

AFSCME District Council 36



Member's Handbook





AFSCME District Council 36
514 Shatto Place
Los Angeles, CA 90020

Dear Member:

As an AFSCME member you have the opportunity to enjoy the invaluable benefits of membership in America's most prestigious, progressive and democratic union.

This book is designed to provide you with important information about AFSCME, and District Council 36 - its history, its structure, and its numerous and invaluable benefits which you, as an AFSCME member, can enjoy.

This book highlights AFSCME Council 36's history. It also conveys the significance of the union's success by illustrating the unequalled membership services and benefits which AFSCME Council 36 now delivers for the nearly 20,000 public employees we represent.

This history will give you insight into the struggle of AFSCME members for a better quality of life - their dream, their unity, and the triumph of their spirit.

Higher pay, more benefits, better working conditions, and job protection are all tangible accomplishments of AFSCME Council 36.

However, AFSCME Council 36's history is much more. It is being part of a collective achievement of the decency and the dignity which all of our members deserve.

I invite everyone to read this information. It relates to where we came from; and how we got to where we are today.

By knowing the history of our union, Council 36 members hopefully will be more aware of the unparalleled benefits and services which AFSCME now delivers for them.

The story of Council 36 is that it provides living proof that the ability to deliver for our members is singularly and foremost Council 36's greatest accomplishment.

I congratulate every member who helped forge Council 36's distinguished history. I am particularly proud to have been a part of it, and I want to welcome you to the AFSCME family.

I am also excited by the anticipation of the future with you becoming an active member and making Council 36 even greater than it already is.

In Unity,

Cheryl Parisi,
Executive Director

FREQUENTLY ASKED QUESTIONS ABOUT UNIONS

Q. What is the union?

A. The union is a group of individuals who have joined together to form an organization that represents them in their working relationships with their employers.

Q. What does the union do?

A. The union negotiates contracts on behalf of its members with their employer that guarantee levels of pay, benefits and other conditions. The union makes sure that your employer follows the terms of the contract so that you receive fair treatment. The union comes to your aid if you have a grievance against your employer that has merit - if you are unfairly disciplined or even fired.

Q. If I feel I have a grievance, what do I do?

A. Contact your local union steward, who will determine if you have a grievance.

Q. Where does the Union's strength come from?

A. From members participation. We are only as strong as members that come together as a unified voice that enables us to engage employers on even terms. A union - any union - is only as strong as its members. You, along with other members, are the union.

Q. What is a labor contract?

A. A contract is a legal agreement reached between your union and an employer through the process of collective bargaining, spelling out wages, hours of work, working conditions, and health and welfare benefits. Ask your steward or staff representative for a copy of the contract for your bargaining unit, or go to afscme36.org.

Q. How often do we negotiate?

A. Contract terms vary. The normal term of a contract is three years. Contact your Staff Representative for the duration of your contract.

Q. Why are AFSCME workers better off?

A. Unions, by virtue of the strength that comes from people joining together, are able to achieve through negotiations what an individual cannot achieve alone. Non-union employees have no bargaining power and are at the mercy of their employer's whims.

Q. Why is AFSCME politically active?

A. Unions know that elected officials have a major influence on the workplace and the community. That's why unions support candidates in all three branches of government who are capable, fair, and "labor-friendly" - those who have records of supporting legislation that helps working families. Unions also lobby the legislature to encourage support for bills that will improve workers' lives.



DIRECTORY OF BENEFITS ONLY FOR AFSCME MEMBERS

LEGAL SERVICES

AFSCME is a member of the Union Plus Legal Services program which allows you free consultation from a participating attorney on any legal matter, free document review and a 30% Discount on additional legal services. Call (888) 993-8886 for more information.

SCHOLARSHIPS

AFSCME offers several scholarship opportunities for members and their families. Call 1-800-5-AFSCME for more information.

AUTO/TRUCK BUY/LEASE DISCOUNTS

Save time and money when you buy a a new vehicle. Buy a union made car or truck and receive an additional \$100 savings. Call (877) 800-2924

CREDIT CARDS

An AFL-CIO endorsed credit card with low rate balance transfers, competitive rates, no annual fee, strike skip payments and a unique Member Advocacy Program. Call (800) 522-4000 or apply on-line at www.unionpluscard.com.

BENEFITS THROUGH AFSCME INTERNATIONAL

Additional benefits are available through the International Union, including a variety of discounts on auto insurance, car rentals, cell phones, flower services, pet services, theme parks, union hotels, vacation tours, loan and mortgage programs, union made checks, and more. (800) 238-2539

HEALTH BENEFITS

AFSCME has negotiated comprehensive health care benefits in all of its contracts. Securing quality health care services for our members is a top priority. For specific benefits consult your employer's personnel office or speak with your AFSCME representative.

Brochures regarding these benefits and more are available by calling (213) 487-9887.

YOUR LOCAL

Your Local Union might be made up of workers at a single location, or people who do the same type of work across a region or even the entire state. As a member, you have the right to vote for your Local Union officers. In addition, after a full year of membership in good standing preceding the election year, you have the right to run for an office yourself. In most cases, Local Union offices include:

1. President - duties include presiding at all meetings, countersigning all checks, serving as a member of all Local Union committees, and reporting to the membership regarding the activity of these committees.

2. Vice President - duties include assisting the President and performing the President's duties in his/her absence.

3. Recording Secretary - duties include recording all proceedings of meetings and carrying on all official correspondence of the Local.

4. Secretary-Treasurer - duties include handling all Union finances, preparing and signing checks, and preparing accounting reports for the International Union.

5. Executive Board Members - this body meets at the call of the President and acts as the governing body of the Local except when meetings of the Local are in session.

These elected officers make up the Local Union's Executive Board. In addition, three Trustees are elected to coordinate twice-yearly audits of the Local's finances.

Your Local Union selects a Negotiating Committee to negotiate directly with your employer. Members have the right to propose changes to the contract through their Local Unions.

DISTRICT COUNCILS

District Councils are organized to allow flexibility in local and regional matters while maintaining the statewide union's strength in numbers. For instance, the District Councils' P.E.O.P.L.E. Committees endorse candidates for local governments, representatives in the state legislature, and candidates for U.S. Congress.

District Councils are governed by an Executive Board. District Councils are fully funded by per capita dues deducted from your paycheck and disbursed by Council 36.

Visit the District Council's Website

AFSCME36.org

- * Updated Regularly
- * Calendar of upcoming events
- * Local bylaws

EXECUTIVE BOARD

AFSCME prides itself as a union controlled and directed by its members.

The Union's supreme authority is held by its member-delegates assembled for Council 36's biennial convention. When the convention is not in session, authority is held by Council 36's Executive Board. The Executive Board, which meets monthly on the fourth Wednesday in the evening, is open to

members. The E-Board is comprised of a President, Secretary, Treasurer and Vice Presidents representing county, city, school district, and other political sub-divisions employees.

These officers are elected by delegates to the semi-annual convention. The Executive Director is appointed by the Executive Board and serves at their pleasure.

The members of the current E-board are:

Alice Goff, President (Local 3090)

Gwendolyn Jones, Secretary (Local 575)

Roy Stone, Treasurer (Local 2626)

Jose Trujillo (Local 164)

Sylvena Parker, (Local 143)

Andrea Houtman (Local 800)

Gerry Adams (Local 3112)

Homer Post (Local 901)

Karen Norwood (Local 3302)

Ray Prado (Local 2229)

Joan Raymond (Local 127)



2007-2009 Executive Board Takes The Oath of Office

front to back: Joan Raymond, Roy Stone, Alice Goff, Gwen Jones, Andrea Houtman, Trustee Leon Thomas, Sylvena Parker, Ray Prado, Jose Trujillio and Trustee Al Edwards. Oath administered by Assistant to the President at AFSCME International Lee Saunders. Not present are Board member Gerald Adams and trustee Al Alongi.

COUNCIL 36 LOCALS AND PRESIDENTS

For information on how to contact your Local's President call (213)487-9887.

119 LA County Auto Equipment & Repair,
127 City of San Diego,
143 LA City Housing Authority,
164 LA City CRA,
276 Mediators & Evaluators,
575 Court Clerks,
585 CRA Professionals,
619 City of Cerritos,
685 LA County Probation Officers,
741 Part Time Recreation, City of LA,
800 Jewish Federation Council,
809 City of Carson,
830 Agricultural Inspectors,
858 City of Pasadena,
901 Recreation & Parks Professionals,
910 Law Clerks and Research Attorneys,
1117 City of Torrance,
1520 City of Artesia,
1734-0 Midway City Sanitation District,
1890 CRA Management,
1895 City of Lawndale,
2006 LA Professional Medical,
2076 Orange County Eligibility Workers,
2204 LA City CRA,
2229 ABC School District,
2325 Compton Management Employees,
2626 Librarians Guild,
2712 County Psychiatric Social Workers,
3061 City of Ontario,
3090 LA City Clerical and Support Employees,
3112 Anaheim Union School District,
3271 Superior Court Professional Employees,
3302 LA Superior Court Admin. Support,
3325 City of Covina,
3339 City of West Hollywood,
3511 Supervising Psychiatric Social Workers,
3624 City of Hawaiian Gardens,
3634/3150 MTA Supervisors,
3672 LA Executive Secretaries,
3745 City of Bellflower,
3947 City of Compton,
3861 Cathedral City,
9905 AFSCME Retirees

Mark Barney
Joan Raymond
Sylvena Parker
Jose Trujillo
Sharis Peters
Carole Prescott
Florenca O'Brien
John Nieto
Ralph Miller
Judy West
Andrea Houtman
Brent Severtson
Paul Monson
Marchell Parker
Homer Post
Michael Boggs
Jeannie Moorman
Rudy Gonzalez

Kevin Sullivan
Jamie Rodriguez
Dr. Ellen Goudluck
Herman Martinez
Leon Thomas
Francis Bauer
John Phillips
Roy Stone
Bradley Stevens
Jim Jimenez
Alice Goff
Gerald Adams
Irma Soto
Karen Norwood
Joanne Rumpler
Jeff Book
Steven Hendrickson
Juan Serrano
Ernest Waters
Debbie Kindred
Ross Ault
Rose Downs
Susie Genera
Judy Levy

AN OVERVIEW OF AMERICAN LABOR UNIONS

Until the late 1930s, legal protection for workers didn't exist. Workdays in the early 1900s were often 12 or 14 hours, wages were pennies a day, and conditions were extremely unsafe. To survive, small children frequently worked in mines and factories to contribute to the family income.

To keep workers from banding together, employers fueled hostility between various ethnic and religious groups. Wealthy business owners turned to the government to protect their interests by suppressing workers' efforts to create unions. In fact, the earliest police forces were established primarily to break up strikes.



Many unions went underground to avoid punishment. They began as secret societies that enabled members to support and protect one another. The small dues that were collected were often donated to the families of sick or deceased members.

Despite oppression and violence, a variety of labor unions eventually formed. These groups, called craft unions or trade unions, generally organized members doing the same type of work. These organizations formed the roots of the American labor Movement.

Labor unions staged a variety of demonstrations and strikes beginning in the 1800s. Among their initial demands was a ten-hour day, a living wage, and an end to child labor. Eventually, unions would also convince the federal government to recognize their legal right to exist, their right to negotiate group contracts with their employers, called collective bargaining, and to strike.

The American Labor Movement also pressured the federal government in 1938 to pass the Fair Labor Standards Act, legislation that continues to guarantee a minimum wage and overtime for more than 40 hours worked in a week. In addition, labor unions also supported the establishment of Social Security and Medicare.



Eventually, unions were established for almost every type of worker, including teachers, professors, journalists, and entertainers. One of the largest coalitions of labor unions is the AFL-CIO, the American Federation of Labor and Congress of Industrial Organizations, of which AFSCME is an affiliate.

Through collective bargaining, political activism, and public education, labor unions like AFSCME continue to fight for fair and safe workplaces, living wages, and low-cost health insurance for working families.

THE RISE OF PUBLIC EMPLOYEES

The 20th century saw a large increase in the number of civil service workers, also called public employees - people hired by state and local governments to serve the public. In the early 1930s, fearful that a new political administration would axe public service jobs, a handful of

activists began to organize Wisconsin's state employees.

The first member to sign up was Arnold Zander, a personnel examiner for the state. Four years later, Zander became president of the new national organization, the American Federation of State, County, and Municipal Employees, or AFSCME.

Under Zander's 32 years of leadership, AFSCME's membership grew to a quarter of a million. In the the mid 1960s AFSCME went through an internal struggle to become the democratic union it is today. Led by Jerry Wurf the union adopted a Bill of Rights for members and moved the union become the largest affiliate in the AFL-CIO. Today, AFSCME is an international organization representing more than 1.4 million workers.



Jerry Wurf and Martin Luther King

At the 1964 AFSCME convention, Jerry Wurf, director of District Council 37, was elected the new International President. Wurf campaigned on a platform of more aggressive organizing, pursuit of collective bargaining rights for public employees, and union reform/union democracy. A year later, a special convention re-wrote AFSCME's constitution and included a 'Bill of Rights' for members, a first in the American labor movement.

In 1981, Gerald W. McEntee, leader of the successful drive to organize 80,000 Pennsylvania state employees (now Council 13), became the union's third International President. He succeeded Jerry Wurf who died in office. William Lucy — founder of the Coalition of Black Trade Unionists — continued in his role as International Secretary-Treasurer. Their vision of AFSCME as the union of all public service workers — public or private — helped propel the union's political and organizing agenda for the decades that followed. During the 1980s, AFSCME won collective bargaining rights and organized workers in Alaska, Illinois, Nebraska and Ohio. In 1989, the affiliation of the health care union — National Union of Hospital and Health Care Employees: NUHCE/AFSCME Local 1199 — helped solidify AFSCME as a leading voice in the fight for the rights of health care workers.

CALIFORNIA'S WORKERS JOIN AFSCME

The Meyers-Milius-Brown Act passed in 1968 legalized collective bargaining for public employees in California. Prior to that time Public Employee unions would have to fight just be be recognized as the legitimate employee representative with whom to bargain.

Through the leadership of John Saferian and Henry Fiering of Local 685, the District Council was established in 1969 to provide technical resources to AFSCME Locals. In 1978 The All City Employees Association affiliated with AFSCME and joined the District Council representing clerical and support staff.



Today, Council 36 represents nearly 25,000 public employees in 42 locals throughout Southern California. District Council 57 performs a similar function in Northern California. The two Councils work closely together on statewide political and legislative activities which are coordinated by our Sacramento legislative office.

POLITICAL POWER MEANS BETTER CONTRACTS

Our jobs, wages and working conditions are directly linked to politics. From threatened changes in overtime to privatization to budget cuts, politics at the federal, state and local levels affect public services and workers. Through active participation in the political arena, AFSCME members have a say in policy-making and in electing politicians who support laws that benefit working families. AFSCME is one of the most powerful and politically effective unions in America.

Under federal law, union dues cannot be used directly to fund political candidates for Congress, U.S. Senate or President, although they may be used to support state and local candidates.

AFSCME members support candidates through an independent political organization called PEOPLE - Public Employees Organized to Promote Legislative Equality. PEOPLE is the union's political, legislative and fundraising arm. It is supported by voluntary donations by members and is one of the biggest political action committees in the nation.

PEOPLE is run by AFSCME members who participate in committees at the local, state and national levels. PEOPLE committees raise funds and work to elect politicians responsive to the needs of public service workers.

You can help fund PEOPLE by making a contribution or by having money sent directly from your paycheck. You can also become active with your local's PEOPLE committee in fundraising, political action and legislative advocacy campaigns by AFSCME Council 36.

WEINGARTEN RIGHTS

Under your AFSCME contract and federal law, you are guaranteed certain rights to union representation. Know them. Use them.

1. You have a right to union representation, not a specific union representative, at any meeting with management which could possibly result in disciplinary action against you.
2. Whenever you are called to a meeting with management, explicitly ask about the specific nature of the meeting.
3. Before beginning the meeting or at any time you believe the meeting is covering areas that might result in discipline you may ask for union representation.
4. Prior to proceeding with the meeting confer with your union representative and discuss the matters at issue in the meeting.
5. If you have any questions, ask your union representative.

***KNOW YOUR RIGHTS
AND USE THEM***

KEY CONTACTS

As an AFSCME member* you can call the following persons for more information about your union and your working conditions.

District Council Staff Representative:

Your AFSCME Local Union Number:

President:

Chief Steward:

Steward:

Monthly meeting:

When you joined your Local Union, you also became a member of **AFSCME District Council 36**

Telephone Number: **(213) 487-9887**

Fax: **(213) 487-9822**

Website: **afscme36.org**

*If you are a “fee-payer” you can join the union any time. Just call the Council and ask for a sign up card!

IMPORTANT TELEPHONE NUMBERS

AFSCME Council 36 Offices

Los Angeles	(213) 487-9887
Ontario	(909) 460-6200
Orange County	(714) 778-4417
San Diego	(619) 640-4939
South Bay	(310) 516-1645
PEOPLE	(916) 441-1750

Public Employee Relations

Board (PERB)	(213) 736-3127
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Retirement Systems

CalPERS	(888) 225-7377
LACERA	(626) 564-6132
LACERS	(800) 779-8328
SDCERS	(619) 533-4000