

LACCEA NEWS

January 2023

Est. 1969



CALENDAR

**Summer Scholarship
Application Available**
March 13, 2023

**LACCEA Membership &
Dodger Tickets Promotion**
March 30, 2023

**LACCEA Board Members
Candidate Statements
Available**
March 31, 2023

General Board Meeting
May 18, 2023



MARCELINO SANDOVAL - You will be missed!

On August 31, 2022 LACCEA Board of Director Marcelino Sandoval made the difficult decision to step down from the LACCEA board. Holding a position on the LACCEA Board requires time and commitment. Mr. Sandoval, who is a veteran LACCEA Director, knows and understands the commitment required. His input will be missed, but we respect and appreciate his decision. Best to you Marcelino Sandoval, your legacy will live on!



WELCOME GREG FISHER

Please join us in welcoming Mr. Greg Fisher, who has accepted the opportunity to fill the open seat on the LACCEA board (the seat is up for re-election in May 2023). Fisher has a long history with LACCEA, joining the organization as a member in July of 2000. As a former LACCEA board member, Mr. Fisher was the perfect candidate to fill the open position. We look forward to Mr. Fisher's participation in the upcoming meetings and events.

PRESIDENT'S MESSAGE

Together with my colleagues at the Los Angeles County Chicano Employees Association (LACCEA), I wish you a very happy, healthy, and prosperous New Year!

I am humbled, honored and privileged to assume the role of President of LACCEA. I am deeply grateful to my predecessor, John Villa, for his leadership and outstanding contributions during his presidency, as well as the members of the Executive Committee and members of the 2022-2023 Board of Directors. I am inspired by their commitment to LACCEA and numerous achievements. The growth of LACCEA has been collectively propelled by all its past presidents, Executive Committee members, and Board members. I look forward to continuing this important work towards fulfilling the mission of LACCEA.

This year we are also pleased to welcome Mr. Greg Fisher back to the Board of Directors. Mr. Fisher has distinguished himself as a person of dedication, integrity, and professionalism. We are confident that he will make outstanding contributions to the organization, and we look forward to seeing his success.

As we reach the end of 2022, I would like to highlight a portion of the goals we achieved during the year:

Summer & Winter Scholarships: LACCEA continued with its support of student's education by awarding students with educational scholarships based on academic achievement and financial need. We are very thankful to our sponsors who donated to our Scholarship foundation, including the Los Angeles County Probation Department, Bureau Chief Dalila Alcantara, Vincent Bennett, Esq., and the Employees Club California. We would also like to thank Los Angeles County Supervisors Hilda Solis and Kathryn Barger for their continuous support.

Si Se Puede Leadership Conference: The long-awaited Leadership Conference returned this year with remarkable success. This year's conference focused on promotability, individual skill building, and de-escalation in the workplace. These techniques were designed to assist with building confidence and displaying leadership when called upon. Leadership comes with unique challenges, but the confidence to succeed helps overcome even the most challenging obstacles.

Toy Drive: LACCEA is proud to have held another successful Toy Drive to support charities that distribute Toys to children in need. This year marked our largest partnership involvement as we welcomed Los Angeles County Firefighters, Spark of Love, and Warriors for Our Children. We want to thank all those who participated or donated a toy for supporting this important event.

Legal Representation: LACCEA continued its advocacy for the fair treatment of our members by providing legal representation and resources to assist with a wide range of issues experienced at work. Last year brought us much success as we prevailed at many Skelly meetings, saving multiple members from unreasonable suspensions, and even stopping a discharge! Our Attorneys were also successful representing our members at the Civil Service Commission. They were responsible for returning multiple members back to work after being discharged for over two years! That means backpay and returned stability for those responsible for performing some the hardest jobs in the County. Our Legal Team was also responsible for restoring promotional eligibility for those wrongly held back due to frivolous reasons or error on the County's part. When your job is on the line, our Attorneys are here to provide you support and representation when you need it most.

I thank you for your ongoing commitment to our association. Please continue to remain active and take advantage of the opportunities our association provides for you.

Happy Holidays,
Johanna Hernandez
LACCEA President



ANASTASIA'S CORNER

Practical Paralegal Points

WHAT IS CIVIL SERVICE?

The Civil Service Commission (CSC) is an independent body of five members that hear and rule on appeals filed by State, County, and municipal civil service employees. The Commission's appellate authority includes disciplinary actions such as discharges, reductions, and suspensions exceeding five days, alleged discrimination, and other matters specifically granted by the Civil Service Rules.

In cases of discharge, suspensions exceeding five days, or reductions, an employee may request a hearing by sending the Commission a petition for hearing within 15 business days after service of the disciplinary notice. LACCEA's skilled attorneys can provide representation throughout the CSC appeal process, including filing the petition for an appeal on your behalf. This ensures your petition specifies the ruling or action you are appealing, provides sufficient facts upon which your case is based, and is submitted accurately to assist the Commission in determining whether to grant you a hearing.

Once the Commission receives your petition for a hearing, the staff will examine your document. If it falls within the rules and you have provided sufficient facts to support your appeal, a case number will be assigned to you, and you will receive a notice informing you of the date your case will be on the Commission's weekly meeting agenda. This is one of the many advantages of having representation. It not only relieves a lot of stress in trying to figure out the CSC process, but it also ensures that you have the best opportunity to be granted a hearing since LACCEA's legal team knows exactly what the Commission is looking for in the petition.

The CSC meets for its regular Commission meeting every Wednesday at 9:30 a.m. to hear the matters on their calendar for that day. There are typically 15-25 cases on the weekly agenda. You must wait until a Commission staff-member calls your case so that you can identify yourself and present your side of the issues. The Commission will rule on your petition and then move on to the next case on the agenda.

Upon being granted a hearing, you will receive a list containing the names of three potential hearing officers along with the opportunity to reject one of them. The Department's advocate will be given the same opportunity and the remaining hearing officer will be assigned to hear your case. Should both parties reject the same hearing officer, the Commission will randomly assign one of the two remaining hearing officers.

Once a hearing officer is assigned, you will receive notice of which hearing officer is assigned to your case, along with 3 or 4 days of scheduled hearing dates. Some cases finish in 1 day, some take up to 9 days. For discharges, suspensions exceeding 5 days, and reductions, the burden of proof is on the Department, and they will present their case first before you present your defense last. In all other types of hearings, such as claims of discrimination or examination appeals, the burden is on you to present your case first with the Department presenting its defense last.

After your hearing, the hearing officer will author a report, which serves as a recommendation to the Commission. The Civil Service rules require this to occur within 30 calendar days from the conclusion of the hearing, but it generally takes longer depending on the complexity of the case and the number of witnesses and exhibits.

After the hearing officer gives their recommendation to the Commission, your case is then scheduled for the Commission's regular Wednesday agenda once again. After reading the hearing officer's report and recommendation, the Commission reaches a proposed decision on the case and decides to either adopt the report and recommendation as their own, or remand back to the hearing officer to be modified in accordance with their decision. Both parties are then provided with notice of the adopted decision giving the non-prevailing party the opportunity to file objections. If objections are filed, the Commission will place the matter on its calendar for the last time, now deciding whether to sustain or overrule the objections, and ultimately making their final decision on whether your discipline will be sustained, modified, or rescinded.

Does that sound simple? We didn't think so. If you are issued a disciplinary notice, be sure to contact us immediately to secure an attorney to represent your best interests throughout the Civil Service appeal process.

Anastasia Grant, Paralegal



RAY LEYVA

LACCEA FAMILY MEMBER, SUPPORTER AND INSPIRATION



It was with great heartbreak to hear that LACCEA's friend, Ray Leyva passed away. October 12, 2022 was a day to reminisce on Mr. Leyva's achievements and history that we've had the opportunity to witness and be part of.

Ray Leyva spent more than 40 years in law enforcement. He began as a reserve officer with the Los Angeles Police Department in 1975, then left the LAPD to work for the Burbank Police Department in 1976. In 1981, he transferred to the LASD, which would be his professional home for the next 32 years. His reputation for intelligent reform and as someone who stood up to corruption and cronyism no matter the cost, was always in the forefront.

In December of 2018, Leyva agreed to join new sheriff, Alex Villanueva, whose campaign Leyva had supported. Leyva was joined by former LASD commander Bob Olmsted, another highly respected department veteran. Leyva attempted to gently steer his boss away from choices he thought would ultimately cause Villanueva and the department some serious problems, but unfortunately their alliance dissolved. Nine months after leaving the Sheriff's appointment the Board of Supervisors asked Leyva if he would serve as the Interim Chief of LA County's Probation Department, as they searched for a candidate to fill the position. Leyva's ultimate plan was to run for Sherriff in the June 2022 election.

Leyva moved into LA County Probation's head office in January 2020. Three months after Leyva began, however, the COVID pandemic hit, meaning that, during that early period everything was focused on getting through the crisis and his plans for the department had to be tabled. Once Leyva was able to focus on making department changes, he began getting bad earaches. At first the former-undersheriff-turned-interim-probation-chief assumed that his health problem was a simple one. It was not. The pain was being caused by a malignant brain tumor. Leyva had surgery, then began a targeted treatment in a clinical trial at City of Hope. The cancer, however, was unusually aggressive. Still, Leyva was reportedly optimistic and intent on healing.

On October 4, 2022, Leyva's family sent out the following message via former LASD commander Carlos Marquez: *"Retired Undersheriff Ray Leyva has been battling a very serious medical condition for the last two years. Ray's strength and determination to combat this condition can only be described as courageous, however, it is with a very heavy heart that his family wishes to inform you that Ray is currently in hospice."*

Slightly over a week later, the news came that Ray Leyva had passed as his family surrounded him.

Leyva's abilities and accomplishments over the decades were not surprising to those who knew him. He had his share of dealing with more than the usual amount of interdepartmental politics, especially during the reign of former sheriff Lee Baca and Baca's once-feared second-in-command, Paul Tanaka. Most notably, Leyva was one of three captains under former LASD under-sheriff, Tanaka, who was told (along with others) that he would never be selected for promotion. Rather than ducking and covering in the face of Tanaka's misdoings, Leyva, along Joaquin Herran, a friend and colleague who also found himself on Tanaka's enemies list, successfully brought a lawsuit against the department alleging discrimination and unfair practices in its promotional system. Tanaka and Baca would later be sentenced to federal prison for their wrongdoings within the LASD.

Outside of his career and at various times in his life Mr. Leyva pursued his advocacy efforts by serving as President on the National Board of the Hispanic American Police Command Officers Association, President of the Southern California Chapter of HAPCOA, President and Board Member of the Los Angeles County Chicano Employees Association, Board Member of the Professional Peace Officers Association (PPOA) and as a member of several other Law Enforcement Associations.

"He was a man of integrity," said retired LASD lieutenant Katherine Voyer, a colleague and friend who had known Leyva for decades. *"He always did the right thing. And sometimes he paid for it."*

Retired captain Michael Bornman, another longtime friend who'd worked with Leyva, praised similar qualities, including his colleague's "decisiveness in situations of crisis."

Former Captain Eli Vera called the former undersheriff a "beacon of light in some very dark times."

Other memories and comments included:

"I feel fortunate to have been a new deputy fresh out of the LASD academy to have worked at a facility under his command. As a new deputy, your emotions range from excitement, nervousness, fear of the unknown and intimidation with regards to supervisors and commend staff. When Captain Leyva met us, I can still remember his smile and words of welcome to the facility and department. Almost twenty years later I still remember this."

"Ray was a highly intelligent gem of a man that I worked with when I was a professional staff member at Custody Division Headquarters. He was a sergeant and Chief Culik's aide at the time. Unlike some sworn personnel, Ray always treated the civilian staff with courtesy, kindness, and professionalism. I admired him very much and throughout the years until my retirement from the department, he was a loyal and kind friend to me."

**The Los Angeles County Employees Association will honor
Mr. Ray Leyva
at the 2023 LACCEA Summer Scholarship Dinner
We share in his commitment and passion of advocacy for justice, fairness, and equality.**



LOS ANGELES COUNTY CHICANO EMPLOYEES ASSOCIATION

WINTER SCHOLARSHIP & TOY DRIVE

2022

The annual LACCEA Foundation Toy Drive & Winter Scholarship Award program was held on Thursday, December 1, 2022, at the Altadena County Club.

Special Congratulations to our Scholarship Awardees:

Carlos Delgado, El Camino College

Jasmine Soriano, Alverno College

Jennifer Patey, Cal State University Northridge

Julia Garcia, University of Washington

Kaliyah Thompson, University of California Santa Cruz





LACCEA LEADERSHIP CONFERENCE

October 20th & 21st
Villa La Paz National Chavez Foundation
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INSTRUCTORS

Thomas Broxtermann, Ph.D – Trainer & Professional Consultant

Jen Garcia – Employ California

George Alvarez – Los Angeles County Probation Trainer





HARLEM QUEEN NICKY MCCRIMMON



LACCEA Member and BMP Supervisor at BJNJH, Nicky McCrimmon, attended the LACCEA Leadership Conference on October 20th and 21st. That event was an opportunity for LACCEA President, Johanna Hernandez to get to know more about Nicky's life. Born March 22, 1972, in Manhattan New York, Nicky started to develop her strength and motivation through the inspiration of her mother. The odds of a future filled with adversary and hardship were plausible. Those challenges made her strong, and without knowing then, patterned out life experience that would require her to make challenging decisions. Nicky developed a love for sports, mainly basketball. Her ball handling development exhibited quickness like no one else her age, earning her nickname Quicky Nicky.

With her mind set on education, Nicky began to use her basketball skills for scholarship opportunities. The first two years of high school, Nicky excelled academically and athletically. Nicky's family are her pride and joy. Ms. Geneva and family never missed a game and would be her biggest cheerleaders. Nicky averaged 24.3 points per game with 6.2 assists and a single-game scoring record of 45 points. She once scored 80 points in a single game!

Nicky attended New Mexico Junior College and was recruited nationally by several schools such as University of Georgia, San Diego State, and University of Southern California (USC). Accolades compiled with Nicky named as First Team All-Conference, All Region, and Kodak All-American, the highest honor for a Junior College Player. Through the course of her stellar career, Nicky was ranked #2 All Time as she was a top-ranked assists and steals leader, a team captain, and helmed her New Mexico JC to a 25-4 record, being nationally ranked. Following this success Nicky committed to Pac-10 powerhouse, USC. She played alongside Lisa Leslie (2-time WNBA Champion & Gold Medalist), Tina Thompson (4-Time WNBA Champion, Gold Medalist), and a host of noteworthy student-athletes. She was one of the most exciting point guards to watch and led her team within one game of going to the Final Four.

As her collegiate career was nearing to a close, she fulfilled the promise to graduate with her degree from USC to honor her family and mother, Geneva. Nicky walked across the stage with a degree in Communications and Minor in Sociology.

Her Basketball professional career included: Long Beach Stingrays, Atlanta Glory, Women's National Basketball League (WNBA), Los Angeles Sparks, and Houston Comets. During the off season of WNBA, Nicky expanded her development by playing overseas in Poland, which she gained accolades by winning a championship with the European FIBA team, Polpharma VWB. To add to her off season accomplishments, Nicky received a Proclamation by the State of New York, naming September 13 as Nicky McCrimmon Day.

Nicky decided to retire from the sport she loved so much in 2003. Included in Nicky's many accomplishments are acting roles in movies such as Space Jam (1996) and countless commercials and TV Sitcoms. Let's add author to the list as well! Harlem Queen, which has great reviews, is her life story filled with experiences, inspiration, and a takeaway with 10 steps to success. Published in 2021, Harlem Queen is available on Amazon and is a great read for children and adults.

Nicky's passion for mentoring and vicarious happiness for someone else's success is contagious. LACCEA is proud to highlight the experiences and continued accomplishments of Nicky McCrimmon!

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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.

"They frequently called or dropped by to check on our well-being, I never felt like a client or patient. They always made me feel like family" - **Sergeant Hill**

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

"It has been obvious over the years that they care more about helping others than meeting a quota or earning a dollar" - **Deputy Mabee**



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THE SECRET TO FINDING A MENTOR

by Jen Garcia

Many of us secretly long for a mentor. We know that spending time with one allows for them to identify our weaknesses and advise us on how to fortify them, to guide us through challenging situations with wisdom, and to teach us the lessons they've learned—causing us to thrive in our careers and personal lives. Prohibiting us from acquiring mentors are a variety of myths ("mentorship is time-consuming"), excuses ("I don't know where to look"), and fallacies ("all mentors hold high positions"), when—in reality—finding a mentor is more readily obtainable than we think.



The secret to finding a mentor is adopting mentor-like habits yourself by serving others. Mentors understand the true definition of a leader: a leader is a servant. A leader desires for everyone else around them to prosper because they are keenly aware of a paramount truth: we are all in this together. They know that "a rising tide lifts all boats," so they focus on serving others by uplifting, supporting and sharing resources.

Once you begin exhibiting these mentor qualities, something magical happens: leaders notice you. They see the contribution you are making in others' lives, and they want to fan those flames. Like attracts like, and mentors attract mentors.

Here are a few easy, efficient actions you can employ to begin your mentorship journey:

THE ENCOURAGER

Create a habit of encouragement. When your colleague streamlines a process that has caused your team headaches in the past, or when they serve participants effectively with care, verbally acknowledge it. In a team meeting, take the time to recognize them in front of others. Write them a quick email, detailing what they did and how it affected you/others positively. Talk about their successes when they aren't present. Encouraging your colleagues will not only delight but also motivate them. Everyone loves to be commended for their wins.

THE WING PERSON

You know that one event you want to go to but won't because you don't have anyone to go with? Colleagues around you feel the exact same way. Take the lead and accompany them to that networking event. Introduce them to colleagues they haven't met yet. You will be edified by each other's presence, and you'll both expand your network.

THE RESOURCE ANNOUNCER

When you learn of resources that will assist fellow colleagues in their career pursuits, share them. Detail why you sought it out and what you gained from it. Skill-building resources, like the employment exam workshops Employ California provides, are an example. Perhaps your colleague who wants to promote is "stuck" in Band 3 and is seeking a way to prepare for their next exam. Tell them that Employ California has Saturday morning virtual and in-person employment exam preparation workshops. In fact, 100% of participants surveyed who attended Employ California's Deductive and Inductive Reasoning Workshop reported they would recommend it to others. Generously sharing resources like this workshop will ensure your colleagues build their skills, which benefits us all because "a rising tide lifts all boats."



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11
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LACCEA SCHOLARSHIP OPPORTUNITY

Apply Now!

Applications Accepted: March 13, 2023 to April 24, 2023

Application Deadline: April 24, 2023 at 4:00pm

Walk-in applications will be accepted

APPLICATIONS OPEN TO:

LACCEA members, family and referred friends who are high school seniors or adults currently enrolled or scheduled to enroll in college, university, trade school, or an approved certified program.

**LACCEA Board Members, staff, and their immediate families are excluded from participating.*

SCHOLARSHIP OPPORTUNITIES:

LACCEA SCHOLARSHIP (5) - \$1,000

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LET'S BUILD THAT SELF-ESTEEM

By Michael Solis,
LACCEA Board of Directors

What's good my brothers and sisters? Hope you are all well.

Today, I would like to touch on a practical, but also idealistic subject: Building Self Esteem and Confidence. I guess you can say they go hand-in-hand. What I wish to share with you is meant to boost your self-esteem and confidence. Because my list of boosters is long (I read a lot), I will touch upon only a few that I consider the "meat and potatoes."

Although you probably already know this, let's define our subject. Self-esteem is how we value and view ourselves. It is belief in one's own worth. Confidence comes from trusting ourselves. Got it? Great. Let's get this party started.

Of course, it all begins in your Mind. Norman Vincent Peale, the author of *The Power of Positive Thinking*, wrote, "How a man thinketh, so he becomes and how he becomes he shall remain."

We process between 70,000 to 80,000 thoughts a day. That is a whole lot of thinking. For example, when you are in the middle of a conversation, you are actually thinking of other things you should be doing, you want to do, or you might just be taking a trip to fantasyland.

Anyway, that's why it's so important to get your mind straight. Clear yourself of all negative thoughts. Definitely get rid of the "what-if's" such as: "What if I don't get that promotion? What-if she/he doesn't like me? What-if I just don't try?"

Out with all that! Live for the moment (short of committing a felony, of course). You have nothing to lose if you try, but everything to gain. Be persistent with your positive and focused affirmations.

So, stop the negative self-talk. You will never gain the confidence you need to proceed with your self-growth if you doubt yourself.

A booster you might not think of is scent. However, if you smell good, you will feel good. Stop saving your Versace, Gucci, Prada, Valentino, Tiffany, and Burberry colognes/perfumes for that "special event." You should look at every day as a special event. Take that wrapper off, unbox that bottle, and try hitting your wrists and behind your ears from about 3 to 6 inches away, especially after showering, when your pores are open. Some people spray in the air and walk into it, but that just goes on the floor. So, no mist clouds, folks! A light scent on a person will tell others that you take care of yourself, and that alone will identify you as a person with confidence.

Last, to build that self-esteem/confidence, do an Act of Kindness. We all have the ability to make someone happy. You usually don't even have to go out of your way. All you have to do is say, "Please," "Thank You" and "You're Welcome." Try paying for someone's coffee at Starbucks or letting someone into the line ahead of you. This act of kindness will do wonders. Not only will you feel good, but you will also be contributing to humanity, which should be everyone's purpose.

Always, remember to Believe in Yourself. You are a special and worthy Individual, and you are appreciated. You have an impact on everyone you meet, whether you realize it or not.

To all our LACCEA family, I want you to know that I will make myself available for peer support and/or any advice, from leadership skills to meditation suggestions. I'll also be here for anyone who is simply in need of motivation.

The LACCEA Board of Directors want to see all of our members grow, feel good about themselves, and hold a positive outlook.

Live for the moment and keep smiling.

Regards,
Michael Solis



LACCEA IN FULL FORCE

REPRESENTING & SUPPORTING





HIGHLIGHTING LACCEA MEMBERS

LACCEA member **Griselda Ramirez** delivering a Thanksgiving Turkey donated by LACCEA and a box with all the fixings donated by AB 109 Deputies and support staff to person she supervises.

Rafael Dominguez Jr., Probation Pomona Area Office & LACCEA supporting the Warrior for Children organization with generous toy donations.

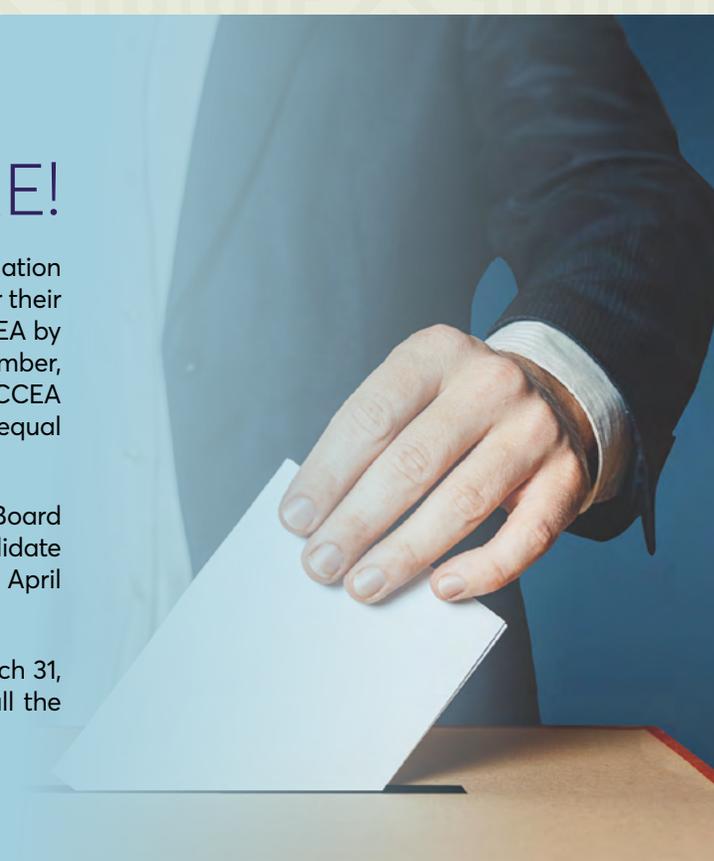
LACCEA ELECTIONS ARE HERE!

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 3pm, April 20, 2023.

Candidate Statement Forms will become available on March 31, 2023. To request a Candidate Statement Form, please call the LACCEA office or visit our website.

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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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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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