



AFGE LOCAL 1260's UNION STANDARD

QUARTERLY NEWSLETTER

Summer-Fall 2018

IN THIS ISSUE OF AFGE L-1260'S UNION STANDARD

- President's Message: Stagnant Wages at the Agency
- August 13-17, 2018, AFGE's Triannual Convention
- National President, National Secretary Treasurer, and National Vice President for Women and Fair Practices were elected for 3-year terms
- AFGE Council 100 Officers were elected for 3-year terms
- AFGE Local 1260 wins Membership Award
- Local 1260 LPC Erich Schmidt nominated for Award

PRESIDENT'S MESSAGE

The preparations were made and now gone and the get-readiness for busy summer travel are all but over, with a trickling-effect of remaining residue left over from the Labor Day weekend to finalize it all. With one busy season over, it is time to prepare for the next . . . the busiest of them all: Fall-Winter Holiday Season. Still, there is time to catch our proverbial breaths and take in the moment of respite allowed to us. It seems as though every year has been busier than the last, and in truth, it has been—with many more passengers flying than ever before—the workforce is on the receiving end of this extreme busyness. With the busyness comes exhaustion, tiredness, stress, and a host of other issues we all deal with as employees of this Agency. I want to discuss some of my concerns regarding our workforce and how I believe improvements can be simply made from a headquarters perspective.

One of the main concerns I have as the President of this Local Union (No. 1260) is the constant shortage of Officers, the inability to retain good Officers, and the overall satisfaction of the current Officers. In my opinion, these three issues equate to one significant problem: Attrition. This Agency has struggled since its inception to retain long-term employees on a consistent basis—and that needs to stop—like yesterday! While this Agency, in most airports, does not have a problem with attracting applicants, its

issues lie with keeping them. In some of Local 1260's smaller airports, it is difficult to even attract prospective employees, let alone keep them in the workforce.

"This Agency has struggled since its inception to retain long-term employees on a consistent basis—and that needs to stop—like yesterday!"

So, what, if anything, is the biggest problem we face, you ask? I have been employed with this Agency over ten (10) years, I have been a Union representative at this Agency for ten (10) of those years—I have spoken to many current, past, and prospective employees—and only one factor remains unaddressed by our Agency: Employee wages. We lose people, not because of the grueling work we do, or the oft-times abuse we have taken from our superiors when they were allowed to dictate policy on a whim, not even due to our "three [four] strikes and you're out" annual proficiency reviews where our jobs are perennially on the line, but because of the one thing we all wished was not a factor—the dollar. I have seen us lose great Officers to inter-agency transfers, outside public agencies, private sector employers, and to start their own businesses. Some of these will happen regardless of what we do to attempt to change it; However, it would not—and it should not—happen at the rate it has been happening since our inception. Even great agencies lose employees to other agencies, but when we are losing them because of *our inability to keep them, rather than their choice to move on*, that's our problem—not theirs. CONTINUED (ON PAGE 3 . . .)



LOCAL NEWS AND HAPPENINGS

Local 1260 Awarded at AFGE's Triennial Convention

At the AFGE 41st National Triennial Convention in Las Vegas, AFGE Local 1260 received an Organizing Award for growing our Local Union by 76% . . . and we are not finished yet! Our Local went from a Top 20 Membership Organization in TSA to the 2nd largest TSA Local in the Nation and the 1st largest TSA Local on the West Coast. This type of work does not happen on accident, there are many mechanisms involved; for one, the AFGE Local 1260 Executive Board: Executive Vice President Gilbert Vasquez; Local Secretary Treasurer Victor Payes Martinez, Airport Vice Presidents Wendy Delozier (SBA, SBP, SMX), Duncan McGuire (LGB), Danielle Hollis (BUR), Ray Alarcon (SNA), Rosa Valdovinos-Guzman (LAX), and Local Legislative and Political Coordinator Erich Schmidt; and Women's and Fair Practices Coordinator David Chiv.

“Today we celebrate the victories of yesterday, tomorrow and forward . . . and when we fight, We Fight to Win!”

But most of all, it is you, our members: Thank you for trusting us to be your leaders and for being loyal to this Union. I promise we will not fail you. Today we celebrate the victories of yesterday, tomorrow and forward, we fight . . . and when we fight, We Fight to Win!

Local 1260 Awarded by CA State Labor Federation



AFGE Local 1260 received an award from the California Labor Federation, AFL-CIO, for increasing its membership by over 20% in the last year. Pictured is Local President Bobby Orozco Jr. with AFGE District 12 National Vice President George McCubbin III.

As previously implied, this is not the work of one individual or even the work of a particular group, instead this is the work of a collective body of people from the Local, District, National, and larger Union bodies; However, none of these achievements could be achieved without the dedicated workforce believing in the Local Union's adherence to a commitment to a greater cause for the betterment of the entire membership as a whole.

AFGE Local 1260 does not subscribe to the notion that any awards it receives are solely based on the work of its Executive Board, but that we implement suggestions from our membership.

Local 1260 LPC Erich Schmidt Finalist for Ed Klein Political Action Award



AFGE Local Legislative and Political Coordinator Erich Schmidt was a Finalist for the 2018 Ed Klein Political Action Award for his substantial efforts to the cause of legislative and political action for Local 1260 and the greater good of the Federation. Pictured with Erich's well-deserved honor is LP Bobby Orozco Jr. who accepted the nomination/certificate on behalf of LLPC Erich Schmidt. Erich (not pictured) has been a force for our Local by committing much of his own personal time to the causes that affect Officers every day. Erich has formed relationships with political allies, their staff, and he has even began working on those who have not committed to becoming our allies. Erich is a Lead TSO at SBA Airport in Santa Barbara, California; he has served in the Armed Forces; and he is committed to serving our members.

AFGE NATIONAL NEWS



AFGE DELEGATES ELECT NATIONAL OFFICERS TO LEAD OUR UNION

LAS VEGAS, NV – AFGE Delegates representing over 315,000 dues-paying members government-wide elected National Officers by re-electing National President J. David Cox, National Secretary Treasurer Dr. Everett Kelley, and National Vice President for Women’s and Fair Practices Jeremy Lannan. Congratulations to all and we look forward to your leadership over the next three years!

AFGE TSA COUNCIL 100 DELEGATES ELECT NEW COUNCIL



Re-elected Council President – Hydrick Thomas [pictured: far right]; Executive Vice President Mac Johnson [pictured: 5th from left]; Secretary Treasurer Johnny Jones [pictured: 3rd from left]; Region 1 Vice President Shabay Izquierdo [pictured: 2nd from right]; Region 2 Vice President John Hubert [pictured: 3rd from right]; Region 3 Vice President Vaughn Glenn [pictured: far left]; Region 4 Vice President Becky Mancha [pictured: 4th from left]; Region 5 Vice President Greg Biel [not pictured]; Region 6 Vice President Bobby Orozco Jr. [pictured: 2nd from left]; Region 7 Vice President Joe Shuker [not pictured]. Additionally, AFGE Local 1260’s Secretary Treasurer Victor Payes Martinez has been appointed as the AFGE Council 100 Fair Practices Coordinator [not pictured]; and Janis Casey has been appointed the Women’s Coordinator.

PRESIDENT’S MESSAGE . . . CONTINUED (FROM PAGE 1)

I am going to be very frank, one of our problems has always been morale. But tackling morale through inventive ways to be inclusive of the workforce’s ideas (Idea Factory), sports leagues, and “profit-sharing” through the Joint Awards

Committee, is not the long-term solution. It is simply a temporary band-aid that upon joint movement will easily be displaced, yet it is their answer to improving morale for the long-term—or is it? Our problem is not simply morale, or at least not morale in the sense that morale stems from itself—because it does not. Instead, there is another reason for this lack of morale. It is a fundamental reason why we are here working. Let me be clear, there are other reasons why we are working at this Agency that are not financially motivated, i.e. call to duty/action in the wake of 9-11, for the Mission, to serve our country through Federal service, but I am not speaking to those reasons. I am speaking to the basic understanding that we all work for one reason—although there may be multiple sub-reasons within that one reason, it is still for one reason—to be paid for our services.

“ . . . if an individual is able to pay his/her mortgage, car payment, have food on the table, have some extra spending money . . . or just to put some money away for a rainy day—that is the epitome of morale—it is why we work!”

I would be the first to admit that this Agency has attempted, and with some success, to improve morale; we do not maintain poor morale for a lack of trying, admittedly this Agency has done more for morale than it has ever attempted in the past—and for that it deserves some recognition. Although the Union does not always agree with managements infusion of programs designed to improve morale without input from the Union, the effort is noted and appreciated. Since I have been President of Local 1260, I have worked to improve the Union’s collaborative efforts with management, which includes involvement in everyday matters affecting the bargaining unit. Management, usually at the HQ-level, does not always agree with the Union being involved in every aspect of the Agency’s decisions, whereas, we, the Union believe that our input is valuable and needed for successful endeavors. Back to the initial tie-in of fair wages equating to some form of positive infusion of morale in the workplace. Some management officials have argued that money is not tied into morale—I wholeheartedly disagree. While there are some aspects of morale that money cannot buy, there are also some aspects of morale that money can buy. It is a common understanding that if an individual is able to pay his/her mortgage, car payment, have food on the table, have some extra spending money for that vacation, birthday bash for the kids, or just to put some money away for a rainy day—that is the epitome of morale—it is why we work! When an individual has the wherewithal to enjoy life—outside of work—because he/she possesses the financial stability that, my friends, is the type of morale that spills over into the workplace and causes workers to be happier than they would otherwise be with stagnant wages. I know I have gone on and on about stagnant wages, and I apologize for the redundancy, but this is an issue of which I am very passionate about. When we have 15+ year employees making wages that are nearly identical to that of a one-year employee, it is not only embarrassing, it is an outright attack on the morale of this dedicated workforce who has endured so much with such little financial return for the well-being of themselves and their families. I pledge to you that I will do everything within my ability to bring this issue to light—because it is the very least you deserve. Thank you.

Photos from AFGE Local 1260: Events



AFGE National Convention



AFGE CA Labor Federation in Costa Mesa, CA



Los Angeles Young Workers Meeting

NEXT LOCAL 1260 MEETING

Saturday, September 29th, 2018; 14:00 hours at 5901 Century Blvd., Suite 750 (7th Floor), Los Angeles, CA 90045; If you cannot be with us in person, you have the option to call, listen in, and participate via phone conference. Contact our Local Secretary Treasurer, Victor Payes, for call-in information. Meeting is typically 1-2 hours. Refreshments will be served.

Visit us on *Facebook*, *Twitter*, and at our Web site at www.afge1260.org or www.afge1260.com

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