

# LACCEA NEWS

April 2021

Est. 1969



## CALENDAR

**APRIL 3 & 17**  
LACCEA Hike Dates

**APRIL 20**  
Election Candidate  
Statement Deadline

**MAY 14**  
Election Ballot  
Deadline

**MAY 20**  
LACCEA General  
Meeting - 6pm

**JUNE 14**  
Summer Scholarship  
Applications Available



## BOARD MEMBER HIGHLIGHTS

**Christopher Edward Garcia** joined LACCEA's Board May of 2020, he brings a positive attitude and true interest in supporting our membership. He started with LA County as a student worker at the old County General Hospital. In 2006 he became a Detention Services Officer at Central Juvenile Hall, promoting to Senior Detention Services Officer at Barry J. Nidorf Juvenile Hall. Currently Mr. Garcia holds position as Supervising Detention Services Officer at BJNH.



**Miguel Casas**, Transportation Deputy, has been with the Los Angeles County Probation Department since June 2008. A graduate from California State University of Los Angeles majored in Criminology (B.S) and Sociology (B.A). My first introduction and hands on experience with LACCEA was during an annual trip to an orphanage in Mexico. During this experience, I observed valuable work done by the association and realized it does a lot more than help its members. After this experience, I knew I wanted to be part of the association and do my part to help as well. Furthermore, I want to gain knowledge about policy, procedures and the association's goals in order to assist its members. I also hope to learn from my fellow board members during this experience. I am grateful for this opportunity given to me by my fellow members and I will not take it for granted. I will do my best to learn from the opportunity, be a contributing member and an asset to my fellow members.

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## A MESSAGE FROM THE PRESIDENT

by John Villa, President

Greetings LACCEA Members,

Happy new year and good-bye 2020!! As we look ahead to a year of hope and change, I want to say, "Thank You," to the first responders, volunteers and advocates who have steadfastly delivered support and direction throughout the pandemic.

In this issue, you will see photos of your fellow County employees supporting the community through volunteerism. Likewise, LACCEA's attorneys and staff have been present and available to meet your needs and answer questions or concerns, as always.

During the last year, we had time to stop and think about Health, Family, Friends, Love, Purpose, Passion, Education, Time, and Financial Preparedness. What became abundantly clear and enlightening is the amazing way that we, as a society, came together to sustain each other. Concern for the physical, mental and social wellbeing of humanity unified us, and caused a change in how we feel about what's truly important in our lives.

LACCEA embraces the new realities in the workplace and how they affect our members. Our representation, programming, goals and mission continue, and as Los Angeles County employee advocates, we will keep fighting for equality in the workplace and fostering growth, advancement and education.

Incidentally, we are pleased to note that the Board of Supervisors has greatly diversified the executives of the County. For their talent, hard work and effectiveness, the following distinguished group of leaders has been appointed to facilitate, coordinate and implement key priorities of the Board of Supervisors:

- **Fesia Davenport**, Chief Executive Officer
- **Rafael Carbajal**, Director of Consumer and Business Affairs
- **Rodrigo Castro-Silva**, County Counsel
- **Adolfo Gonzales**, Chief Probation Officer
- **Emilio Salas**, Executive Director of the L.A. County Development Authority

For over 50 years, LACCEA has fought for diversity and opportunity for all County employees, and we have been proud to witness the changes that have taken place. Although continued efforts are clearly needed, both locally and nationally, inclusivity is undoubtedly growing, and we welcome 2021 with renewed optimism.

*"To make a great dream come true, the first requirement is a great capacity to dream, the second is persistence"* - Cesar Chavez

**IMPORTANT NOTICE:** LACCEA membership benefits are continually enhancing and changing. To ensure you are receiving the most up to date information on your membership and to better serve you, we urge you to update your contact information (Phone, Address and Email). You can reach our office staff by email or phone:

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

**Thank You, LACCEA Board of Directors**

## CC'S CORNER

Without a doubt, the pandemic has impacted us all. I pray that you and yours remain safe, healthy, and prosperous. It is now more important than ever to come together in support of each other and the critical causes important to all of us. LACCEA has always stood for expanding access to education, growth, and advancement of its members. We strive to support those who are underrepresented in their fields by ensuring management is as equally diverse as the core workforce it supervises. Not only must we support those who will represent their peers well as they advance, but those who have pioneered those paths. Extraordinary circumstances require extraordinary action. LACCEA plans to aggressively help our members become viable candidates for future promotional positions. We remain committed to ensuring our members are given an equal opportunity to advance within the County of Los Angeles.

In my role as 1st Vice President of LACCEA, I would like to commend the Board of Supervisors, Supervisor Hilda Solis and Retired Supervisor Mark Ridley-Thomas for their bold leadership during these seemingly insurmountable times. Supervisor Solis has always opened her door to LACCEA, including inviting us to assist her office in supporting the communities we mutually serve. LACCEA has partnered with Supervisor Solis' office for events including annual turkey giveaways and food drives, recognizing County Leadership, sponsoring cultural heritage events, and much more.

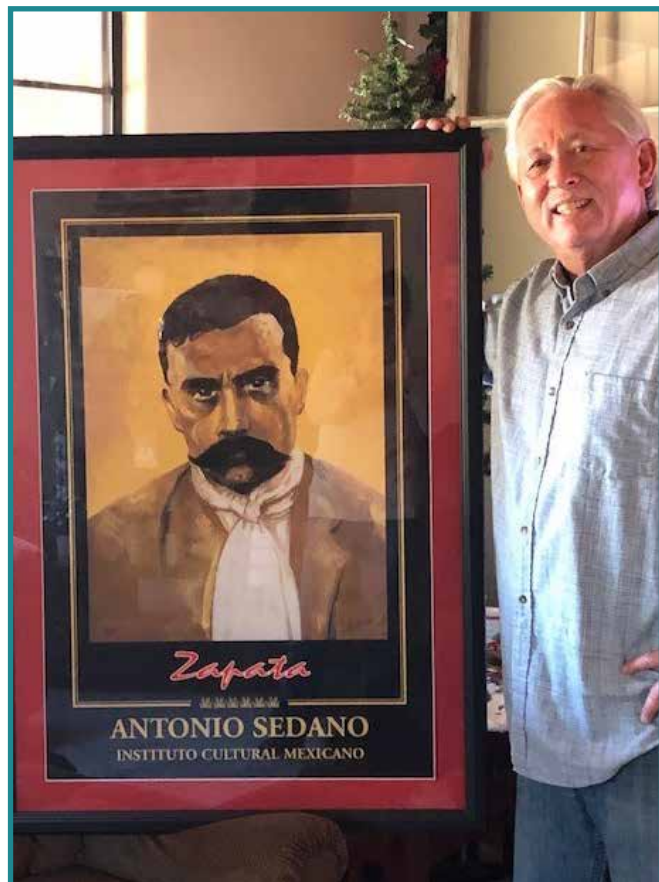
Mark Ridley-Thomas has also extended an open door to LACCEA, even appointing our very own political advocate, Lee Wax, as a Fish & Game Commissioner. Lee Wax has cultivated important relationships over his career including a long history with Supervisor Kathryn Barger's and Janice Hann's offices. Lee Wax also holds a seat on the Probation Oversight Committee helping to steer the nation's largest Probation department into the nation's leading Probation department. I personally believe that Lee Wax is probably the most connected political advocate in all of Los Angeles County, solidifying LACCEA's position in the County and amongst the Board of Supervisors.

LACCEA is proud to stand-out amongst your choices for public employee advocacy and legal representation. Your value-per-dollar return on membership is unmatched by any other labor organization. While other labor organizations spread inflammatory misinformation and charade as political "muckrakers", LACCEA remains committed to focusing on the real problems. Exposing problems is understandable, but criticism without action has no value in the real world. I was personally troubled to find where two managers were inappropriately parodied in a recent labor-union publication. Our organization was once tasked with eliminating references to people of color as animals, yet here we are in the 21st century seeing the same behavior repeat itself. Perhaps it is personal, or perhaps it's spurred by the conduct of our nation's former president, but it's inappropriate criticism without action. I should note that both managers were recently honored by the Los Angeles County Hispanic Managers Association and Supervisor Hilda Solis' office for their leadership in the Probation Department.

Our mission has always been to expand the opportunities of our members. It is with great pride that I get to share with you that we now have the largest number of Latin/x Directors and Leaders than ever before in the County's 100+ year history. And for the first time in history, a Chicano is running the largest Probation Department in the United States. This job will no-doubt be difficult, but LACCEA is committed to support him. While other labor-organizations may spend all their time working against the Departments, we want to work with our Department leaders to leverage our thousands of members to advocate for fair and consistent work opportunities. Each of the individual Department leaders find themselves in a unique position and face difficult obstacles in the communities they serve. As Department leaders they are charged with developing and providing services that are immediately responsive to the individuals and communities hardest hit by the COVID-19 pandemic. But as true leaders, they will shine as we have seen and know that they can.

I extend this same gratitude to all our LACCEA family who continue to be on the frontlines serving the constituents of Los Angeles County. I would like to commend all LACCEA members who have persevered at work or who have volunteered through this pandemic. To quote past President Lorenzo Sandoval when it comes to our members, "We don't run from the fight, we run to the fight". Keep it up.

**Si se Puede! Carlos Coronado - 1st Vice President**



# THANK YOU GILBERT BAUTISTA

The Los Angeles County Chicano Employees Association would like to thank Supervising Deputy Probation Officer Gilbert Bautista for his many years of service for the Los Angeles County Probation Department.

A third generation Californian, SDPO Bautista was born and raised in Van Nuys in one of the oldest barrios of the San Fernando Valley. Due to a strong family foundation and blessed with athletic ability he was able to avoid much of the negative forces in the environment. After graduating High School, he attended USC, Valley College and CSU Northridge where he holds degrees in US History and Chicano Studies. He also received Varsity Letters in Soccer from USC and CSU Northridge.

He worked in Community Based Organizations and LAUSD as a Substitute Teacher before joining L.A. County Probation in March of 1988. He credits SDPO Robert Medina for recruiting him into the Department. Mr. Medina was the SDPO for the Gang Unit in the SFV a position that Mr. Bautista would occupy twice for a total of 14 years.

SDPO Bautista started his career at Camp Munz. While there, he learned to be a Deputy Probation Officer. He also organized regular Softball games with minors and became a Lifeguard.

His next assignment was at the ESFV area office in Adult Supervision, then investigations. Coming from that area and familiar with various stakeholders he immediately became involved with community activities. Mr. Bautista was involved with a multi-agency group to address drug use and rampant sales. The group was honored at City Hall. In 1993, he was nominated for American Probation and Parole's Line Officer of the Year Award. He organized the office softball team. The team played the YMCA team, local youth and won a Championship title at the Probation Picnic.

During this time, he was also an Instructor for LA Valley College, teaching Chicano Studies. While an Instructor, he hosted in his classroom events for Congressman Tony Cardenas and now Senator Alex Padilla. Blinky Rodriguez of CIS and Luis J. Rodriguez also spoke in his classroom.

When the Gang Unit was reorganized in 2002, Mr. Bautista was recruited by Director Dodson and Chief J. Imara to lead the Intensive Gang Supervision Program.

During this time, Mr. Bautista continued to put on great community events and engagements that included a Softball game between Probation and CIS that was attended by Chief Paul Higa. Later events included both observing and officiating games between rival gang members. A monumental tournament occurred when LAPD played against valley youth, CBO's and played a neighborhood team from the Valley. The neighborhood team won. His unit attended Peace Marches, Car Shows and Snow Day at Hansen Dam. Worked on JJCPA referrals and worked well with the Judges at BJNJH.

In 2008, he was recruited once again and ended up at Camp David Gonzalez. As the SDPO he organized work crew, cleaned up the baseball field and created a soccer field.

Later the softball teams and soccer teams would host or travel to other camps for sports contests. The softball team returned with a 1st place trophy and the soccer team was undefeated in all its matches including the defeat of the Kilpatrick soccer team. Camp Gonzalez was also fortunate to have Car Shows a handball tournament and BBQ's all brought in by the community. It was a great run, thanks to all staff.

In 2012, Mr. Bautista returned as the SDPO for the Intensive Gang Supervision Program and was housed in Pacoima under the same roof with CIS. Mr. Bautista became a Steering Committee member for the Coalition on Gangs and the events kept on coming. "Operation Ceasefire" was tremendous. Salute to Families, Salute to Kids and Turkey Giveaways became routine. Even did a fishing trip on Saturday with NDFY and minors.

SDPO Bautista was also an valued Board Member of Los Angeles County Chicano Employees association, a member of the CGIA and ILGIA. He presented at various Conferences including BPOA, UCLA and the Endowment Center. He taught STC Gang courses for the Department since 2004 and enjoyed training recruits. In 2020, Mr. Bautista decided to move on to the next chapter in his life to enjoy a life and leisure and time with his family. All in all, he had a great run, and those of us who have the privilege of knowing him are better people.

**THANK YOU GILBERT!!!**

## LACCEA ELECTIONS ARE HERE!

The **Los Angeles County Chicano Employees Association (LACCEA)** is looking for good people who are willing to offer their leadership skills, talents, energy, and commitment to LACCEA by serving on its Board of Directors. By serving as a Board member, you will be part of the decision making that will ensure LACCEA continues to offer quality representation and advocacy for equal rights and fairness to all its members.

If you are a member in good standing and wish to run for a Board member position, please complete and submit a Candidate Statement Form to the LACCEA Office no later than 4pm, April 20, 2021.

Candidate Statement Forms will become available on April 1, 2021. To request a Candidate Statement Form, please call the LACCEA office or visit our website.

[www.lacountychicano.org](http://www.lacountychicano.org)  
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# ¡Si Se Puede!®

## LEADERSHIP CONFERENCE

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Proceeds will benefit students through the LACCEA scholarship program.

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DATE!**



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**EXTRA  
EXTRA**

## READ ALL ABOUT IT!



### PARKS & RECREATION DEPARTMENT

Congratulations Josh Servin  
Welcome Baby Boy Jeriah  
Born January 27, 7lbs 7oz "Ol Lucky 7"



### PARKS & RECREATION DEPARTMENT

Thank you Gabriel Gonzales  
Love the Hoodie – You're Wearing It Well!!



# MASK ON MOVE ON

LACCEA Board, Staff and Members continued to support the local community through the holidays. Thanksgiving is the time of giving and LACCEA had an opportunity to support local food programs and families, at the Hilda Solis hosted food distribution and the City of Baldwin Park distribution. President Villa, 1st Vice President Coronado, Board Member Garcia, Employee Advocate Lee Wax and Deputy Chief Alcantara volunteered at the November 20th LACCEA Sponsored "Operation Goble" Turkey Give-away, where over 600 turkeys and food boxes were distributed.





# LACCEA SCHOLARSHIP FOUNDATION

To continue with a "COVID SAFE" scholarship presentation, the **2020 Winter Scholarship Award Winners** were recognized at a Drive By event on Saturday, February 20th. Masked LACCEA Board Members and Staff congratulated the students and their families, sending them off with their scholarship check and to-go taco lunches. LACCEA Board and Foundation, work hard to ensure the students, family and members know we support continued education and encourage professional growth. The Summer Scholarship opportunity is right around the corner, be sure to refer your family and friends!

## APPLICATIONS WILL BE AVAILABLE ON JUNE 14!

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:** \$1,000 each

**APPLICATION PERIOD:** June 14 to July 12, 2021

**SUBMISSION DEADLINE:** July 12, 2021 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)



**CLARISSA ACEVEDO**  
GRAND CANYON UNIVERSITY



**IZEL GUTIERREZ**  
UNIVERSITY OF CALIFORNIA,  
SANTA CRUZ



**ELIZABETH MORALES**  
CALIFORNIA COAST UNIVERSITY

## 2020 SCHOLARSHIP AWARD WINNERS



**TEONEZCAYOTL GUTIERUIZ**  
MASSACHUSETTS INSTITUTE  
OF TECHNOLOGY



**SANDRA CASTREJON**  
CALIFORNIA STATE UNIVERSITY,  
NORTHRIDGE



**ROBERT RUIZ**  
CALIFORNIA STATE UNIVERSITY,  
NORTHRIDGE

# LACCEA BOARD MEMBER CYNTHIA McCOY-MILLER DCFS AT WORK



The year was 1980 and the job listing advised applicants to bring their lunch. It would be a long day. When then-18-year-old Cynthia McCoy-Miller arrived at the specified location, a line of hundreds of prospective candidates snaked outside of the Los Angeles County Hall of Administration.

A less focused young person might have been discouraged at the sight and bailed, but not Cynthia. By the time Cynthia was done, it was dark out and she had been hired on the spot by the Department of Public Social Services (DPSS). Since that day 40 years ago, Cynthia's county career has been nothing short of remarkable.

"I remember coming to the county for the first time and walking into this big government agency," said Cynthia, now a senior deputy director with the Los Angeles County Department of Children and Family Services (DCFS).

"I thought to myself, what is this organization all about? While I didn't quite know what my contribution would be at the time I knew that, whatever it was, I wanted it to be meaningful, deliberate, impactful, and to bring about positive change," she added.



In her current role, which she has held since 2012, Cynthia provides executive leadership and oversight for more than 1,300 employees in the Department's Mega Bureau. The bureau is comprised of contracts, budgets and finance, information technology, and human resources and training, as well as other programmatic and administrative functions.

But Cynthia's ascent didn't come overnight. It took years of hard-earned preparation and involved coaching and mentoring from experienced leaders and colleagues who recognized this high achiever's potential and talents early on in her career. While working full-time in various capacities, Cynthia pursued a formal education and earned an associate degree from Southwest College, a bachelor's degree from Cal Poly Pomona and a master's degree from the University of Southern California. All of her studies were in social work with her post-graduate education focusing on community organization, planning and administration.

While the Fremont High School graduate began her county career with DPSS eventually becoming an eligibility worker with a specialization in foster care and adoption cases, in 1984 DCFS was established and Cynthia decided to join the newly founded department two years later. As Cynthia explains it, she made this decision because she has always been inspired by the fervor, commitment and heart of people who devote their lives to child welfare work.

The sixth child in a family of 10 siblings, Cynthia says her achievements have not come without challenges and setbacks. The key, however, is to view these as opportunities and to remain focused and forge ahead. And, that's just what she has done.

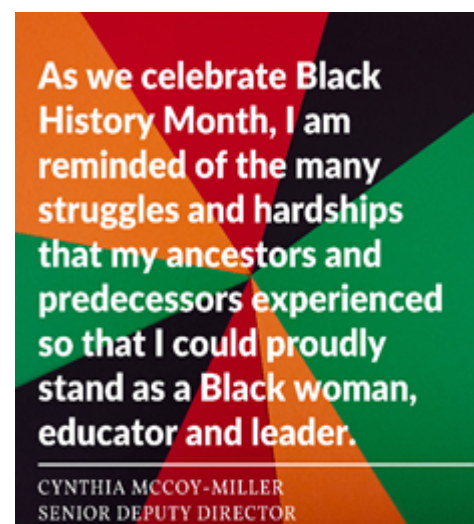
Over the years she has remained hopeful and positive, always striving for excellence, by deriving inspiration and motivation from her childhood heroes, her now-departed mother and grandmother, whom Cynthia says, "remain the wisdom and knowledge beneath her wings." And, now, all of these years later, the self-described servant-leader is paying it forward.

"I want to be able to give back and empower others and inspire the next generation of leaders so that they too can make a difference," Cynthia said. "As we celebrate Black History Month, I am reminded of the many struggles and hardships that my ancestors and predecessors experienced so that I could proudly stand as a Black woman, educator and leader. It is this history that keeps me grounded, keeps me dreaming for greatness, and keeps me hopeful of what's to come."

During her years with the county, Cynthia has witnessed many changes. Among the most profound in recent years has been the open dialogue encouraged by the county and DCFS on matters of race and racism.

Cynthia – an executive sponsor for Invest LA, the department's five-year-plan to optimize its services and workforce – credits Director Bobby Cagle for creating a safe space in which employees may engage in these conversations. Cynthia also is pleased with the department's commitment to addressing systemic biases that disproportionately impact people of color through its Office of Equity.

In public service, transparency, respect and accountability



are among the hallmarks of excellence, according to Cynthia. While to some the work of her administrative personnel may seem far removed from the day-to-day heroics of front line staff, Cynthia says she helps her team connect the dots, always underscoring the significance of their contributions.

*"My bureau is critical to the mission, vision, goals and values of the department," Cynthia said. "We are the infrastructure, the core that supports the entire department."*

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### 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.

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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

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### 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.



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**\*\* Benefits available for insured, spouse, and children \*\***



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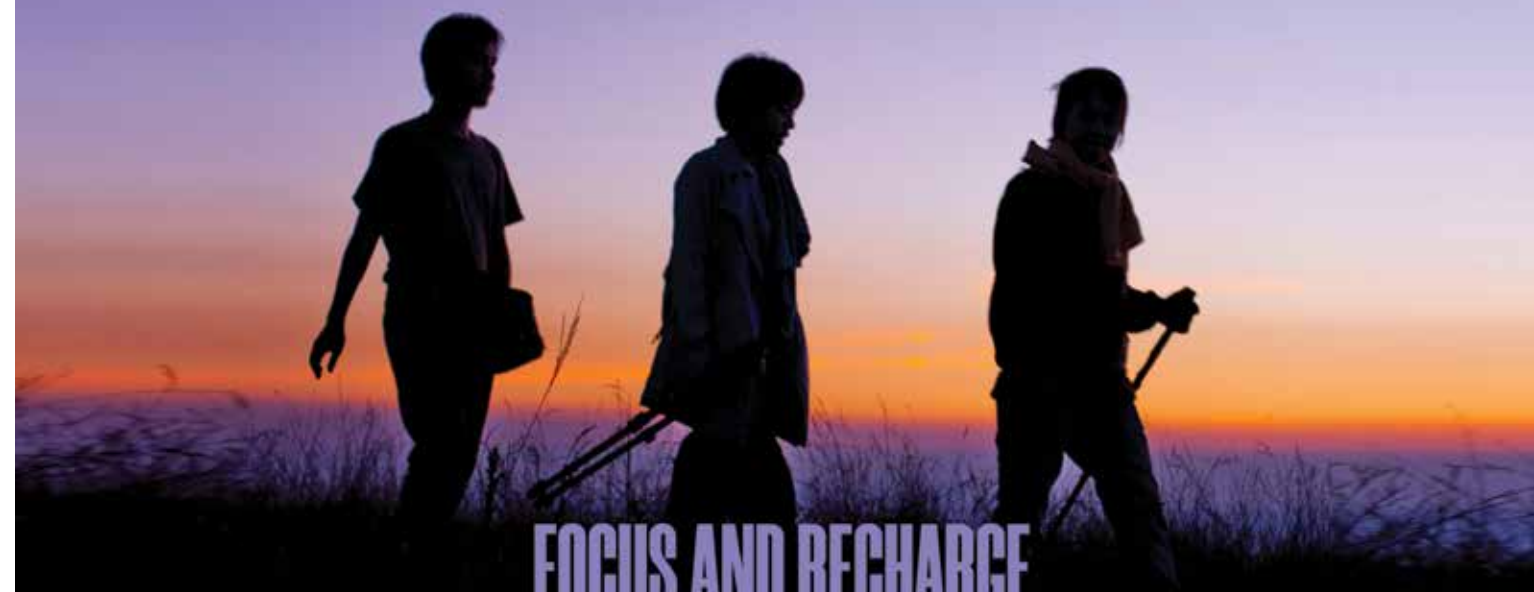
We provide effective representation in areas involving County policy, promotions, discipline and administrative proceedings.

Since the late Sixties, our primary mission has been advocating for the Rights of Public Employees in the County of Los Angeles. We are committed to non-discrimination and are open to all L.A. County employees. Your career with the County is important. Give us a call at (626) 365-1591 and ask what we can do to help you protect it.

**DUES** REGULAR MEMBERSHIP DUES ARE \$20.00 A MONTH; COLLECTED IN TWO EASY PAYMENTS.

LACCEA · 1848 N. ALLEN AVENUE, PASADENA, CA 91104 • TEL: (626) 365-1591 · FAX: (626) 365-1596  
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**LACCEA HIKE**



**FOCUS AND RECHARGE**

Looking to focus on what makes you feel good? Taking time for YOU is more than ok! Take advantage of the benefits of being outdoors, improve your mood, lower your stress levels, enhance mental wellbeing and just feel good!

**SATURDAY APRIL 3RD, 17TH**      **GROUP HIKE**      **SCHABARUM PARK**  
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**2 HOUR ROUTE**

**TO RSVP AND FOR MORE INFORMATION**  
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Ivette Molina, Legal Assistant  
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Donna C. Wells, Attorney  
Sam Wells, Attorney  
Lee Wax, Employee Advocate Director

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