaire real-estate developer Rick Caruso. He has no political or governing experience. He's a political shapeshifter, switching from the Republican Party to the Democrats. Not out of any deeply held convictions, mind you, but simply because of the cynical and self-serving choice that to win elected office in Los Angeles one must run as a Democrat. *The man has no strong guiding political or social philosophy other than, "What does it take for me to win?" and "How can I keep building projects throughout the Southland and keep raking in the money while doing it?"*

Any sympathy for, or understanding of the needs and goals and struggles of working people and families? *Forget it.* Any comprehension or interest in the role of unions in shaping society and building the middle class? *Fat chance.* Any real record of public service to the people and City of Los Angeles? Caruso boasts about his term on the LAPD Commission—but *apparently, he missed about as many meetings as he attended.*

### The Only Choice!

There really isn't much to think about here, brothers and sisters. The choice for L.A. Mayor is about as obvious as any we've seen in recent years. The decision to select the person who will greatly influence and guide the LACMTA Board is as cut-and-dried as it is important:

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As a member of our great local Union, you have many tools to enforce the CBAs/MOUs we have fought long and hard for and have been crafted solely for your benefit. And maybe the most important tool in our arsenal is the *Grievance form*. Your Union officers do *not* deal in blue memos (MTA-Unit), e-mails to management, or interoffice memos. All of those are management tools, which too often are then used against the member who filed it, or even worse, against another union brother or sister.

What makes it worse is we union representatives may not even find out about those blue memos until it's too late! Another pitfall of memos is, management might try to sweep the issue under the rug without us ever knowing about it or about the violation involved. No, no, **no**: We do not use managements tools, we have our own "big stick": *We have a Grievance form*.

The Grievance form is property of our Union, *and as such it will be answered per our agreements, and we will know about it!* Not only is there language in our CBAs/MOUs that addresses timelines pertaining to grievances, it also explains each step of the grievance process.

**Defining a Grievance**

So then what is a grievance? The definition of a grievance is ***"an official statement of a complaint over something believed to be wrong or unfair."*** In our case, what is wronged, ***is a contractual violation of your rights as defined by your CBA/MOU.*** What is *not* a grievance? Well, for example, you *cannot* file a grievance over a feeling. You can't go to management and say, "I feel that you were wrong." ***Grievances are facts based on contractual language.***

Our grievance forms were designed to get the most information as possible from whoever is filing the grievance. Do we need everything to be filled out? ***Yes!*** If you have never seen our grievance form, please get one from your Shop Steward or go to *atu1277.com*, scroll to the bottom, click on forms, and click on grievance form. Familiarize yourself with it, make copies and keep them with you; you never know when you might need one.

Like I said before, we need *all* the information. starting with the basics: Name, worksite location, job classification, contact details. These are important because they clearly identify the grievant and how we can get in contact with you should we have to do so. *There's no need to be creative here or write in "on file"* (yes, we see it all too often). I get it, even though we should have your information "on file", it may not be available or right on hand when we are working on the grievance. Also, do not assume that the agencies forward any

contact information to us out of the goodness of their hearts. Further, members might move shifts, locations, and/or classifications. We may not know this, and by completely filling out the Grievance form, you help us better represent you.

The next section is a brief description of how you were wronged. The best way to fill this out is as follows: Try to answer Who? What? When? Where? Why (if you know)? And how you or a group of employees were wronged. This is what is being grieved and why. There's no need to write a full-length novel, however, *but be sure to specify names, dates, and times if you know or have that information.* Also, if this is being filed on behalf of a group of members, always make sure to list everyone in the group. Doing so, helps in the long run with identifying the group (class).

The next section is asking to identify what articles of the CBA/MOU that were violated. It is always good practice to know what specific article was violated, but if you are unsure, check with your helpful Shop Steward or Union officer.

So, by now you have identified the problem, you have cited the relevant articles that were violated. Now what? Well, what do you want as a resolution? Are you asking to be paid, to be allowed time off, to be promoted? If it is pay you are seeking, how much? *What exactly is it that you are seeking?*

**The Next Step**

You're done filling it out, now what? Well, you'll want to turn it in. On the top right corner of the form is a box. Make sure that you submit it to your immediate supervisor. ***Have them print their name, sign or initial and timestamp it as verification they received it. Always, always make sure to get a copy of the received grievance!*** Once the grievance is submitted, refer to your CBA/MOU for the process that follows. Every contract is a little different when it comes to the process, so please refer to yours and familiarize yourself with the process.

For those of you at our MTA Unit, you can find the grievance process under Article 19. At RTA, you can find the process under Article 12. At LBT, Articles 8 and 21 describe your process. Our STA members can find theirs under Article G-20. Finally, our brothers and sisters at Metrolink can find their grievance procedures under Article 18.

Please take away two lessons from this introductory course, Grievance 101: ***1) We don't deal with management memos. 2) Always fill out the entire grievance form no matter if it is your first or your hundredth.*** Hopefully, you won't be filing any grievance, but if you have to, this is the right way to go about it.

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

<b>Tuesday, Sep. 6:</b>	Los Angeles area members:
<b>Tuesday, Oct. 3:</b>	L.A. Building Trades Council, 1626 Beverly Blvd., Los Angeles. Morning Session 10:00 a.m. Evening Session 5:00 p.m.
<b>Wednesday, Sep. 7:</b>	Metrolink Unit members:
<b>Wednesday, Oct. 4:</b>	Local 1277 Office, 1744 North Main Street. Morning Session 8:30 a.m. Evening Session 5:00 p.m.
<b>Wednesday, Sep. 7:</b>	Riverside area members:
<b>Wednesday, Oct. 4:</b>	IELC Building, 1074 E. La Cadena Dr., Riverside Morning Session 10:00 a.m. Afternoon Session 3:00 p.m.
<b>Thursday, Sep. 8:</b>	SunLine area members:
<b>Thursday, Oct. 5:</b>	Hilton Palm Springs, 400 East Tahquitz Canyon Way, Palm Springs Morning Session 10:00 a.m. Afternoon Session 4:00 p.m.
<b>Thursday, Sep. 8:</b>	Long Beach area members:
<b>Thursday, Oct. 5:</b>	LBFA Local 372, 2201 Cherry Avenue, Signal Hill CA 90755 Morning: 10:00 a.m. Afternoon: 3:00 p.m. Evening: 6:00 p.m.

So, as always, the California State Federation of Labor has carefully interviewed a great number of candidates for federal, state, and local political offices. The Fed checked backgrounds, incumbents' voting records, and made crystal clear to all candidates what our needs and goal are for working people and families. The Fed then determined that the following men and women—incumbents and challengers—are the best elected officials who will fight for our agenda.

**Be sure to vote on Tuesday, November 8 or earlier, after ballots are mailed out in early October. Your vote matters!**

**Governor – Gavin Newsom**

Lieutenant Governor – Eleni Kounalakis

**Secretary of State – Shirley Weber**

Attorney General – Rob Bonta

**Treasurer – Fiona Ma**

Controller – Malia Cohen

**Superintendent, Public Education – Tony Thurmond**

Board of Equalization – Tony Vasquez and David

Dodson

**United States Senator – Alex Padilla**

### United States Congress

**District 26 – Julia Brownley**

District 27 – Christy Smith

**District 28 – Judy Chu**

District 29 – Tony Cardenas

**District 30 – Adam Schiff**

District 31 – Grace Napolitano

**District 32 – Brad Sherman**

District 33 – Pete Aguilar

**District 34 – Jimmy Gomez**

District 35 – No recommendation

**District 36 – Ted Lieu**

District 37 – Sydney Kamlager

**District 38 – Linda Sanchez**

District 39 – Mark Takano

**District 40 – Asif Mahmood**

District 41 – Will Rollins

**District 42 – Robert Garcia**

District 43 – Maxine Waters

### California State Senate

**District 18 – Steve Padilla**

District 20 – Daniel Hertzberg

**District 22 – No endorsement**

District 24 – Ben Allen

**District 26 – Maria Elena Durazo(!)**

District 28 – Lola Smallwood-Cuevas

**District 30 – Bob Archuleta**

### California State Assembly

**District 39 – Juan Carrillo**

District 40 – Pilar Schiavo

**District 41 – Chris Holden**

District 42 – Jacqui Irwin

**District 43 – Luz Rivas**

District 44 – Laura Friedman

**District 45 – James Ramos**

District 46 – Jesse Gabriel

**District 47 – Christy Holstege**

District 48 – No endorsement

**District 49 – Mike Fong**

District 50 – Eloise Gomez-Reyes

**District 51 – Rick Chavez Zbur**

District 52 – Wendy Carrillo

**District 53 – Freddie Rodriguez**

District 54 – Miguel Santiago

**District 55 – Isaac Bryan**

District 56 – Lisa Calderon

**District 57 – Reggie Jones-Sawyer**

District 58 – Sabrina Cervantes

**District 59 – No endorsement**

District 60 – No endorsement

**District 61 – Tina McKinnor**

District 62 – Anthony Rendon

**District 63 – Fauzia Rizvi**

District 64 – Blanca Pacheco

**District 65 – Mike Gipson**

District 66 – No endorsement

**District 67 – Sharon Quirk-Silva**

District 68 – Avelino Valencia

**District 69 – Josh Lowenthal**

### State Propositions

**Proposition 1 (Right to reproductive freedom) – YES**

Proposition 26 (Sports betting at Indian casinos) – No recommendation

**Proposition 27 (Mobile sports betting) – No recommendation**

Proposition 28 (Funding for K-12 music and art education) – YES

**Proposition 29 (Various regulations for dialysis clinics) – YES**

Proposition 30 (Tax increase on income over \$2 million for zero-emission vehicles and wildfire-prevention programs) – YES

**Proposition 31 (Upholds ban on flavored tobacco sales) – YES**

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## Grievance 101:

### **What to Know About Your Basic Right**

*By Mauro Varela  
Treasurer, Local 1277*

Brothers and Sisters, let's consider this article as an introductory course on the grievance process, one of your fundamental rights as a working man or woman: *Grievance 101.*

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Hands down, it is Karen Bass for Mayor of Los Angeles! Please do yourselves and your families a big favor and vote for her on Tuesday, November 8 or before by mail. This is truly an important election, for our Union, your careers, and our city!

## **A Salute to Brother Art Pulaski, As He Retires from Leading The California Federation of Labor**

Recently, Brother Art Pulaski retired after leading the California State Federation of Labor for 26 years. But even more than his outstanding leadership of the State Fed for more than a quarter of a century, I warmly salute Art for an *entire lifetime* devoted to working diligently for economic, social, and political justice for working people and families! His is very much a career to honor and remember.

Since 1996, when Art became Secretary-Treasurer of the State Fed, membership has more than *doubled* to its current 2.3 million members, represented by 1,200 local unions, covering a broad range of manufacturing, transit, service, public-sector, and construction jobs. Under Brother Pulaski's strong leadership, the State Fed scored a series of impressing, ground-breaking achievements:

- *Restoring* daily overtime pay, defeat corporate attempts to eliminate it
- *Raising* the minimum wage to \$15/hour
- *Increasing* benefits for injured and unemployed workers
- *Creating* collective-bargaining opportunities for hundreds of thousands public employees
- *Passing* the nation's first comprehensive Paid Family Leave Law
- *Ensuring* that every California Member of Congress supported the 2010 Affordable Care Act

Art joined his first union, the Amalgamated Meat Cutters, at age 16. He stayed true to the union movement ever since, becoming Executive Secretary of the San Mateo County (in Northern California) Central Labor Council in 1984, where he served for 12 years. If his State Fed work wasn't enough, Brother Pulaski also served as President of several non-profit groups, including, Cal Works Foundation, Labor Project for Working Families, and "We Do the Work," which was turned into a well-received PBS series. Art also co-founded PalCare, a childcare center for employees at the San Francisco International Airport.

He served ably on numerous gubernatorial panels and commissions which focused on economic programs, workforce development, and higher education. Under Art's leadership, the State Fed formed productive alliances with community organizations and faith-based groups. These teams spearheaded numerous reform campaigns across the state. In 2003, the State Fed led the creation of Stand for California, a coalition of unions, civil-rights groups, business, faith-based organizations, and community activists working for economic and social equality.

Brother Art Pulaski leaves an indelible mark on the California labor movement and the community at large. He leaves our state, and the working people and families in it, better and more secure thanks to his efforts and vision. He has been a giant force for progress. I most heartily salute Art for his achievements, career, and friendship. *Enjoy a long, happy, and healthy retirement, brother!*

## **All Our "Retired Souls" are Invited To the Spooooky Old Timers Get-Together!**

It's that joyous, good-memories time of the year again! ATU Local 1277's fun-filled Old Timers reunion and party. After the unfortunate break due to the Covid pandemic, we are more than happy to invite our retired brothers and sisters to *celebrate* and eat, drink, and reminisce about the "good old days" on the job!

*This year's festivities—with a real spooooky theme—is set for 11:00 a.m. – 3:00 p.m., Saturday, October 1, at the Quiet Cannon, 901 Via San Clemente, in Montebello, 90640.*

As always, your Executive Board and active members are pleased to invite eligible retired brothers and sisters, along with one guest, to the party. Our Old Timers bash is one of our Union's favorite events, and we are really glad to bring it back this year!

So, dig out your sheets, vampire teeth, masks, and cobwebs and join us for the fun!

*All attendees must have their Union dues paid up for 2022. Party invites will go out in mid-August. Reservations must be submitted by Friday, September 16.*

You may bring any additional goblin or ghoul for \$80.00 per ghost.

Meal options are: Prime Rib of Beef, Baked Garlic Chicken, and Pasta Primavera.

And, of course, what would our Old Timers party be without terrific prizes to be raffled off! Every attendee is eligible for the prizes, including our always-exciting *grand prize*. *As always, you must be in attendance to qualify to win—and must be current with your Union dues.*

Following lunch, there will be a few remarks and presentations, including honoring our Local 1277 Shop Steward of the Year with the President's Award.

*It would be scaaaary to think you won't be there! Please join us!*

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## **Be Sure to Vote on November 8! Here are the State Fed Endorsements**

As you have learned over the years, the politicians we elect (or oppose) often can play a very important part in both our professional and personal lives. *It matters who we support and who we oppose.* Legislation, crafted by the politicians we support, shapes our worksites, homes, and futures. Organized labor's time-honored political slogan has never been more meaningful: *"We support our political friends and fight our political foes."*