

LACCEA NEWS

November 2020

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CALENDAR

OCTOBER 23

Winter Scholarship
Applications Available

NOVEMBER 7

LACCEA Hike

NOVEMBER 20

Friendsgiving Cooking Class

DECEMBER 5

LACCEA Hike

DECEMBER 10

LACCEA Toy Drive

LACCEA SCHOLARSHIP FOUNDATION AWARDS

APPLY NOW!

The Los Angeles County Chicano Employees Association Scholarship Foundation invites all LACCEA members to participate in the Winter 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.

LACCEA FOUNDATION SCHOLARSHIP: \$1,000 - Five (5) available

PALOMA GAMEROS SCHOLARSHIP: \$1,000 - One (1) available

APPLICATION PERIOD: October 26 to November 23, 2020

SUBMISSION DEADLINE: November 23, 2020 at 3:00pm

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

Office: (626) 365-1591

Email: info@lacountychicano.org

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A MESSAGE FROM THE PRESIDENT

by John Villa, President

Greetings LACCEA Members,

I would like to thank everyone for their continued support of our organization. This year has faced us with unprecedented obstacles, but our staff, Board of Directors, and Scholarship Board have remained committed to serving our members. Your continued support has allowed us to persevere through uncertain times and remain as vigorous as ever.

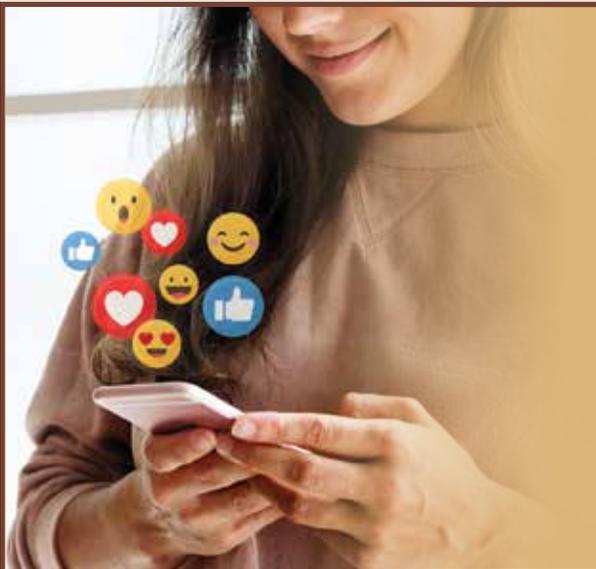
Unfortunately, we had to postpone our biannual "Si Se Puede" conference, our planned retirement seminar, and a few other activities due to the pandemic. However, we used this opportunity to innovate new ways in pursuit of accomplishing our mission. We still managed to award five scholarships to some very worthy students. Thanks to our General Manager, Penny Arroyo, the Scholarship Foundation Board, and our dedicated staff, we were able to safely celebrate the student's achievements by delivering fun "vanity" checks to their homes (see photos included in this newsletter).

If there is any silver lining to this year, it is the opportunity our organization had to express appreciation to our members and County employees for their work as essential workers. Several Board and LACCEA members assisted with food and medical distributions. On several occasions, LACCEA purchased meals for County Disaster Services Workers. I will never forget their appreciation.

I am hopeful that the Pandemic quells soon so we can return to all the activities we had planned for our members and their families. Until then, we will remain committed to the safety of our LACCEA family.

In closing, I would like to thank our staff: Penny Arroyo, Andrea Aguilar, Sandi Amendola, and Ivette Molina; our attorneys: Dion DiNome, Donna Wells, Sam Wells; and our Political Director, Lee Wax, for their commitment to LACCEA during these times. I am very proud of their hard work and dedication.

Thank You,
John Villa



YOU CAN FIND LACCEA ON FACEBOOK & INSTAGRAM!

Send us any exciting news and updates (we love photos too) that you'd like to have posted and shared on our social media pages. You can email, info@lacountychicano.org, submissions will be reviewed and approved prior to posting.



LIKE US ON FACEBOOK:

Los Angeles Chicano Employees Association

FOLLOW US ON INSTAGRAM:



[laceeaattorney](#)



[laceeascholarshipfoundation](#)

BARRISTERS BLOG

THE BATTLE OF THE DOCUMENTATION

"If It's Not In Writing, It Didn't Happen"

-Unknown County Employee



Almost every County employee has heard that phrase or knows someone who has fallen victim to it. Although this phrase is not universally applicable to all cases, they are good words to act by. Many County employees can trust their co-workers to corroborate incidents they've been involved in, but just as many (and likely more!) experience "witness ghosting": the phenomenon that occurs when a needed witness ceases all communication and contact with you without any apparent warning or justification and subsequently ignores any attempts to reach out or communicate with them. It also comes in the form of "perpetual unavailability": a phenomenon in which a necessary witness is oddly unavailable at all the times they are needed to share their recollection of any incident or event.

To combat this, it is vital that written records be created and/or preserved for future use. Keep text messages, emails, and voicemails as they may become unexpectedly valuable in the future. Many of my clients have claimed that they had text messages proving that vital communications were made but they lost them due to a phone upgrade or replacement. Consider backing up and restoring your phone contents before upgrading or replacing your cell phone. The extra time and expense can be worth it if you find yourself needing to corroborate statements made about those communications.

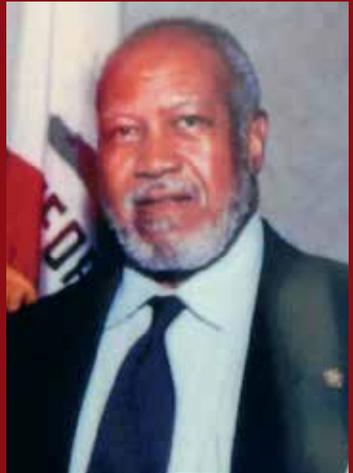
To document verbal conversations or phone calls, send the other party a "confirmatory email": an email sent to the other party shortly after a verbal conversation has occurred (whether in person or telephonically) summarizing your understanding of the conversation, and ending with direction to the recipient to notify the sender of any misunderstandings. Should the recipient fail to respond with any corrections, the sender can later argue that the recipient assented to the summary. Be sure not to overuse this method or repeatedly misquote others as it can have a reverse effect if misused.

So why is it a Battle? Because management generally documents better than the employee. So when it comes time to prove your point, management will bring out emails, letters, and signoffs to negate or defeat your intended action. However, if you document as diligently as management, you may find yourself winning that Battle.

As always, you are encouraged to contact our office and speak with a legal professional regarding your issues that relate to this article or any other. Our team of attorneys and advocates are standing by to ensure that you effectively communicate with your employer.

LACCEA'S EMPLOYEE ADVOCATE DIRECTOR, **LEE WAX**

Employee advocacy refers to the act of promoting for the betterment of employees through an individual's own personal actions and through their own networks.



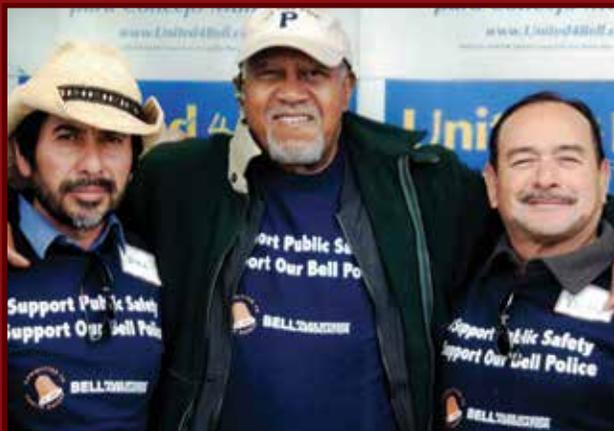
Lee Wax, our political director and an advocate for employee rights for over 50 years, has a lifelong history in advocacy. Mr. Wax has received numerous awards (far too many to mention) but is most proud of his Medal of Valor received from Los Angeles.

It all started when he was the elected Shop Steward at Goodyear Tire and Rubber at 18 years old. He went on to work 34 years at the Los Angeles Department of Water and Power in various classifications. To his credit, Mr. Wax was elected Chairman of the Clerical Unit for over 15 years (largest group in IBEW), hired by IBEW Local 18 as a Business Agent and served as their Political Director for 6 years. He was then hired by AFSCME Local 685 to conduct the agency shop election with Los Angeles County, hired by the union and then served over 22 years as Business Representative and Political Director.

Mr. Wax was later reassigned to AFSCME District Council 36, representing the cities of Compton, Pasadena, Commerce, Lynwood as well as Children Services, Transportation, Housing Authority, and Parks and Recreation.

Mr. Wax continued as the appointed Chair of the City Commission on Carpal Tunnel by Senator Hayden and appointed Labor Representative on the Los Angeles Work Force Commission chaired by Senator Lamar Alexander.

As the first African American Chairperson of the Fish and Wildlife Commission, Lee Wax has represented the Second Supervisorial District since his appointment in 2011 and currently serves as Vice Chair. He is a proud member of the Coalition of Black Trade Unionist and a former member of the A. Philip Randolph Institute.



Los Angeles County CHICANO EMPLOYEES ASSOCIATION

OUR PURPOSE

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

Since the late Sixties, our primary mission has been advocating the cause of equality for Chicanos and Latinos working for the County. 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. THE BOARD OF DIRECTORS IS AUTHORIZED TO CHANGE MONTHLY DUES.

Recruitment Payments RECEIVE \$25 FOR EACH NEW MEMBER REFERRED

LACCEA is offering \$25.00 for each new member that you recruit. Plus, all new members will receive a LACCEA T-shirt while supplies last.

Want more cash? There is no limit to the number of members you may recruit, you will receive \$25.00 for each new member that signs up. Please note that you will receive the \$25.00 for each new member that you recruit after the 90-day application period.

LACCEA - 1848 N. ALLEN AVENUE, PASADENA, CA 91104
TEL: (626) 365-1591 - FAX: (626) 365-1596
WWW.LACOUNTYCHICANO.ORG - E-MAIL: INFO@LACOUNTYCHICANO.ORG



WE APPRECIATE YOUR REFERRALS!

If you refer five or more new members to the **Los Angeles County Chicano Employees Association** between January 1, 2020 and December 31, 2020, you will receive a gift card for your loyal support and dedication to our association.

DETAILS

- If you have referred 5-10 new members by December 31, 2020, you will receive a LACCEA Jacket and a \$50 Target gift card.
- If you have referred 11-15 new members by December 31, 2020, you will receive a LACCEA Jacket, LACCEA T-shirt and a \$75 Target gift card.
- If you have referred 16-20 new members by December 31, 2020, you will receive a LACCEA Jacket, LACCEA T-shirt, LACCEA Hat, and a \$100 Target gift card.
- If you have referred twenty-one (21) or more new members by December 31, 2020, you will receive a LACCEA Jacket, LACCEA T-shirt, LACCEA Hat, and a \$250 Target gift card!

These thank you gifts are for LACCEA members only.

Questions? Call us at (626) 365-1591.

Note: In addition to the rewards mentioned above, you will continue to receive \$25 for each new member that you recruit, after member's 90-day application period.



¡Si Se Puede!®

LEADERSHIP CONFERENCE

September 23-24, 2021

Villa La Paz
National Chavez Foundation
29700 Woodford-Tehachapi Rd, Keene, CA 93531

Proceeds will benefit students through the LACCEA scholarship program.

SAVE
THE
DATE!



For additional information
Email: info@lacountychicano.org
Call: (626) 365-1591

www.lacountychicano.org



LACCEA 2020

HOLIDAY PARTY & TOY DRIVE



FREE WITH UNWRAPPED TOY! (\$20 VALUE)
MUSIC, FUN & SANTA!

THURSDAY, DECEMBER 10
6:00 P.M.
LOCATION PENDING



ALL TOYS AND PROCEEDS FROM THIS EVENT WILL BENEFIT LOW INCOME AND NEEDY CHILDREN.

RSVP by calling (626)365-1591 or email info@lacountychicano.org





LACCEA CELEBRATES ESSENTIAL WORKERS

One thing you can safely say about people, we pull together when tragedy strikes! That is exactly what happened during the early months of COVID-19. Through the isolation, self-quarantine, food and supply shortage, and pure fright, humanity set in and we united! Not only do we unite, we have a good time doing it!!! From donating funds to volunteers who made hospital-staff masks, to working food distributions, emergency & safety supplies distributions, and treating essential workers to lunch, LACCEA was at the forefront!

Si Se Puede!!!





2020 SCHOLARSHIP AWARD WINNERS

COVID COULDN'T STOP US!!! This summer's scholarship presentation might not have been traditional, but it was impactful and a lot of fun. We pulled a Publishers Clearing House style presentation and surprised our scholarship winners at their homes! Thank you to the board members and friends who helped make it all happen. LACCEA was making some noise, honking horns, flying balloons, and carrying signs, oversized head cut-outs and a BIG LACCEA check. We were present! Our goal was to make this summer's scholarship winners feel how proud we were of their accomplishments. Si Se Puede!





JADEN GROVA
CALIFORNIA STATE
UNIVERSITY LOS ANGELES



MICHAEL MOJARRO
UNIVERSITY OF LA VERNE



IAN ESPARZA
CAL POLY POMONA



SEAN AGUILAR
UNIVERSITY OF
CALIFORNIA DAVIS



KAALYANI ROMIN
EAST LOS ANGELES
COLLEGE





MEMBERS ONLY SAVE INSTANTLY

Choose from 1000's of discounts and exclusive 2-for-1 and 50% OFF deals at your favorite eateries, retail stores, and more! The Club offers the *Cheapest Tickets in the State* for Movie Theaters, Amusement Parks, Attractions, Sporting Events and More!

SAVE ACROSS THE U.S. AND CANADA

MORE GREAT DEALS AT EmployeesClub.com



Access everyday savings wherever you go with coupons you can use on your phone or print directly at home. Enjoy a large selection of discounts on dining, shopping, services, and travel across the United States and Canada – 24 hours a day, 7 days a week. Merchant participation may vary and are subject to change.



Employees Club of California
www.EmployeesClub.com
Ticket Services: 888.777.1744
Insurance Services: 800.464.0452
Email: help@employeesclub.com

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 stress levels, enhance mental wellbeing and just feel good!

SATURDAY
NOVEMBER
7TH, 21ST
DECEMBER
5TH, 19TH

GROUP HIKE
8AM-10AM

SCHABARUM PARK
17250 COLIMA RD
ROWLAND HEIGHTS
2 HOUR ROUTE



TO RSVP AND FOR MORE INFORMATION
CALL - 626.365.1591
EMAIL - INFO@LACOUNTYCHICANO.ORG

LOS ANGELES COUNTY CHICANO EMPLOYEES ASSOCIATION
1848 N. ALLEN AVE., PASADENA, CA 91104

LACCEA
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Tel: (626) 365-1591
Email: info@lacountychicano.org

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ADDRESS CORRECTION REQUESTED.
PLEASE DO NOT FORWARD.

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

John Villa, President
Carlos Coronado, 1st Vice President
Roberto Sepulveda, 2nd Vice President
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Johanna Lara, Secretary
George Alvarez
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Joey Bustamante
Christopher Garcia
William Hidalgo
Lucas Martinez
Cynthia McCoy Miller
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Penny Arroyo, General Manager
Andrea Aguilar, Administrative Assistant
Ivette Molina, Legal Assistant
Dion DiNome, Staff Attorney
Donna C. Wells, Attorney
Sam Wells, Attorney
Lee Wax, Employee Advocate Director

RECRUITER

Sandi Amendola