

Los Angeles County Chicano Employees Association

June 2009



Greg Fisher
2nd Vice President

Meet our Second Vice President Greg Fisher

By Mary Anne Saucedo-Rodriguez

Mr. Fisher was born and raised in Los Angeles, California. He is the youngest in his family with two older brothers and one sister. He graduated from Franklin High School, attended Woodbury University, and is currently enrolled in California State University of Long Beach

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Lorenzo Sandoval
President

A Message from Our President

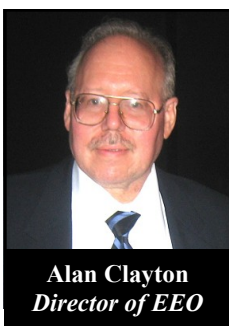
By Lorenzo Sandoval, President

Here we are in June with almost half the year gone and LACCEA 2009 Elections are over. I would like to thank all of you who participated in our 2009 Elections. LACCEA members have voted to update and strengthened LACCEA's By-Laws after 40 years. This will keep the organization strong for its continual growth and welfare of its members.

I would also like to thank you for your continued support and confidence in my ability to lead LACCEA. LACCEA is an organization known for its determination and successes in having its members and Latinos treated with fairness and equality in Los Angeles County. I pledge to you that I will do everything in my power to keep LACCEA, whose primary function is the welfare of its members, moving forward.

LACCEA welcomes newly elected Board Members Anthony Flores, Lucas Martinez, Jose Moreno, and Gil Valeriano. Congratulations to our re-elected Board Members George Castro, Monica Gastelum,

See President on page 2



Alan Clayton
Director of EEO

Latinos are Severely Under Represented in the DCFS

By Alan Clayton, Director of EEO

The overall significant under representation of Hispanics at various job categories and classifications in the Department of Children and Family Services (DCFS) is of big concern. Based on a recent review of the county CWTAPPS data, there are many areas of concern in regards to DCFS commitment, over the last six years, to equal employment opportunity for Hispanic employees to be hired and promoted by this department. The following are some examples that illustrate my concerns:

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SAVE THE DATE!

Saturday, August 1, 2009

Food, games, prizes, and fun for the entire family! It is LACCEA's 40th Anniversary Picnic.

See enclosed invitation for more information.

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Marcelino Sandoval, and Luis Vasquez. I look forward to working with our Board of Directors as we move forward in our quest to keep LACCEA as the premier Latino organization.

I wish to publicly thank our outgoing Board Members Rudy Rico, Armando D'Avila, Richard Ruiz, and Rosaura Chacon for their service and dedication to LACCEA.

I am proud to announce that LACCEA continues to be strong. I am proud of the service LACCEA provides to its members, and I can see that we are doing a good job when our members recommend us to their co-workers. It's because of our members' good word that our membership is growing.

As promised, we continue to challenge the County to provide a level playing field to our members. Due to our persistent challenges, the County has settled our complaints in several departments and hold regular meetings with us to ensure that the commitments are being honored.

As promised, we continue to fund our Litigation account to prepare LACCEA to challenge the County if our differences could not be settled. When we created the Litigation fund we hoped we would not have to use it and we haven't. But rest assured, we have the capability and pool of willing attorneys to help us challenge the County if necessary. Sometimes the County has been understanding and has been willing to work with us. This reassures that sometimes our Board of Supervisors does care when made aware of potential problems.

As promised, LACCEA has strengthen its reputation of being a true leader in Latino affirmative action and advocacy in Los Angeles County; we are known as the Organization "that gets the job done."

AFSCME Local-685 President Ralph Miller encouraged all of AFSCME'S Board of Directors to network and build alliances to have stronger influences. While we may not have agreed on many things, I did take his advice. We have built alliances with the Mexican American Correctional Assn., the Los Angeles County Hispanic Managers Assn., the National Latino Peace Officers Assn., the Chicano Correctional Workers, the Los Angeles City Chicano Employees Association, the Hispanic American Police Command Officers Assn, and many other organizations. Our Board of Directors practices this philosophy and is currently serving on over 30 different Boards. This makes our organization very influential as we often support each other and when combined, represent several thousand members that allow us to bring a bigger presence to cause. In these trying times we either stand united or we shall all fall divided.

I would also like to thank the unsung Manager,

Union presidents, and Board of Directors that see us as partners and not as adversaries. For those who have decided not to work with us, rest assured that we will spare no expense to ensure that our members are well represented and are provided with a fighting chance.

Once again thank you for letting me be a part of LACCEA's 40th Anniversary and its future. God bless you and see you all at the picnic. (See insert for more information)

Happy 40th Anniversary LACCEA!

"Once social change begins, it cannot be reversed. You cannot uneducated the person who has learned to read. You cannot humiliate the person who feels pride. You cannot oppress the people who are not afraid anymore. We have seen the future, and the future is ours".

Cesar Chavez



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where he is majoring in Emergency Management.

Greg Fisher started his career with the county in 1998 and is currently working as a Sr. Detention Services Officer at Central Juvenile Hall in Los Angeles.

Prior to his employment with the County Mr. Fisher served in the U. S. Navy for 6 years. During his tour in the Navy he had the opportunity to see Japan, Hong Kong, the Philippines and many other countries.

He has been a LACCEA member since July 2000 and has served on LACCEA'S Board of Directors from July 2003 through June 2006 and was re-elected in May 2008. Currently Greg is serving as Second Vice President of LACCEA. He is also the Vice President of AFSCME Local 685 since 2004. Greg hopes the time he gives to LACCEA and Local 685 "will help to resolve some of the short comings in the County and make for a better place to work with fairness for all employees."

Although Greg gives a lot of his time to LACCEA and Local 685, he still finds time to volunteer to the communities we serve. He has participated in food and toy drives, being an active part in feeding underprivileged families on Christmas Eve and being a member of the American Legion. His involvement with LACCEA has been recognized by Assemblyman Rudy Bermudez and Fabian Nunez speaker of the California Assembly just to name a few of his commendations.

When he is able to find free time he enjoys cycling, designing furniture and watching the USC football team.

DCFS *continued from page 1*

1. On 3/3/2000, there were no Hispanics in Executive Management positions out of 5 positions. On 6/30/2005, there was only 1 Hispanic out of 8 positions (**12.5%**) in Executive Management positions, and on 6/30/08 there were no Hispanics in the nine Executive Management positions.
2. On 12/31/2001, 9 Hispanics held Administrative Services Manager positions out of 45 positions (**26.7%**). On 6/30/08, 16 Hispanics held Administrative Services Manager positions out of 60 positions (**26.7%**). There was no increase in the percentage of Hispanics in this position in 6 ½ years.
3. On 12/31/2001, Hispanics held 15.4% of the Division Chief positions. On 6/30/08 Hispanics held only 11.8% of the Division Chief positions.
4. On 6/30/04, Hispanics held 19.4% of the 372 Category A Management positions while in 6/30/08 the Hispanics percentage of Category A Management positions had only increased to 19.8% out of 434 positions. In four years an increase of only 0.4% in these influential positions for Hispanics clearly does not show progress.
5. On 3/31/2000, Hispanics held 35.4% of Category C Management staff positions while on 6/30/08 the Hispanics percentage of Category C Management staff positions had decreased to 25.0%.
6. On 3/31/2003, Hispanics held 32.0% of Category D Supervisory Clerical positions while on 6/30/2008 the Hispanics percentage of these positions had only increased to 33.5%.
7. On 3/31/2000, Hispanics comprised 28.8% of the 1622 Category E Clerical positions. The Hispanic percentage in these positions decreased to 26.4% out of 1803 positions on 6/30/2008. This low level of representation in this job category appears to violate Federal law (Title VII). We would like to see a copy of your recruitment plan that will correct this significant under-representation on Hispanics in this key job category.

Clearly, the lack of representation of Hispanics in these job categories and classifications raise significant concerns about DCFS commitment to equal employment opportunities for Hispanics. There are also other job classifications or categories where we also have a concern about Hispanic under-representation. We have asked DCFS Director Patricia Ploehn for a copy of DCFS's recruitment plan for the position of Children Services Worker trainee. We also asked Director Ploehn to inform us if there are any full-time Hispanic recruiters and to give us the ethnic breakdown of the recruitment unit. We also asked Director Ploehn to show us a list of her recruitment activities for the past two years.

We are looking forward to meeting with DCFS's Director Patricia Ploehn and Dennis Tafoya, the Director of the County Office of Affirmative Action Compliance, to discuss our serious concerns about DCFS's significant under-representation of Hispanics in many key positions and job categories. With Hispanics comprising approximately 47.3% of the population of Los Angeles County, it is essential that Hispanics be fairly represented at all levels of Los Angeles County government.

LACCEA's Advocacy Efforts to Protect Probation Department Funding

By Alan Clayton, Director of EEO

Ongoing Activities

- 1) Our Director of EEO, Alan Clayton, spent a total of three weeks (Dec 2008 and Jan 2009) in Sacramento advocating against the Governor's proposed massive reduction of Probation Camp Funding. He personally talked to staff in over 65 legislative offices. He also distributed detailed information provided by Probation Director Chief Taylor concerning the importance of the Probation camps to the Governor's office, and to all 120 California State Assembly and to 39 California State Senate members.
- 2) LACCEA Board members, including President Lorenzo Sandoval and First V.P. Carlos Coronado, and Alan Clayton had numerous meetings with Chief Taylor last year in regards to the State budget and how to protect Probation Department funding. Chief Taylor committed to and provided an excellent detailed report along with other information that Mr. Clayton successfully used with legislators in Sacramento to fight the Governors massive attack on Probation Camp funding.
- 3) LACCEA members can be proud of the way we have forged a cooperative effort with Probation Director Chief Taylor to protect our Probation members and their co-workers jobs along with the department's vital public safety programs.

Accomplishments

- 1) In 1996, LACCEA led the fight to protect 668 Probation employees from layoffs and 337 Probation employees from demotions; this was a very long tough battle. LACCEA and other organizations such as the Chief Probation Officers Association were instrumental in preventing massive probation staff layoffs.
- 2) In 2004, when the Governor tried to cut TANF Probation Department funding and Juvenile Justice Crime Prevention Act funding, LACCEA sent Director of EEO Alan Clayton to Sacramento on numerous occasions to help lead the fight to prevent lost of Probation staff and vital public safety programs. Working with the Chief Probation Officers Association and former Probation Chief Paul Higa, we were successful in our efforts to protect your jobs. If our efforts had not been successful in 2004, we could have had huge staff and programs cuts.

LACCEA has been there for you and has protected the jobs of Probation staff and the vital services the department provides. We will continue to work with Chief Taylor in the future to advocate for new revenue for the Probation Department and to attempt to protect the Probation Department from further cuts.

We want to thank our members for their support. Without their membership we could not achieve the success that we have had on your behalf.

Board of Directors & Officers

Lorenzo Sandoval, President
Carlos Coronado, 1st Vice President
Greg Fisher, 2nd Vice President
Monica Gastelum, Secretary
Sandra Solis, Treasurer
George Castro
Joe Delgado Jr.
Anthony Flores
David Jimenez
Ray Leyva
Lucas Martinez
Jose Moreno
Marcelino Sandoval
Gil Valeriano
Luis Vasquez

Staff

Mary Anne Saucedo-Rodriguez, General Manager
Zuly Barrios, Assistant General Manager

Retained Counsel

Law Offices of Victor Manrique

Director of EEO

Alan Clayton

REMINDER:

We need to keep our association's records accurate in order to best represent you.

Please update your contact information by sending us a notice to 2200 S. Fremont Ave, Suite 201, Alhambra, CA 91803 and make it attention to Zuly Barrios, or give us a call at (626) 458-2314, or you may e-mail us at laccea@sbcglobal.net.

Please include your full name, employee number, department number, home address, work address, e-mail address, home phone number, and work phone number. Thank you.

LACCEA

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See you at our picnic!



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