

Los Angeles County  
Chicano Employees Association's



# LACCEA NEWS

March 2024

Est. 1969



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**WE NEED VOLUNTEERS**



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# PRESIDENT'S MESSAGE

Dear Members,

I can not believe we are already in the month of February and will soon be closing the first quarter of 2024. The LACCEA Board of Directors has been very busy not only the past few months, but year-round planning membership events and more!

I would like to share some exciting news with you all following our annual Strategic Planning meeting, which was held on January 27, 2024. Our association has been working very diligently to identify areas for improvement and room for growth. As a result of this, I am very pleased to announce that we have made significant progress in our efforts to provide the best value and legal services to our members.

At the meeting, we discussed a wide range of topics, including Membership Engagement, Marketing Strategics, and Educational Programs. Through this, we identified several key areas where we can provide additional membership benefits utilizing the strengths of the Board of Directors and Office Staff. Some of the key areas that emerged from this meeting include:

- Optimizing our online outreach strategy to expand our digital presence, cultivate meaningful connections with a broader audience, create compelling content, and effectively communicate our organization's mission and values.
- Designing innovative educational initiatives and resources tailored to address the dynamic requirements of our members, empowering them to remain at the forefront of advancements in their professional fields.
- Expanding our member networking avenues by offering a variety of engaging events, including outdoor picnics, sports activities like softball and Dodger games, as well as mixers and diverse networking gatherings. These platforms foster meaningful connections among members, facilitating the exchange of ideas and mutual learning from each other's diverse experiences.

Over the last year, we have had many exciting and successful events including our 2023 LACCEA Summer Scholarship event, our 2023 LACCEA Turkey Drive event, and our 2023 LACCEA Winter Scholarship/Toys for Tots event. The success of these amazing events would not be possible without the help of our amazing volunteers. So, we say thank you for your contributions!

Volunteer opportunities are now available on our website, just fill out the form on the **VOLUNTEER OPPORTUNITIES** section under our **MEMBERSHIP** tab. It is that simple! We encourage all our members to consider volunteering for our upcoming events and make a difference in our community.

Lastly, I would like to congratulate our newest members, Fire Captain Marrone and Theresa Barrera. Anthony C. Marrone is the 10th Fire Chief of the County of Los Angeles. He was appointed on February 28th, 2023. Theresa Barrera is the Chief Deputy of Business of Business Operations for the LA County Fire Department.

I would like to remind you all that your feedback is very important to our success. As an organization, we are constantly looking for ways to improve and better serve our members. If you have any suggestions or ideas that you think would better enhance our services, please do not hesitate to contact us via our office phone number (626) 365-1591 or our email address [info@lacountychicano.org](mailto:info@lacountychicano.org).

Thank you for all your continued support, and I look forward to seeing you all at our upcoming events.



**JOHANNA HERNANDEZ**  
LACCEA President

# WELCOME

## THE NEW BOARD OF DIRECTORS



Reina **Medrano**

I grew up here in the beautiful city of Los Angeles, I received my AA degree at Los Angeles City Community college and completed my bachelor's degree at the University of Phoenix online program. I have worked for the Probation department since 2008 at Central Juvenile Hall as Detention Service Officer. Becoming a board member for LACCEA gave me the opportunity to help in a way that I never thought I could, with our members and the community. It is my deepest desire to continue to help in any way possible. I truly appreciate the opportunity that I have been given by all of you.



MaryCarmen **Gonzalez**

I am Marycarmen Gonzalez and I have devoted 22 years of my career as an eligibility worker at DPSS. My choice to join LACCEA is rooted in my dedication to helping employees navigate their challenges. This profound passion has led me to serve as a board director at LACCEA.



Hector **Lopez**

I am a first generation dual Mexican and United States citizen. My parents immigrated from Jalisco, Mexico in the late 1950's. I come from a large family of 5 sisters and 4 brothers. My parents instilled a strong work ethic early in life and modeled wholesome Christian values. My employment history spans across several industries including educational, Federal Express, and fighting fires for the CA Dept of Forestry. I also served in the US Navy. I earned a bachelor's degree from Cal State L.A. and a master's degree in organizational leadership from Woodbury University. I have been employed with L.A. County DCFS for over 30 years. I enjoy working with youth as I believe it's important to plant positive seeds in the minds of young people. As far as joining LACCEA: I love the honorable vision and mission LACCEA represents. To be a board member makes me reflect on what the founding members vision was in 1969. The strength, courage, commitment and determination to establish such an important association is so commendable and I am so honored and grateful to be a part of this great organization.

# WELCOME LACCEA'S NEWEST MEMBERS

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Anthony C. **Marrone**

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Anthony C. Marrone is the 10th Fire Chief of the County of Los Angeles. He was appointed on February 28th, 2023. After serving as the Interim Fire Chief for more than 11 months, Chief Marrone stepped into the permanent role. With more than 37 years of experience, his well-established career combines broad experience in both emergency and business operations with an extensive list of accomplishments and assignments.



Theresa **Barrera**

Theresa Barrera is the Chief Deputy of Business of Business Operations for the LA County Fire Department. She oversees the Fire Department's 1.3-billion-dollar budget and provides executive oversight of the Financial Management, Human Resources, Materials Management, and Information Management Divisions. Prior to joining the Fire Department, Chief Barrera devoted 16 years climbing the ranks in administrative services at the Los Angeles County Department of Public Social Services and Auditor-Controller. Chief Barrera received her Bachelor of Science degree in Accounting from the University of Southern California.



# SUGGESTIONS FOR HANDLING TWO PREVALENT WORK-RELATED ISSUES

By **Robert Meneses, Esq.**

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As LACCEA members, effectively handling work-related situations is crucial. This article provides insight and tips for common workplace challenges: tardiness and absenteeism.

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## **TARDINESS:**

Occasional lateness due to various reasons is understandable, but consistent tardiness violates County policies and affects productivity. Supervisors and employees should address this promptly through communication and proactive planning.

## **ABSENTEEISM:**

Regular unexplained absence can lead to disciplinary action, impacting departmental operations and morale. Employees should communicate challenges early, seeking guidance from human resources and understanding available leave options, including FMLA or CFRA protections.

## **LEGAL ASSISTANCE:**

Legal support may be available for absenteeism related to medical or family issues. Employees should understand their rights and seek assistance from LACCEA's legal team if necessary.

## **TAKE ACTION:**

Proactive communication with supervisors is key to addressing tardiness or absenteeism. Early explanation of challenges and seeking support can prevent escalation and empower employees to navigate workplace issues effectively.

## **CONCLUSION:**

Navigating workplace challenges requires proactive communication, understanding policies, and seeking support when needed. LACCEA members can effectively address tardiness and absenteeism by initiating discussions with supervisors, exploring resources, and seeking legal assistance as needed. Remember, LACCEA's legal team is available for guidance and support.

2023

# LACCEA SUMMER SCHOLARSHIP EVENT

LACCEA held it's 2023 Summer Scholarship event at Rio Hondo Golf Club on July 27, 2023. We had over 100 guests attend, including members from different departments within LA County.

The event was highlighted by our special guest, Los Angeles County Fire Chief, Anthony Marrone.

We celebrated a night of holiday spirit and awarded 5 scholarship awards to deserving students who are leaders within their respective communities. The winners were: Zyri Hamilton, Daisy Sandoval, Joanna Chavez, Tatiana Valdovinos, and Jasmine Reynoso!



## 2023 DPSS FUNMANIA

On September 30, 2023, LACCEA attended DPSS FunMania 2023 at Whittier Narrows. FunMania is a major departmental fundraising event, where over 3,000 county employees, their families and friends come together to raise funds for charity. Proceeds from FunMania benefited the following Board approved Fund Distribution Agencies: Asian Pacific Community Fund, Brotherhood Crusade, Community Health Charities, Earth Share of California, United Latino Fund, United Way of Greater Los Angeles, and Variety the Children's Charity.



## 2023 LACCEA TURKEY GIVEAWAY

On November 18, 2023, LACCEA hosted their First Annual Turkey Giveaway at the Cristo Rey Catholic Church in Los Angeles, CA. LACCEA Board Directors and staff gave away turkeys to families in need within the local community. Over 75 people showed up to receive turkeys, expressing profound gratitude for the assistance.

"Thank you so much. I couldn't believe it when one of your volunteers knocked on my door to invite me over for a turkey, much appreciated" said Genevieve, a local resident.

The initiative aimed not only to provide essential food items for the Thanksgiving holiday but also to foster a sense of belonging and solidarity within the neighborhood. By distributing turkeys, LACCEA sought to alleviate some of the financial burdens faced by families during this time of year, ensuring that they could still enjoy a traditional Thanksgiving meal with their loved ones.



# 2023 WINTER SCHOLARSHIP & TOYS FOR TOTS

LACCEA held its 2023 Winter Scholarship / Toys For Tots event at Luminarias Restaurant on December 14th. We had over 170 guests attend, including members from different departments within LA County.

The event was also graced by Santa Claus himself, spreading holiday cheer to all. Adding to the magic, a group of United States Marines joined us, collecting toys for their annual Toys For Tots drive.

The event was highlighted by our special guest, Director of the Department of Public Social Services, Jackie Contreras.

We celebrated a night of holiday spirit and awarded 5 scholarship awards to deserving students who are leaders within their respective communities. The winners were: Lauren Esqueda, Madison Urbaz, Maribel Franco, Samantha Santillano, and Joceline Escamillo!







# LACCEA

# CLIENT TESTIMONIAL

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Hello Fellow Officers/LACCEA Members,

I am a proud LACCEA member. I began my career with the County as a volunteer, student worker, student professional worker, Group Supervisor Nights, Deputy Probation Officer I, and currently hold the title of Deputy Probation Officer II. I sought the assistance of LACCEA when I was wrongfully terminated. I reached out to LACCEA because of their reputation for being responsive and committed to their members.

The Los Angeles County Probation Department performed a poor investigation into allegations of misconduct without conducting its own due diligence. I contacted the Los Angeles County Chicano Employees Association to help with my matter where I was the party that initiated an investigation and then became the subject of the investigation and then wrongfully terminated.

Once I was notified that I was placed under investigation I immediately called LACCEA and spoke to Attorney Dion DiNome. He is an eager attorney whose work is with the type of people we deal with daily in our Department and has insight into the County and our Department, including its flaws. He immediately advised me on what to do, and what not to do. I utilized Dion because he fights for what is right!!!!

Not only did Dion assist with my matter, but I made a friend who I would have never met if I did not go through this ordeal. My case lasted approximately 4 years, during which I was unpaid. Dion was not only an attorney but became a person/human being that would take my calls at the expense of his own personal time. After all was done, we determined that my Skelly hearing rights were violated at the initial hearing. I was an employee who had no discipline in the 18 years of County service, and Dion was successful in making me whole as an employee.

Dion assisted in keeping me positive even when it appeared that there was no end in the process. LACCEA not only carefully screens their counsel, but the counsel is impartial and will fight for your rights!

LACCEA has my vote of confidence, and I would recommend them to fellow County employees.

- Deputy Probation Officer II



IN COLLABORATION WITH:



Los Angeles County Hispanic Managers Association



Los Angeles County Chicano Employees Association



Los Angeles County African American Employees Association



Los Angeles County Asian American Employees Association

# Make Homeownership Your Reality! 27th HOMEOWNERSHIP FAIR

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IN-PERSON EVENT

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# LA COUNTY DAY AT THE FAIR

## Saturday, May 4



### \$8 Admission for LA County Residents

The 102<sup>nd</sup> anniversary LA County Fair celebrates the medley of communities that comprise Los Angeles County and the region with its 2024 theme *Stars, Stripes and Fun*. LA County is one of the most diverse counties in the nation, brimming with a mix of cultures and communities, and the LA County Fair celebrates them all. Through song and dance, awe-inspiring exhibits and the enticing aroma of everything from corn dogs to turkey legs, tacos to red beans and rice, plantains to funnel cake, the Fair honors LA County with *Stars, Stripes and Fun*.

#### CLAIM YOUR \$8 ADMISSION FOR LA COUNTY DAY BY FOLLOWING THESE STEPS:

1. Visit [LACountyFair.com/LACountyDay](https://LACountyFair.com/LACountyDay) and select up to TWO tickets
2. Enter password code **LACOUNTY**
3. Click Add Tickets and complete the check-out process

This offer is open to LA County residents only. The billing zip code must reside within the region to complete the purchase. \$8 admission offer valid only on LA County Day **Saturday, May 4**. Offer only available through **Friday, May 3** at 11:59 p.m. Admission is \$10 the day-of, **Saturday, May 4**.





**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**

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- Donna C. Wells, Staff Attorney
- Robert Meneses, Staff Attorney