

Los Angeles County  
Chicano Employees Association's

# LACCEA NEWS

May 2023

Est. 1969



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## CALENDAR

### LACCEA GENERAL MEMBERSHIP MEETING

May 18, 2023

### SUMMER SCHOLARSHIP & BOARD INSTALLATION DINNER

July 27, 2023



# PRESIDENT'S MESSAGE

Dear Members,

I cannot believe we are already in the month of May and have closed the first quarter of 2023! The LACCEA board of directors has utilized the last four months planning new membership benefit developments and more.

I would like to share the exciting news following our annual Strategic Planning Meeting, which was held in January 2023. Our team has been working hard to identify key areas for growth and development, and I am pleased to report that we have made significant progress in our efforts to enhance the value of our organization for our members.

At the meeting we discussed a wide range of topics, including Membership Engagement, Marketing Strategies, and Educational Programs. We identified several areas where we can provide additional membership benefits utilizing the strengths of the entire board of directors and legal team. Some of the key action items that emerged from the meeting include:

- Improving our social media presence and online outreach efforts to engage with a wider audience and promote our organization's mission and values.
- Developing new educational programs and resources that meet the evolving needs of our members and help them stay ahead of the curve in their respective fields.
- Enhancing our member networking opportunities, including more frequent and diverse events, such as our upcoming softball picnic, where members can connect with each other, share ideas, and learn from each other's experiences.

Volunteer opportunities are now available on our website. If you would like to become a volunteer for any of our upcoming events, just fill out the form on the VOLUNTEER OPPORTUNITIES section under the membership tab. It is that easy. We encourage all members to consider volunteering for our upcoming events where you can make a difference in the community and network with fellow members.

I am also pleased to announce that we have launched a new merchandise line, featuring a fresh new logo design. We believe that these new updates will not only strengthen our brand identity but also add value to our member experience. You can check out the new merchandise by visiting the online store at [www.lacountychicano.org](http://www.lacountychicano.org).

And finally, on behalf of the organization I would like to congratulate the official Director of the Los Angeles County Department of Public Social Services (DPSS), Dr. Jackie Contreras. She was initially appointed on May 21, 2022, to serve as Interim Director for (DPSS), which administers a budget of more than \$5B that serves over 4.0M residents in our community. Very impressive, Ms. Contreras! Congratulations!

I would like to remind you that your feedback is critical to our success. As an organization, we are always looking for ways to improve and better serve our members. If you have any suggestions or ideas that will enhance our services, please do not hesitate to contact us.

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

**Johanna Hernandez**  
LACCEA President



# CONGRATULATIONS MONICA GASTELUM

Director in the Probation Department

Thank you for recognizing me on my recent promotion to Director in the Probation Department. I have spent the last 26 years dedicated to my family and career. When I began my career with the Probation Department in 1997, I was a temporary employee in the clerical section. Each title I've held since then has prepared me for my new position. I slowly worked my way up the rankings from ITC, STC, Secretary II, DSO, DPO I, DPO II, SDSO, and now Director. I believe hard work pays off, and my professional goal has always been to give every job assignment 100% if not more. Working for the Probation Department, I understand the importance of time management and how juggling your career and personal life can be challenging but also rewarding. My career has allowed me to provide a beautiful life for my family, especially my grandson.

Being a part of the LACCEA Board for the past 20 years has allowed me to network and meet many of you. I appreciate every obstacle and lesson learned, because it has helped make me out to be the woman I am today! Everyone has a story, and my story allows me help, guide, and mentor you.



## CONGRATULATIONS & WELCOME

# JACKIE CONTRERAS

Director for the Los Angeles County Department of Public Social Services



LACCEA would like to congratulate and welcome Jackie Contreras who was appointed on February 28, 2023, to serve as Director for the Los Angeles County Department of Public Social Services. Prior to this appointment, she served as Chief Deputy Director for DPSS, heading various administrative functions, In-Home Supportive Services, and the Customer Service Centers.

Dr. Contreras has extensive background in the Child and Family services field and served as Managing Director for Casey Family Programs, who provide consulting services to welfare systems and direct services to children, families, and foster care program.

Additionally, she served in various capacities as a child welfare administrator for the Los Angeles County Department of Children and Family Services (DCFS). Prior to her work with DCFS, she worked as a psychologist and manager for the Los Angeles County Department of Mental Health, providing and directing intensive in-home mental health services; and managed a myriad of direct and contracted services to children and families, transition age youth, adults, and older adults.

## LOS ANGELES COUNTY HOLIDAYS

**CESAR CHAVEZ**

In the spring of 2015, I had the honor of being once again for the third time on the negotiations salary/benefits committee for LACOEHA. Many people need to know that official holidays, especially in Los Angeles County, are not given because our county representatives believe we deserve them, all benefits are fought for during negotiations. In addition, unions and independent organizations representing Los Angeles County employees fight for their member's advances and needs, such as Cesar Chavez holiday.

The county resisted recognizing Cesar Chavez as an official holiday because it meant it would be a paid holiday. Over ten states already recognized Cesar Chavez day, but they were not official holidays; they were treated as alternative or optional holidays. In other words, you could take one of the holidays that the (State, County, or City) had made an officially paid one-off or Cesar Chavez's day off, but you could not take both, and Los Angeles County wanted to follow in this direction. In other states, March 31st was recognized as Cesar Chavez day, and everybody worked a regular workday.

Many of the unions and the independent organizations, especially those representing Latino/Hispanic members, felt that the county was not recognizing the Latino/Hispanic ethnicity leader and its employees. Yet, the county had identified many other ethnic groups and had given them official county holidays. Ironic that there was an official Cesar Chavez day in Illinois because of former President Barack Obama's proclamation in 2014 declaring March 31st as Cesar Chavez day. But there was still none here in California, in Los Angeles County, where Mr. Chavez did most of his work.

There was significant tension in Los Angeles County during the negotiations of 2015; the Mayday movements chanting "Si Se Puede" brought the spotlight on Los Angeles County and City on the adverse treatment towards its; Latin/Hispanic citizens, so proclaiming an official holiday for labor leader/organizer Cesar Chavez was an excellent decision to ease tensions. However, the county's decision to recognize this holiday was not just because of pressures but also because of unions and organizations that supported their Latino/Hispanic County employees and that they were willing to take legal actions because it felt like discrimination not recognizing a Latino leader. As a result of these organizations' stand, the county agreed to make the last Monday of March, starting in 2017, the official paid holiday for Cesar Chavez day in the County of Los Angeles.

So, in closing, Cesar Chavez day, along with all the other paid holidays and benefits, is through the hard work and willingness of unionized and nonprofit organizations that constantly put their members' needs first.

**MARCELA TRUJILLO**  
**LACCEA BOARD SECRETARY**

# THE IMPACT OF A SUPERVISOR

By Roberto Sepulveda  
LACCEA Board of Directors



As a Supervising Deputy Probation Officer for the past ten years and nearly thirty-five years as a County employee, I have had many supervisors throughout my tenure. I am fortunate to have had dozens of great supervisors and only a couple that weren't as stellar. The one thing

they all have in common was, I learned from each experience and was able to take a little something from each of them. In the end, they all had an impact on my career path.

What type of an impact can a good or bad supervisor have on an employee? A tremendous amount in my opinion. The funny thing is they both can provide positive results. A bad supervisor can motivate an employee to never be like them, therefore this will lead to a positive for you. A great supervisor will motivate and inspire you to be like them, also ending with an influence of positivity.

Great supervisors can create a solid and contagious effect within their organizations. Their daily display of integrity, humility, respectful, fairness, flexibility and empathy speak volumes to the people in which they supervise. The treatment of others regardless of title is called 'character'. Having and utilizing the qualities mentioned pulls employees together. They will become a significant and efficient individual as well as a productive member of a team.

*For my unit, I pass out a small plastic trophy of a 'Thumbs up'. It is given out quarterly to the employee of the quarter, who displays it proudly on their desk. During the Christmas Holidays we have our annual office potluck luncheon and pass out the annual outstanding achiever awards for the year. The overall most valuable employee gets a box of 'Frosted Flakes'....*

*Because They are GREAAAT!!!!*

**Remember to find the silver lining in everything and always take some time for yourself.**

Here a just a few of the tips I have learned along the way:

**Leadership:** Being a Leader is simply and consistently leading by example. There are no shortcuts when you have the responsibility of a leader. You must set the pace. Be approachable, available, genuine, and willing to listen and trust your employees. Delegate whenever possible to help build your employees' confidence in their career path. Focus on doing more listening than talking. (I work on that part, daily, lol). Be attentive in your efforts which could lead to a solution to a matter you have been working on.

**Humility:** Be humble and accept that you cannot and do not know everything. Acknowledge those who solve a situation or enhance others by their efforts. Praise can last a lifetime to someone. Be meaningful. Be vulnerable. A great supervisor is less than perfect. Encourage the best in people, remember great supervisors manage people, not just results. Never let your ego or pride get in the way of the correct decision.

**Teamwork:** Work together whenever possible. I try to communicate with each member of my unit daily. I offer my assistance and let them know that I am present and available. An example of this is, If I can actively assist someone on a matter/case, it may lead to a teaching moment for the employee or myself. This practice keeps me sharp in using skills I once used daily. The great UCLA coach/ teacher John Wooden said it best "What is right, is more important than who is right". I keep a framed copy of Coach Wooden's Pyramid of Success in my office. It includes the 12 Lessons in Leadership. Find something to hang on your wall or set in your workspace to remind you to stay focused and inspired.

**Embrace your chosen profession:** Love what you do. You asked for it, embrace it and be the best you can be. Do not let your work consume you. Balance is a must. Like any approach or attitude, it is contagious. You as a supervisor create the climate within your workplace. Enjoy each day, even if it's a difficult day.

**Have some fun:** One of the most contagious things globally is a smile. Have some fun. An example of some of the things I will do throughout the year is simple:

37th Annual

# BAKER TO VEGAS CHALLENGE CUP RELAY 2023

This year, L.A. County Probation's Baker to Vegas team participated in the 37th annual Baker to Vegas Challenge Cup Relay. This was our team's 29th year participating. The race is a 120 mile relay race which starts in Baker, CA, crosses four counties, and ends in Las Vegas, NV inside the Rio Convention Center.

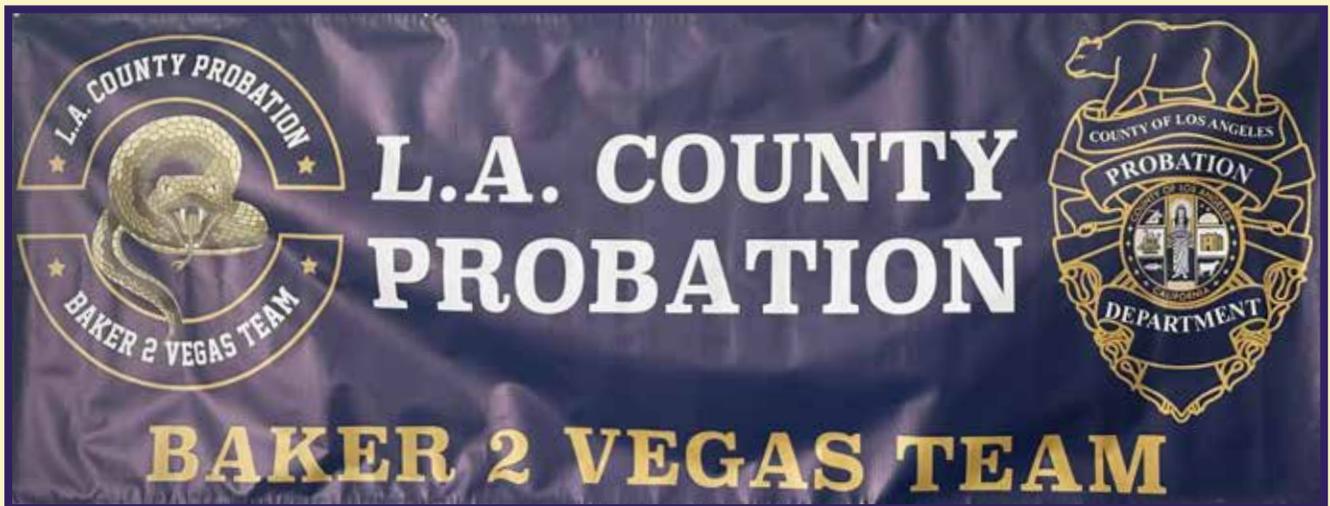
The probation department was not initially allowed in the race, as race officials did not recognize us as peace officers. In 1993, after being denied for two years, we were the first probation team allowed to enter the race. As a result, other probation departments as well as other sworn agencies were allowed to enter, making this event the largest law enforcement race in the world.

This year, 234 teams from all around the globe gathered together to compete and show camaraderie as peace officers. Although the majority of teams hail from California, other states and countries were also represented. This year, teams from the U.S. included

Idaho, New York, New Mexico, and Texas. The countries of Canada, Germany, and Australia were also represented.

Our team ran in memory of Michael Wall, Chief Ray Leyva Jr., and in hopes for a healthy recovery for our teammate, SDPO Aaron Cope. We competed in the mixed division consisting of at least 5 women and 15 men. We improved on our time from last year finishing the 120 mile grueling course in 17:49:05. Our time garnered a 16th place finish out of 24 in our division and 130th overall.

Our probation team consisted of 27 runners (7 alternates) and 30 volunteers. Various sponsors assisted in our overall success. We recognize LACCEA as our biggest sponsor and its many members who participate in the annual event. All in all the 2023 Baker to Vegas race was a huge accomplishment for members of our Probation Department. We completed with honor and success.





# CONGRATULATIONS TO NEWLY PROMOTED LISA WONG!



Congratulations to newly appointed Lisa Wong, Psy.D., Director of the Los Angeles County Department of Mental Health. After serving as Interim Director of the Los Angeles County Department of Mental Health since July 2022, the Los Angeles County Board of Supervisors made the selection official on February 28, 2023. Concurrent with her Senior Deputy Director role, Dr. Wong was also the interim Chief of the Full-Service Partnership (FSP) program, a 24/7 intensive outpatient service aimed at helping clients at risk for homelessness, incarceration, and hospitalization, among other negative life outcomes.

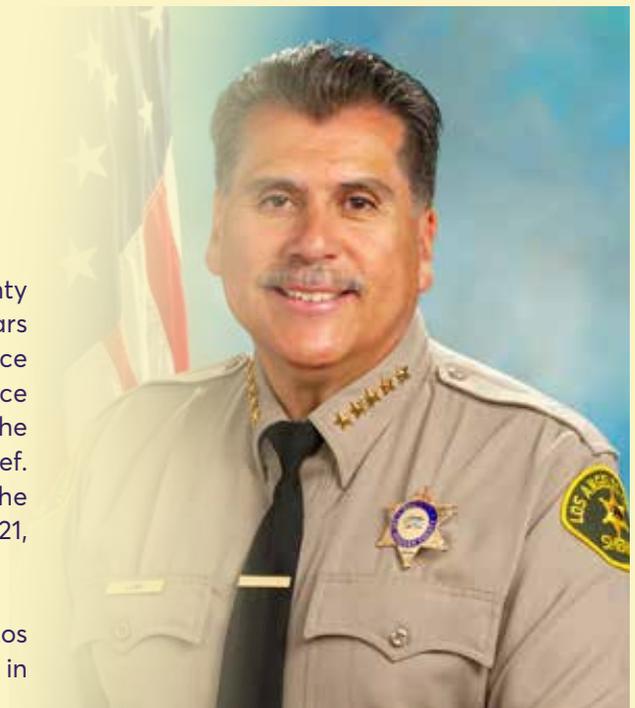
Starting in the County as a student over 30 years ago, Dr. Wong spent more than two decades working in the Skid Row area of Los Angeles providing care to some of the County's most vulnerable and high-risk individuals experiencing serious mental illness and homelessness. Prior to her current role, she served as the Mental Health Clinical Program Head Over Downtown Mental Health Center general outpatient services, CalWORKs/GROW, and Prevention & Early Intervention programs before becoming a Service Area Chief over Service Areas 2 and 3. Dr. Wong has also served as Acting Chief for Outpatient Services.

Dr. Wong earned her Psy.D. from the Pacifica Graduate Institute and her M.A. in clinical psychology from California State University, Los Angeles, and she is a lifelong advocate for vulnerable populations and social justice issues.

## WELCOME Los Angeles County Sheriff Luna

Big welcome to newly appointed Los Angeles County Sheriff, Robert G. Luna. Sheriff Luna brings his 36 years of experience from his service with the Long Beach Police Department. In 1985, he joined the Long Beach Police Department and served as a patrol officer and on the SWAT team. In 2006 he was named as the Deputy Chief. In 2014, Luna was appointed as the 26th Chief of the Long Beach Police Department and in September 2021, announced his retirement.

In December 2021, Luna entered the race for the 2022 Los Angeles County Sheriff election with success, swearing in as Sheriff on December 5, 2022.





# 2023 SUMMER SCHOLARSHIP AWARDS AND BOARD INSTALLATION DINNER



**THURSDAY, JULY 27, 2023  
6PM - 10PM**

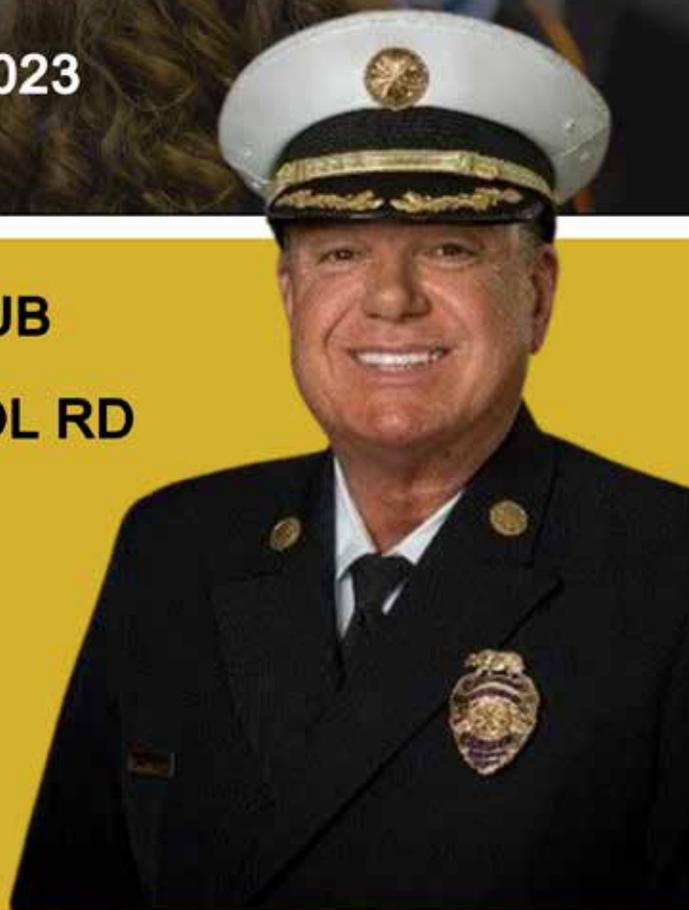
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**MEMBERS \$40  
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*SPECIAL GUEST*  
**Anthony C. Marrone**  
FIRE CHIEF,  
LOS ANGELES COUNTY

**FOR ADDITIONAL INFORMATION AND TO RSVP  
(626) 365-1591 info@lacountychicano.org**

# SUGGESTIONS FOR HANDLING WORK-RELATED SITUATIONS



BY ROBERT MENESES, ESQ.

This article is written as a suggestion to Los Angeles County Chicano Employee Association (LACCEA) members on how to handle a couple of common work-related situations. I am happy to write this article which will assist our LACCEA members and provide them with insight and practical experience that can be used to navigate what

can sometimes be a cumbersome and bureaucratic process. This article is not all inclusive, as there are too many situations that arise in the county workplace that would make it impossible to cover everything. In addition, this article will only include limited citations to Civil Service Rules, Department of Human Resources Policy Procedures and Guidelines, and other State and Federal labor-related laws. These rules, policies and laws are somewhat complex and too voluminous to include in this short article. Rather, I am providing two examples of common work-related issues that I have experienced overseeing departmental human resources.

Many times, supervisors will be confronted with having to discuss an employee's behavior, such as arriving late and being absent. First, it is not uncommon for employees to occasionally arrive to work late. This can be due to childcare, traffic, medication, medical issues, morning sickness, faulty elevators, train delays, bus delays, parking delays, faulty alarm clocks, car engine trouble, etc. As you can see, there are many reasons employees tell their supervisors why they are late. Some of these reasons are stronger than others, but that is another story. Now, the next question is "How often is this occurring?" Pursuant to the County Department of Human Resources' Policies, Procedures and Guidelines (PPG #531), County employees are expected to arrive at their assigned locations prepared and able to perform all of their essential functions of their positions and ready to work at their designated start times. The employees must have regular and punctual attendance. Depending on your department, if this happens more than once a week and/or occurs weekly, the employee may be violating PPG #531.

When this violation occurs, it is highly likely that the employee's supervisor will sit down with the employee and ask them why the employee is arriving late so often. The supervisor will do this because in addition to violated County policy, other employees will see this occurring and unaddressed may hurt employee morale. Other employees who arrived on time may be the required to handle the late employees work and responsibilities. In addition,

the consistently late employees also are violating Civil Service Rule 18.031, in that their behavior or pattern of behavior is negatively affecting the employee's productivity. It can be argued that the employee is not being as productive, due to tardiness. So, how should the LACCEA member address this conduct? Basically, they should contact their supervisor BEFORE their tardiness becomes an issue. If the employee is having an "issue", they should immediately notify their supervisor and inform their supervisor of their situation and discuss a "plan" about how and when they intend to comply with their work schedule.

Second, the bigger issue for departments is when employees are consistently absent. While it is not uncommon for employees to sporadically be absent from work for a variety of reasons (as mentioned above), absenteeism occurs when employees regularly stay away from work with no particular reason. Still, being absent from work often can lead to employee discipline. Many times, supervisors will notice patterns of absenteeism, including calling in sick on Mondays and/or Fridays, and calling in sick regularly each month. The supervisor and/or the department's human resources will see this on the employees' timesheet. The supervisor may be required to transfer employees to support the unit where the absent employee works. This may also affect morale as co-workers will be given additional work that needs to be completed by the unit. Many employees will resent the consistently absent employee.

The supervisor may meet with the employee and discuss the employee's absenteeism. There may be a defense for this conduct. This may involve a Family Medical Leave Act (FMLA) or California Family Rights Act (CFRA) issue that we, as part of LACCEA's legal team, can help our members with. It should be noted that these leaves are protected, meaning employers are prohibited from discriminating against, retaliating against, or taking an adverse employment action against an employee who requests or takes a protective leave.

So, what should an employee do BEFORE absenteeism becomes a problem at work? I recommend that the employee contact their supervisor if the employee has difficulty attending work regularly. It is important that the employee explain why the employee cannot regularly attend work, especially if the employee has a family issue, a medical issue or a work-related issue. The employee does not have to discuss their medical diagnosis but simply talking to the employee's supervisor or their departmental human resources may allow the department to provide the employee with some options. At the employee's discretion, the employee can discuss the issue with their supervisor especially since their supervisor is more likely to be more understanding if the employee has a legitimate reason for being absent.

Remember, supervisors are human and experience many issues that employees experience. There may be protected leaves that the employee could utilize, including those mentioned above. If you have an "occasional" absence, there should not be a problem and you should not be retaliated against by anyone. Still, we, your LACCEA legal team, remain available to provide you with guidance and assistance. We are only a phone call away: (626) 365-1591.

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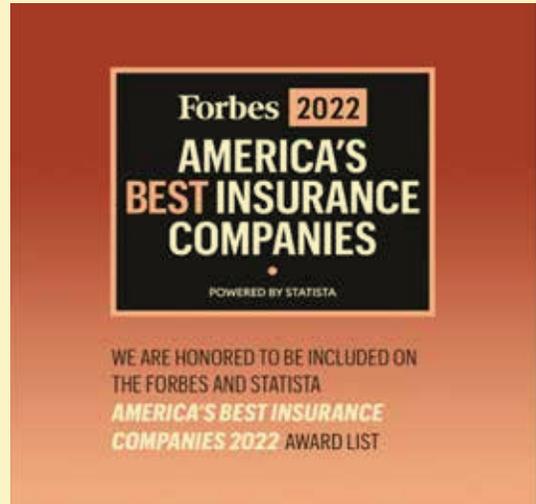
Get with LACCEA to be represented to host a LACCEA recruitment or informational session at your office or event.  
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## Critical Illness Protection

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.

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“An example of how all consultants should model themselves after.” - **Fire Captain Georgia**

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# WELCOME

## REBECA QUINTANA

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### LACCEA ADMINISTRATIVE ASSISTANT



Rebeca Quintana earned a B.A in Political Science and Labor Studies from the University of California Los Angeles (UCLA). As a first-generation, non-traditional, immigrant, working, and parenting student, her educational journey was challenging, but she succeeded. While at UCLA, Rebeca completed two internships. The first was at the Washington, DC office of Congressman Raul Ruiz, where she gained firsthand experience of the legislative process. The second was at The Refugee Children's Center, where she helped immigrant children adapt to U.S culture.

Rebeca previously worked with an immigration attorney for over four years in Korea Town as an interpreter and office assistant. Her work experience also includes sales, store, and traffic management. She is now bringing her knowledge, skills, and eagerness to grow at LACCEA.

Throughout the years, Rebeca has volunteered in the annual May Day March, advocating for workers and immigrants. She also helped in renaming the UCLA Labor Center in Los Angeles, now called UCLA James Lawson Jr. Worker Justice Center. Lastly, she actively participated in a march to support the University Council of the American Federation of Teachers' as they fought to obtain living wages.

Rebeca's goal is to make a positive impact and continue giving back to the community. She has an unmatched passion and commitment towards various social justice issues affecting communities of color and immigrant families. Rebeca has a beautiful daughter named Katie, who is her inspiration to keep growing. They love to spend time together traveling, working out, and trying new types of food.

# ANNUAL LACCEA MEMBERSHIP MEETING

**May 18, 2023**

**5pm to 6pm**

**LACCEA OFFICE  
1848 N. Allen Ave  
Pasadena, CA 91104  
RSVP'S ARE REQUIRED**



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*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.

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 TEL: (626) 365-1591 · FAX: (626) 365-1596  
 WWW. LACOUNTYCHICANO.ORG · E-MAIL: INFO@LACOUNTYCHICANO.ORG





## 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

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 Carlos Coronado  
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 Julio Cesar Garcia  
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 Lucas Martinez  
 Richard Torres  
 Michael Solis  
 Roberto Sepulveda

### STAFF

Rebeca Quintana, Administrative Assistant  
 Dion DiNome, Staff Attorney  
 Donna C. Wells, Staff Attorney  
 Robert Meneses, Staff Attorney