

Los Angeles County  
Chicano Employees Association's

# LACCEA NEWS

August 2022

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## LACCEA SCHOLARSHIP FOUNDATION AWARDS

*Apply Now!*

The Los Angeles County Chicano Employees Association Scholarship Foundation invites all LACCEA members to participate in LSF Annual Scholarship Program. Scholarships are open to LACCEA members, family and referred friends. Scholarships are to be used to financially assist with college, university, trade-school or approved certified programs.

**Scholarship Amount:** \$1000 - Five (5) available  
**Application Period:** Oct. 3 - Nov. 14, 2022  
**Submission Deadlines:** Nov. 14, 2022 at 3:00pm

Contact the LACCEA office for an application and additional information. Applications must be complete and received by the deadline, no exceptions.

**Office:** (626)365-1591 • **Email:** [info@lacountychicano.org](mailto:info@lacountychicano.org)

# A MESSAGE FROM THE PRESIDENT

by Johanna Hernandez, President



Dear Members,

Our prominent 2020-2022 Board of Directors' term came to an end with a new Board of Directors and new leaders joining our association. I am honored to be your incoming President. My name is Johanna Hernandez and I have been a LACCEA member for over 11 years. In 2016, I was elected to serve on the LACCEA Executive Board, holding office as Secretary before transitioning to 2nd Vice President. Since joining the LACCEA Board, I have gained the experience with service to LACCEA's membership and vow to have the member's best interest at the forefront of all decisions.

In 2022, the Board's and my priorities will be to: (1) Continue to provide high quality legal representation; (2) Ensure equality amongst promotions in all Departments within the County; (3) Help our members to grow professionally by improving your skillsets for your current job through the tools provided by LACCEA; and (4) Increase membership benefits and great customer service for all.

I want to acknowledge the leadership provided by John Villa and our previous Board of Directors. I am excited to welcome the new class of Directors to the Board; new and returning members who I am certain will successfully fulfill their predecessors' shoes! Please join me in welcoming VPs: Hector Casas and Miguel Casas, Secretary: Marcela Trujillo, and Treasurer: Monica Gastelum, as well as our remaining 2022 Board of Directors: Carlos Coronado, Julio Cesar Garcia, George Alvarez, William Hidalgo, Michael Solis, Gilbert Bautista, Robert Sepulveda, Lucas Martinez, Richard Torres, and Marcelino Sandoval.

Lastly, if you have an idea, suggestion, comment, or improvement, please contact me via email at: [info@lacountychicano.org](mailto:info@lacountychicano.org) (Attn: President Hernandez). If you want to make a difference, reach out to Penny Arroyo and let her know you want to get more involved.

Thank you, members, for your continued participation and enthusiasm in our professional community, and sponsors for your incredible support. Finally, I'd like to give a special recognition of appreciation to our staff: General Manager Brenda Morales, Administrative Assistant Penny Arroyo, LACCEA Attorneys Dion DiNome and Donna Wells, LACCEA Paralegal Anastasia Grant, and Political Director Lee Wax. My success, goals, and vision for this organization to grow, be strong, and successful will not come to fruition without the contributions, trust, and input from our members and those I have mentioned above.

Best Regards,  
Johanna Hernandez



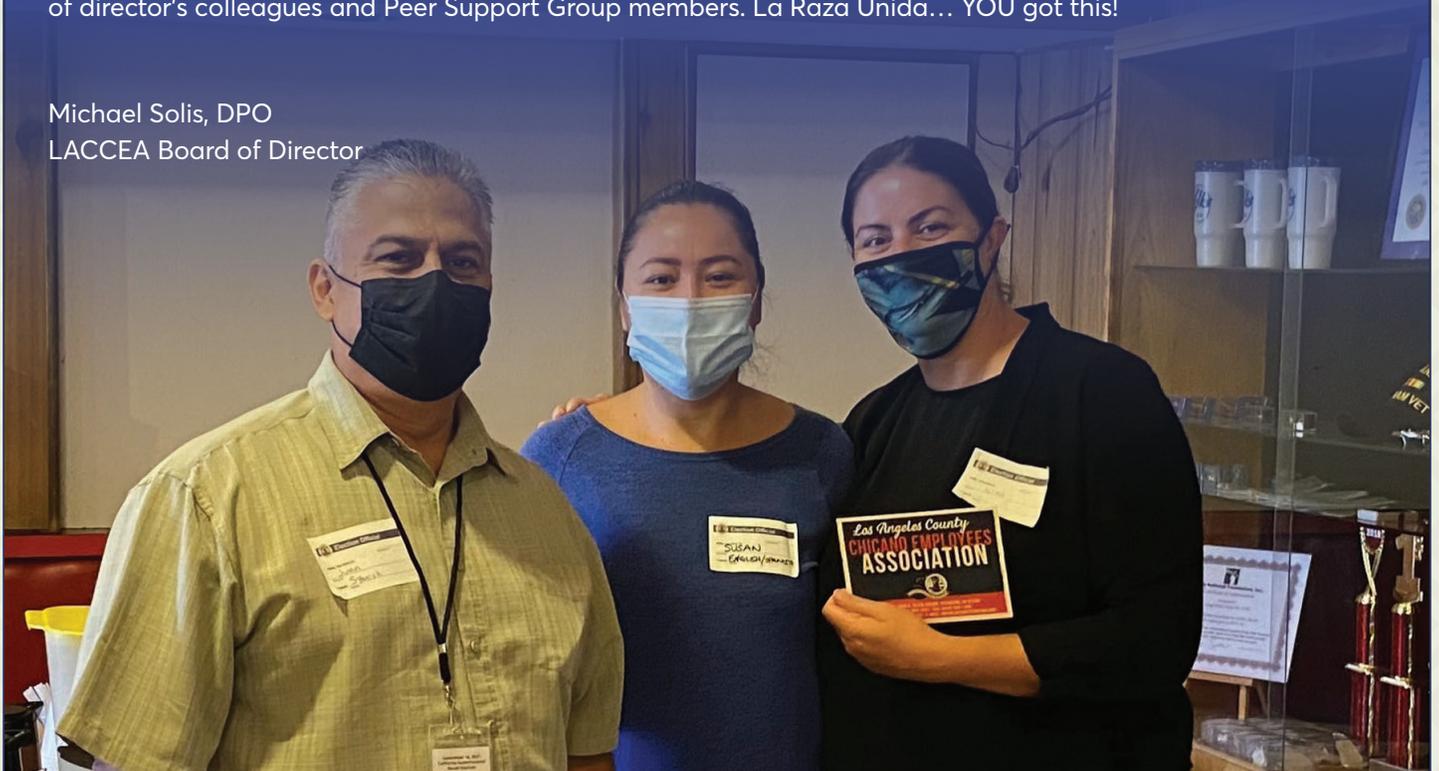


# PEER SUPPORT "TEAM YOU"

by Michael Solis

Greetings LACCEA Familia! Hope all of you are keeping safe and sane during these times. This is the time that we "ALL" have to stick together and support one another. I know what it feels like to have your schedule interrupted by working different schedules, working different shifts, being assigned to a facility over an hour away, (when you live approximately 36 minutes from another) but hey, I am not complaining. Whether you get deployed or not, what I do to overcome that is face East, say my affirmations, sip water and think how grateful I am to be able to have the energy to do what I do. How grateful I am to be able to contribute to my peers. Be it 36 minutes or 1.26 hours or 1.58 hours away, I know I am doing something productive and helping my brothers and sisters. Upon being deployed, I too am asked to stay a few hours extra or an entire shift, and I do! I know I speak for many of you as well. Moreover, aside from being on the board of directors for this great organization, I am also a proud member of our Peer Support Group. I am thankful for those that I have been fortunate to meet and know. You know my first two passions are LACCEA and Peer Support, then Camaro's, let's hear it for the classic car buffs! As peer support members, our primary function and I quote, is to "Listen, Assess and whenever necessary, refer to the most helpful professional counselors." I like to say, we restore hope. All concerns shared with me or any Peer Support Group leader, are confidential. So, back too what I expressed earlier, we need to support one another and re-ignite that flame. As a member of the LACCEA board of directors and Peer Support group, I offer my personal cell number to you. Feel free to share any concerns or call if in need of motivation. I am here for you, as well as my LACCEA board of director's colleagues and Peer Support Group members. La Raza Unida... YOU got this!

Michael Solis, DPO  
LACCEA Board of Director



# ANASTASIA'S CORNER

## Practical Paralegal Points

by Anastasia Grant



## WHAT IS A GRIEVANCE?

A grievance is essentially a formal complaint by an employee to their employer stemming from a real or perceived injustice in the workplace. A grievance may be filed when an employee believes they suffered adverse action by their employer or when they believe there is a violation of contract terms or policies causing unfair working conditions. Grievances are typically filed by an individual, but groups of employees can also file a grievance against their employer when a group of individuals are experiencing the same issue.

There are formal steps to follow if you want to file a grievance, but before filing, employees are encouraged to talk with their manager/supervisor first and try to resolve the issue. For example, if an employee feels uncomfortable working with another employee because of a rumored conflict, the manager/supervisor can talk with the two co-workers and attempt to amicably resolve the alleged issue. If the issue is not resolved informally, or if you are not comfortable talking with your manager/supervisor, you can fill out a formal grievance form and submit it to your supervisor, or in some cases, directly to your Human Resources (HR). If you are a current LACCEA member in good standing, we have trusted attorney's that will walk you through the grievance process, assist you with completing the grievance form, and then file the grievance on your behalf.

Once the grievance has been submitted, the details of your grievance will be evaluated to determine what occurs next. In some cases, the issue is quite simple, and the grievance can be resolved quickly without meeting with management, while more complicated cases (including discipline and involuntary transfers) the next step is to conduct a formal grievance meeting with all parties involved. This is where LACCEA steps in to provide quality representation at your grievance meeting(s) to assure that you receive zealous representation for your grievance.

After your grievance meeting, the grievance manager will consider your verbal statements along with any documentation gathered and they will author a formal response based on their findings (usually within 10 days of your initial meeting). If you determine that the resolution is not satisfactory, you generally have the option to elevate your grievance (in most cases there are 3 levels, but not always, check with you MOU or Department Policy). Your grievance will go through a specified hierarchy of management and will be heard by different people. The First Level is generally your Supervisor, the Second Level is generally your Supervisor's Supervisor, and the Third Level is generally a Department Head or their Designee (rarely, if ever, will you actually meet with the Department Head). If you are not successful at the First Level, it is possible you may be successful at higher Level. LACCEA will also assist you in elevating your grievance and attending any additional meetings that may occur.

Overall, it is understandable that the grievance process can be stressful, but by being a member in good standing with LACCEA, you have access to legal representation whenever you need it. This is one of most important highlights of our organization, and a great example of just one of the various avenues of representation we provide to our loyal members. Let LACCEA help you turn stress into empowerment! Si Se Puede!

# AN OPPORTUNITY TO RISE



The legend Kobe Bryant reminded us that "everything negative - pressure, challenges - is all an opportunity...to rise". Kobe's words remind us that what initially makes us feel uncomfortable is a chance to learn and become stronger. We tend to approach challenges that we are certain we can overcome this way; however, when it comes to those we do not feel equipped to face, our confidence dwindles in the face of adversity.

The differences between these approaches to tackling challenges have been studied thoroughly by psychologist and author Carol Dweck, Ph.D. The first approach is when we choose easier challenges over more difficult ones, what Dweck calls a "fixed mindset" or a belief that intelligence and talent are hardwired in us. The second approach Dweck calls a "growth mindset" and supports development and change in a person. As Kobe's words suggest, a growth mindset sees failure and mistakes as possibilities to learn and evolve. In her work, Dweck has found that those who operate with a growth mindset tend to be more successful due to directing their energies toward searching for strategies to overcome the challenge rather than agonizing over their perceived inabilities.

When it comes to L.A. County employment exams, these mindsets can make or break the test takers. For instance, if an individual believes they are "not good at math", that fixed mindset may impede study attempts, create undo anxiety, and act as a barrier to success. Added obstacles of a lack of study resources or the time to scour the Internet for them could be the final barrier that stunts not only their own careers but also their service potential within the County.

Our belief that employment exam candidates should realize their potential given the right tools is the reason why the nonprofit Employ California was founded. Our team of educators creates and curates practice exam materials for L.A. County employees and job seekers to prepare for employment exams. An original, challenging workbook is provided for test takers to practice in advance of a virtual Saturday morning workshop led by qualified instructors who share strategies needed to solve the problems efficiently. After the workshop, participants have access to a self-paced online course through which they can further study and practice at their convenience.

Equipped with both a growth mindset and the resources needed to approach their exams with confidence, L.A. County employees will promote and flourish, serving our vibrant community with that certain magic that comes when we are given the opportunity to rise.

**Jen Garcia**  
Executive Director  
[www.employcalifornia.org](http://www.employcalifornia.org)



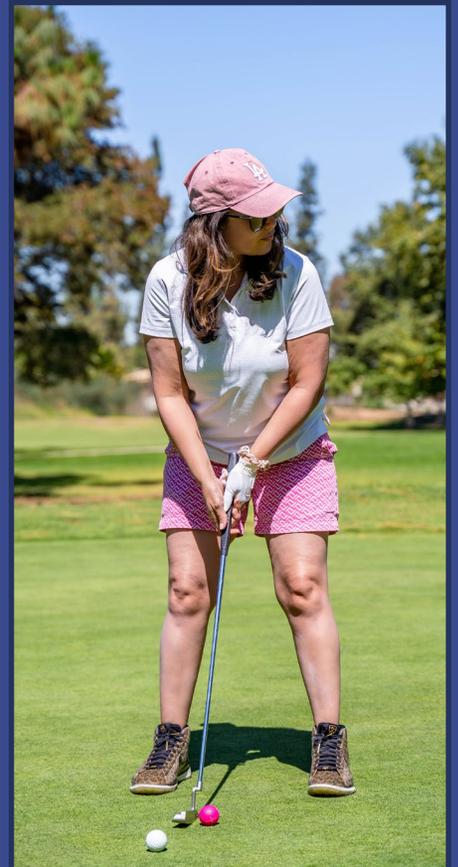


# SCHOLARSHIP FOUNDATION

## LACCEA SCHOLARSHIP FOUNDATION GOLF FUNDRAISER

On Friday, June 24th at the Almansor Golf Course, the Los Angeles County Chicano Scholarship Foundation held it's first Golf Fundraiser. The event was full of surprises! Each golfer received a swag bag, Fidora, cigars, buffet luncheon and amazing music! We'd like to thank our sponsors and supporters:

**EMPLOYEES CLUB OF CALIFORNIA • LACHMA • NLPOA • ATLAS**



# MORE GOLF FUN!





# LACCEA FOUNDATION SCHOLARSHIP AWARDS & BOARD INSTALLATION DINNER

THURSDAY, AUGUST 18, 2022

## THANK YOU

Supervisor, Hilda Solis • Elizabeth Espinosa  
Probation Chief, Dr. Adolfo Gonzales • Employees Club of California  
Atlas Voluntary Benefits • Asian Pacific Probation Association  
Los Angeles County Hispanic Managers Association  
National Latino Peace Officers Association





# EXCITINGLY FUN SAVINGS

The Employees Club of California celebrates the work and lives of Los Angeles County employees by offering exclusive discounts and benefits in entertainment, travel, dining, shopping, supplemental insurance, along with valuable membership perks.

**LOS ANGELES COUNTY EMPLOYEES  
SAVE UP TO 55% OFF ENTERTAINMENT TICKETS**

**THE CLUB DOES NOT CHARGE PROCESSING OR HANDLING FEES!**



ATTRACTION DISCOUNTS



THEME PARK DISCOUNTS



TRAVEL DISCOUNTS



CLUB SCHOLARSHIP



DINING DISCOUNTS



HEALTH & FITNESS DISCOUNTS



**Arlene Herrero**  
VP of Business Development  
Employees Club of California  
311 S. Spring St. Ste 1300  
Los Angeles, CA 90013  
(800) 464-0452 x Ext. 103  
aherrero@employeesclub.com

**JOIN THE CLUB TODAY!**

**EMPLOYEESCLUB.COM**

# NEW VOLUNTARY BENEFITS OFFER



Atlas Voluntary Benefits has partnered with the top insurance companies to provide competitive pricing for all of LA County employees.

- ✓ All Plans Deducted through Payroll
- ✓ Wholesale Pricing
- ✓ Guaranteed Issue for Employee, Spouse and Children (No Medical Questions)
- ✓ Portable at Retirement
- ✓ Maternity Coverage



See Our Great Reviews  
and Amazing Products

[AtlasVoluntaryBenefits.com](https://AtlasVoluntaryBenefits.com)

## Short-term Disability



LA County employees do not pay into State Disability Insurance, leaving you uninsured in the event of any off the job incident.

## Critical Illness Protection

A critical diagnosis can be terrifying, not just for medical reasons but can also cause major financial stress. This plan will help you shift your focus on your health rather than your finances.

## Long Term Care\*

Long-term care is very expensive and is not covered by medical insurance or Medicare. A lot of people deplete their life savings or lose their homes paying for long-term care.

\* Medical underwriting required

## Hospital



This plan will help cover the basics like deductible and copays, and will also assist in the cost of missing work and daily living expenses.

## Accident Protection

When you suffer an injury, your medical insurer will never send you a check. But that's exactly what our accident coverage will do.

## Life Insurance\*

It's very important that you have life insurance that is not contingent on your employment—LA County employees have a policy that is not portable at retirement.



177 E. Colorado Blvd., Suite 200, Pasadena, CA, 91105  
Phone: (323) 287-0505 • E-mail: [office@atlasvoluntarybenefits.com](mailto:office@atlasvoluntarybenefits.com)



# LACCEA

## LEADERSHIP CONFERENCE

### WHEN

**October 20-21, 2022**  
**8am Registration**

### WHERE

**Villa La Paz**

**National Chavez Foundation**

**29700 Woodford-Tehachapi Rd, Keene, CA 93531**

### RSVP

**(626) 365-1591**

**Or**

**info@lacountychicano.org**

### Townplace Suites By Marriott

Room Rate: **\$159 per night (plus tax)**

To receive the discounted rate, please make your reservations, mention LACCEA – Leadership Conference.



**1052 Magellan Dr Tehachapi, CA 93561**

**(661) 338-5000 or (661) 361.0640**

[www.lacountychicano.org](http://www.lacountychicano.org)

### EARLY REGISTRATION

**\$85 LACCEA Members**

**\$95 Non-Members**

### AFTER SEPTEMBER 15TH

**\$100 LACCEA Members**

**\$120 Non-Members**

### INCLUDES

**Continental Breakfast**

**Lunch Buffet**

**Dinner and Entertainment**

**Raffle Prizes**

**No-Host Bar**

### BENEFITING

**Proceeds will benefit students through the LACCEA scholarship program.**

**For additional information**

**Email: info@lacountychicano.org**

**Call: (626) 365-1591**



# Los Angeles County Chicano Employees Association Scholarship

15% Tuition Reduction Scholarship for LA County  
Chicano Employees Association



## Earn a Degree that Gives Your Career a Boost

National University is proud to partner with Los Angeles County Chicano Employees Association to bring a 15% tuition reduction scholarship\* to employees and members looking to expand their knowledge and skills for professional and personal growth. Additionally, spouses and dependents qualify for a 10% tuition reduction scholarship\*. Tuition reduction applies to most associate, bachelor's, and master's degree programs.

## About National University

National University, a veteran-founded nonprofit, has been dedicated to meeting the needs of hard-working adults by providing accessible, affordable, achievable higher education opportunities since 1971. As San Diego's largest private nonprofit university, NU offers over 75 online and on-site programs and four-week courses designed to help students reach their goals while balancing busy lives. Since its founding, the NU community has grown to over 30,000 students and 185,000 alumni around the globe.

## Whole Human Education

National University offers a holistic approach to student support, well-being, and success, called "Whole Human Education." It means we'll be with you side-by-side, every step of the way, breaking any barriers you face in achieving your education.

\*Pre-licensure nursing programs, radiation therapy, and doctoral programs are not eligible for this program. Other offer restrictions may apply. For questions, contact National University

## Why Choose National University?

- Regionally accredited by WSCUC
- Veteran-founded nonprofit
- Adult-focused for 50 years
- 4-week courses
- On-site, online, or hybrid options
- 75+ degree programs
- Year-round enrollment
- Generous credit transfer policy
- Application fee waived



## Contact Us:

**Daumian Austefjord - Outreach Specialist**

**Email: [WESCorp@nu.edu](mailto:WESCorp@nu.edu)**

**Phone: 619-346-8139**

**Scan code to schedule  
15-minute info call.**





## IMPORTANT NOTICE:

In order to better represent you, it is important that all of your member information is accurate and up to date.

Please note that the County will not forward your contact information to LACCEA. You may update your mailing address and telephone numbers by sending us a notice by email, fax, or telephone.

Please include your full name, employee number, and department, along with the updated information.

Thank you.



## LOS ANGELES COUNTY CHICANO EMPLOYEES ASSOCIATION'S

### BOARD OF DIRECTORS & OFFICERS

Johanna Hernandez, President  
Hector Casas, 1st Vice President  
Miguel Casas, 2nd Vice President  
Monica Gastelum, Treasurer  
Marcel Trujillo, Secretary  
George Alvarez  
Gilbert Bautista  
Carlos Coronado  
Julio Cesar Garcia  
William Hidalgo  
Lucas Martinez  
Richard Torres  
Marcelino Sandoval  
Michael Solis  
Roberto Sepulveda

### STAFF

Brenda Morales, General Manager  
Anastasia Grant, Paralegal  
Dion DiNome, Staff Attorney  
Donna C. Wells, Attorney  
Lee Wax, Political Director