

# THE COMMUNIQUE

from

## THE LOS ANGELES COUNTY CHICANO EMPLOYEES ASSOCIATION

April 2004



### A Message From Our President

*Lorenzo Sandoval*

**I**would like to thank you. With your support, I was recently elected as 1st Vice President of Local 685. My duties include the supervision of two Executive Board Members, over 50 full time stewards, and responsible for over 3800 officers.

I could not have achieved this position without the support of our LACCEA members and our friends from MACA. As current President of LACCEA, I plan to continue to build alliances with our brothers and sisters from other organizations such as MACA, HAPCOA, and many others. Working together, *raza unida*, any barrier can be breached and fair and equitable treatment for our members can be attained.

For most people, this might seem like a heavy load. But I'm not like most people, I am passionate about protecting the rights of people, especially the Latino community.

I want to insure that Latinos are recruited, hired, and promoted in proportion to our numbers in the community. I want to make the recruitment of new members a priority. Additionally, I want to ensure that young people not only know about the struggles and successes of our association but of others who have laid the groundwork before us.

### LACCEA AND LACHMA FILE MASSIVE FEDERAL PROMOTIONAL DISCRIMINATION COMPLAINT AGAINST THE DEPARTMENT OF HEALTH SERVICES

*By Rudy Rico  
Senior Adviser*

**I**n February 2004, our Director of EEO, filed on behalf of LACCEA a 13-page complaint with the United States Equal Employment Opportunity Commission charging systemic discrimination against Latinos in the Department of Health Services in regards to promotions to Supervisory Administrative and management positions. Our Director of EEO, on behalf of the LACCEA, in conjunction with the current and past Presidents of the Los Angeles County Hispanic Managers Association, has participated in a number of meetings with the Directors of the Department of Health Services in the period from 1995 to the present. These meetings have resulted in very few positive results in terms of the promotions of Latinos to supervisory administrative and management positions. In fact, Latino representation in top management positions has not improved in a number of hospitals and actually has significantly declined at Harbor/UCLA Hospital in the period from 1997 to the present.

### TIME FOR ELECTIONS

Hear ye, hear ye: LACCEA elections are around the corner. Elections for Board of Directors will be in May and will be done by mail only.

If you are a member in good standing and wish to run for a board member position, please submit an election statement no more than 100 words long, no later than April 20, 2004.

Candidates' statements will be included with election ballots and will be mailed to LACCEA members in May 2004.

After many years of frustration over the lack of equal promotional opportunities for Latinos in the Department of Health Services to top administrative and management positions both the Los Angeles County Chicano Employees Association and the Los Angeles County Hispanic Managers Association decided to file Federal Title VII promotional discrimination complaints with the Los Angeles District Office of the United States Equal Opportunity Commission. A significant portion of this complaint will be featured in this newsletter. In addition, LACCEA has been active in advocating for the rights of Latinos in other departments.

In 1994, LACCEA also commenced meetings with the Department of Public

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**Rudy Rico**  
Senior Advisor

Works. Because of LACCEA's pressure, substantial gains have been made over the years in Latino representation. This month, Alan Clayton, our Director of EEO, and I had a comprehensive meeting with the Director and his top staff

over the issue of the recruiting hiring and promotions of Latinos. We also pointed out to the Director that in the top executive positions in the department there are no Latinos.

In 1999, we started meeting with Sheriff Lee Baca. As a result of those meetings some Latinos have been promoted to lieutenant, captain, and commander postings. However, we are very dissatisfied with Sheriff Baca's commitment to equal promotional opportunities for Latinos. We have also focused on the need to promote Latinas to law enforcement supervisory positions. The Los Angeles Chapter of the Hispanic Command Officers filed an EEOC complaint charging that the Sheriffs Department was not fairly promoting Latinos to supervisory law enforcement positions. LACCEA is supporting their EEOC complaint.

In 1999, our Director of EEO was the principal draftee representing the LACCEA on Assembly bill 1913. Our Director of EEO led the legislative effort that led to the passage of AB 1913. This bill brought \$121.3 million for programs for juveniles. Over 50% of the juveniles in Los Angeles County Probation Department's custody are Latino.

LACCEA was heavily responsible for Los Angeles County receiving \$34.9 million in 2001, \$32.7 million in 2002, and \$28.0 million in 2003 for at-risk youth, and youths under the jurisdiction of the courts and law enforcement. LACCEA showed its tremendous commitment to the Latino community and its at-risk youth with its sponsorship and enforcement of this bill.

This year we are fighting to keep all of the current budget of \$100.0 million, of which \$28.0 million was allocated to L.A. County. This amount may change in the future because of the budget crisis.

We have also done two recent press conferences in conjunction with the Los Angeles Chapter of MACA over retaining the \$82 million in TANF funding that funds the 19 Probation Camps and other critical programs for juveniles.

The LACCEA also took on the county when there was an attempt to limit bilingual

compensation to staffs whose caseload was 50% or more non-English speaking. About 40% of the 10,500 staff who currently receive bilingual pay could have lost it. If the LACCEA had not prevailed in this fight hundreds of LACCEA members could have lost their bilingual pay along with thousands of other certified Spanish-speaking staff.

In 1986, LACCEA started meeting with Department of Children and Family Services. Due to our pressure hundreds of Latinos have been hired over the last sixteen years. On 12/31/03, 58.6% of the children's social worker positions were held by Latinos. However, the DCFS is still not fairly promoting Latinos and we have already met with the new director twice on this important issue

In addition, in 1996 the LACCEA led the successful fight to prevent up to 1,000 layoffs in the Probation Department and helped to prevent the closure of 18 probation camps.

Since 2001, the LACCEA, the LA County Hispanic Managers and the LA chapter of the Mexican American Correctional Association have been working closely together to advocate for the recruitment, hiring and promotion of Latinos throughout the county, with an emphasis on the hiring of Spanish-speaking staff. We have also been critical of the lack of Latinas in supervisory and management positions. We have met with a number of Department heads and the County Affirmative Action Officer on these issues.

We continue aggressively to represent our members in claims against discriminatory promotional practices, disciplinary matters and appeals regarding promotional examinations.

Without your support of the LACCEA none of these successes would have been possible.

We thank you for your support.

*Rudy Rico is former president of the LACCEA and current Senior Advisor.*

**CONGRATULATIONS**  
**ALAN CLAYTON**  
*By Ray Leyva*

**O**n Friday, March 19, 2004, the Hispanic American Police Command Officers Association (HAPCOA), Los Angeles Chapter, held their annual Instillation and Awards Dinner.

This year's recipient of the Distinguished Citizen Award is Mr. Alan Clayton; currently the Director of Equal Employment Opportunity for the Los Angeles County Chicano Employees Association. Alan has had a career spanning three decades, fighting for the rights of Latinos.

He has been a member of a multitude of organizations, and has been recognized by numerous Latino organizations, most recently by the Latin Business Association, as a nominee for its advocate of the year award.

For his continuing efforts to promote equal opportunity for Latinos, most recently with his efforts at achieving new Los Angeles County Board of Supervisors' districts that do not violate the voting rights of the Latino community and with his efforts in supporting a complaint filed with the U.S. Department of Equal Employment Opportunity against the Los Angeles County Sheriff's Department, Alan continues to lead in the fight to correct inequities for Latinos in Los Angeles County government. For these efforts, Alan Clayton was presented with the Distinguished Citizen Award.

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## A MESSAGE FROM OUR PRESIDENT

We must build on our past and continue to fight for our future. We need you to get involved! I've heard many of our older members remember when they were involved in the cause. Even though because of our aggressive advocacy we have made gains in some departments, in other departments there has been minimal progress. Our struggle for justice is far from over. As Uncle Sam has said "we need you". I call on all LACCEA members to get involved, help us recruit new members. Please talk to your fellow workers about joining us in our struggle for workers rights, fair hiring and promotional opportunities for Latinos. Give back to this great organization as it has given to you, and together we will win the war!

I want to congratulate Mr. Alan Clayton for receiving the Distinguished Citizen Award from HAPCOA on March 19, 2004. Also, I would like to congratulate the LACCEA Board of Directors for receiving a Certificate of Recognition by the Honorable Ed Chavez, on March 8, 2004.

Si se Puede!

## A Letter to EEOC Director Olophius Perry

*The following is a portion of LACCEA's and LACHMA's EEOC promotional discrimination case against the Department of Health Services.*

December 18, 2003

Mr. Olophius Perry, Director  
Equal Employment Opportunity Commission  
Los Angeles District Office, Roybal Federal Building  
255 East Temple St., Fourth Floor  
Los Angeles, CA 90012

Dear Mr. Perry:

The Los Angeles County Chicano Employees Association and the Los Angeles County Hispanic Managers Association, whose membership consist of employees of the Los Angeles County government, are filing this organizational complaint against the Los Angeles County Department of Health Services alleging that this department has not promoted Hispanics as a class on a basis equal to Whites throughout the Department of Health Services from Category C management staff positions to Category B supervisory management positions and in the case of Hispanics in some Hospitals to Category A management positions in numbers commensurate with their availability when compared to the promotional rate for similarly situated White employees. In addition, African-Americans have been promoted as a class at a higher percentage than Hispanics to Category B supervisory management positions at a number of hospitals and in the Public Health area. We base this complaint on our analysis of Los Angeles County CWTAPPS promotional data from 9/30/96 through 9/30/03. We believe that our employment discrimination complaint is very significant in that as of December 2002 there were 263 Hispanics at the Category C management staff positions of which a significant number would have been eligible for promotions to Category B supervisory management staff positions in the period from 9/30/96 to 9/30/03 which, we believe were not promoted because of alleged discriminatory promotional practices of the Department of Health Services.

### **Harbor – UCLA Hospital**

The first hospital that we reviewed was Harbor-UCLA. Harbor-UCLA employee data shows a very significant reduction in the percentage of Hispanics in all three management categories. Hispanics declined from 34.2% in Category C management staff positions on 9/30/96 to 25.0% in Category C management staff positions on 9/30/03. There was a significant decrease in the percentage of Hispanics holding the supervising management staff positions in Category B in the period from 9/30/96 to 9/30/03. On 9/30/96 Hispanics held 15.4% of the Category B, supervising management positions, while on 9/30/03 Hispanics held only 7.4% of the Category B, supervising management positions. Finally, in Category A management positions, the percentage of Hispanics went from 17.0% on 9/30/96 to 7.4% on 9/30/03. It is also important to point out

that Hispanics represented 34.2% of Category C management positions on 9/30/96. However, Hispanics were not promoted in percentages commensuration with their availability from this pool into Category B Supervising Management Staff positions during the period from 9/30/96 to 9/30/03. In fact, Hispanics were promoted at less than one third of their 34.2% Category C level over the six-year period from September 1996 through June 2003 into Category B supervising management staff positions while Whites increased their representational level in all three top job categories (Categories A, B, and C). In addition, in December 2002, Hispanics held 34.5% of the Category C management staff positions in the entire Health Department. Obviously, department wide there was and currently is a large pool of Hispanics available for promotions from Category C management positions to Category B supervisory management positions. We are requesting that your agency request this overall data for the Department of Health Services for Category A, B, and C positions back to 1996.

The Los Angeles County CWTAPPS data shows that while Hispanics at Harbor-UCLA Hospital were not being promoted at levels that reflect their availability from Category C management staff positions to Category B supervisory management staff positions both Black employees and White employees were being promoted to those Category B supervisory management staff positions at a significantly higher rate. For example, Black employees constituted 21.1% of the Category C management staff on 9/30/96, which declined to 16.7% of the Category C management staff on 9/30/03 but they held 30.8% of the Category B supervisory management positions on 9/30/96 and this percentage increased to 33.3% on 9/30/03. Clearly, Blacks were receiving a significantly higher percentage of promotions to Category B supervising management staff positions in comparison to Hispanics. In addition, on 9/30/96 Whites held 39.5% of the Category C management staff positions at Harbor-UCLA Hospital. As of 9/30/03, Whites held 41.7% of the Category C management staff positions at Harbor-UCLA Hospital. Unlike Hispanics however, Whites increased at the Category B supervising management staff positions from 33.3% on 9/30/96 to 37.0% on 9/30/03. The data shows that Whites were statically favored in promotions to supervising management positions in the period from 9/30/96 to 9/30/03 in comparison to Hispanics.

In addition, in December 2002, Whites held 20.3% of the Category C management staff positions in the Los Angeles County Department of Health Services and increased their representation to 29.9% of the Category B supervisory management staff positions in the Los Angeles County Department of Health Services.

In summation, at Harbor-UCLA Hospital the statistical data shows that Hispanics have significantly declined in their representational level at all three of the management level job categories while Whites have increased their percentages in all three of the management level job categories. The Hispanic employee representational level declined in Category A, Category B, and Category C positions. The statistics employees also show that in 1997 through 2003 there was a significant pool of Hispanics in Category C positions that should have been eligible for promotions to Category B supervising management positions. In addition, there was a pool of Hispanic

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employees in Category C positions available from other locations in the Department of Health Services for promotions to the Category B supervisory management positions at Harbor-UCLA Hospital.

We believe that the comparisons among ethnic groups that we have just described are statistically significant; that is, the under-representation of Hispanics at Harbor-UCLA in Category A management and Category B supervisory management staff positions and Category C management staff positions does not appear to occur by chance. Absent any other explanations, the Department of Health Services would be expected to promote Hispanics, Whites, and Blacks in numbers that more or less approximates their availability in the qualified applicant pool. General comparative statistical data showing qualified

applicant (promotional) pool disparities in relation to promotions raise an inference of discrimination. In addition, where substantial statistical disparities exist, they alone may constitute prima facie proof of disparate impact discrimination because the selection process results have an impermissible disparate impact on Hispanics who would seek promotions to category B supervisory management positions. Finally, enclosed is a chart that shows the representational levels at Harbor-UCLA Hospital in the three management categories (Category A, B, and C) in the period from 9/30/96 to 9/30/03 for Whites, Blacks, and Hispanics.

Listed below is a chart that shows the representational levels at Harbor – UCLA Hospital in the three management categories (Category A, B, and C) for Whites, Blacks, and Hispanics.

**Permanent Employees as of 1996, 1998, 2000, 2001, and 2002 thru 9/30/2003  
Harbor - UCLA Medical Center**

Prepared on 12/12/03 by  
Alan Clayton, Director of EEO

Category A	White %	Black %	Hispanic %	Total Positions
<i>Management</i>				
9/30/1996	55.3	10.7	17.0	56
6/30/1998	52.9	9.4	18.8	53
6/30/2000	52.4	8.8	10.5	57
12/31/2001	56.1	8.8	7.0	57
12/31/2002	56.6	7.5	7.5	53
6/30/2003	59.3	7.4	7.4	54
9/30/2003	53.7	10.9	7.4	54
<b>Category B</b>				
<i>Supervising Management Staff</i>				
9/30/1996	33.3	30.8	15.5	39
6/30/1998	30.6	30.5	13.9	36
6/30/2000	34.4	31.3	9.4	32
12/31/2001	34.4	37.6	6.2	32
12/31/2002	36.6	36.6	6.6	30
6/30/2003	40.0	33.3	6.6	30
9/30/2003	37.0	33.3	7.4	27
<b>Category C</b>				
<i>Management Staff</i>				
9/30/1996	39.5	21.1	34.2	38
6/30/1998	37.2	23.3	30.3	43
6/30/2000	37.0	17.4	28.3	46
12/31/2001	41.5	17.1	26.9	41
12/31/2002	38.5	17.9	28.2	39
6/30/2003	40.5	18.9	24.3	37
9/30/2003	41.7	16.7	25.0	36

**Health Services Department**

Based on a careful review of Department of Health Services December 2002 statistics, the data shows that there is statistical evidence that demonstrates Hispanics are not being equally promoted to Category B supervising administrative staff positions throughout the department. When you look at the White, Black, and Hispanic representation in Category C Administrative staff positions, Hispanics in December 2002 have the largest numbers with 263 Administrative staff positions

(34.5%), Blacks with 238 Administrative staff positions (31.2%), and Whites with 155 Administrative staff positions (20.3%). However, when you go to the next level, Category B supervising management staff positions, Hispanics have only 59 positions or 16% while Blacks have 134 positions or 36.4% and Whites have 110 positions or 29.9%.

The statistical pattern showing an inference of promotional discrimination against Hispanics is very compelling. Hispanics declined from 34.5% at the management staff level to

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16.0% at the supervisory management staff level, a drop of over 50.0%. In contrast, Whites substantially increase their percentage from 20.3% of the Category C management staff positions to 29.9% of Category B supervisory management staff positions. Whites also have 43% of the Category A management positions and 100% of the Executive staff positions in December 2002. However, Hispanics only have 17.4% of the Category A management positions.

It is clear that Health Service promotional practices must be thoroughly reviewed and efforts must be made to remove the barriers that currently prevent Hispanics from having equal promotional opportunities.

If the process was fair, Hispanics should have had approximately one-third of the Category B supervisory management staff positions instead of approximately one-sixth of those Category B supervisory management staff positions and a higher percentage of Category A management positions.

In summation, we believe that the CWTAPPS' data shows that there were statistically significant disparities when the Hispanic representation in the jobs filled primarily by promotion as compared to the Hispanic representation in the jobs from which the promotions are typically made. This data reflects the entire Health Services Department's Hispanic representational level at Category B supervising management positions in com-

parison to the entire department's White representation at Category B supervising management positions. Then we compared this data to the entire Health Services Department's Hispanic representational level in Category C management staff positions in comparison to the entire department's White representation in the Category C management staff positions. For example, in Los Angeles County Department of Health Services, Hispanics in December 2002 comprised 34.5% of the Category C management staff positions. At the same time, Hispanics held 16.0% of the Category B supervising management staff positions. In contrast, Whites represented 20.3% of the Category C management staff positions with Whites representing 29.9% of the Category B supervising management staff positions. In addition, in December 2002, Hispanics represented 16.0% of the Category B supervising management staff positions and 17.4% of the Category A management positions while Whites in December 2002 represented 29.9% of the Category B supervising management staff position in comparison to their 43.0% representational level in the Category A management positions. These statistically significant disparities between Whites and Hispanics in terms of their qualified applicant (promotional) pool in comparison to their representation at Category B and Category A management positions give rise to an inference of discrimination by the Los Angeles County Department of Health Services against Hispanics in the area of promotions to Category A and Category B management job classifications.

**WORKFORCE BY RACE/SEX IN COUNTY JOB CATEGORIES (DECEMBER 2002)**

CATEGORY	No. White	White%	No. Hispanic	Hispanic %	Total
T Exec. Management	3	100.0%	0	0.0%	<b>3</b>
A Management	244	43.0%	99	17.4%	<b>568</b>
B Supv. Management Staff	110	29.9%	59	16.0%	<b>368</b>
C Management Staff	155	20.3%	263	34.5%	<b>763</b>

In conclusion, LACCEA and LACHMA request that your agency immediately investigate the systemic disparate impact management promotional practices that affect Hispanics employed by the Los Angeles County Department of Health Services and negotiate a settlement that will provide equal promotional opportunities for Hispanic employees to these management positions. We would also request that if these negotiations are not successful then that you refer this case to the Employment Litigation Section of the United States Department of Justice so that they can litigate a settlement through a federal court action. We believe that any agreement should cover the disparate impact the promotional process has had on Hispanic employees abilities to be promoted to Category B supervisory management staff from 9/30/96 to 9/30/03. We believe that promotional goals should be established for positions in the Category B supervisory

management job category for the next 7 years at a level that the United States Equal Employment Opportunity Commission or the United States Department of Justice believe is legal permissible.

*Prepared on 12/18/2003 by*

*Alan Clayton, Director of EEO*

*Los Angeles County Chicano Employees Association and*

*Andy Martinez, President of the Los Angeles County Hispanic Managers Association*

# A DETAILED LOOK AT LATINO REPRESENTATION AT VARIOUS HOSPITALS IN THE PERIOD FROM 1996 THROUGH 6/30/2003

Permanent Employees as of 1996, 1998, 2001, 2002 thru 9/30/03  
Public Health Programs and Services

Prepared on 12/12/2003 by  
Alan Clayton, Director of EEO

Category A	White %	Black %	Hispanic %	Total Positions
<i>Management</i>				
9/30/1996	51.3	18.8	18.0	117
6/30/1998	50.4	18.5	18.5	119
12/31/2001	40.7	22.0	20.3	123
12/31/2002	45.6	22.8	16.7	114
6/30/2003	49.1	23.4	17.3	116
 <b>Category B</b>				
<i>Supervising Management Staff</i>				
9/30/1996	42.3	28.8	12.4	52
6/30/1998	44.6	30.7	12.3	65
12/31/2001	47.6	29.3	13.8	65
12/31/2002	44.9	29.3	15.5	58
6/30/2003	40.7	29.0	18.7	59
 <b>Category C</b>				
<i>Management Staff</i>				
9/30/1996	20.1	28.9	37.1	159
6/30/1998	14.1	32.1	40.8	184
12/31/2001	14.2	36.8	37.3	239
12/31/2002	15.3	34.7	37.5	216
6/30/2003	17.8	30.8	35.8	263
 <b>Category D</b>				
<i>Supervising Clerical</i>				
9/30/1996	9.3	41.9	46.5	43
6/30/1998	9.9	47.3	44.7	38
12/31/2001	4.4	42.4	48.9	45
12/31/2002	2.5	42.5	52.5	40
6/30/2003	2.9	42.8	51.4	35
 <b>Category E</b>				
<i>Clerical</i>				
9/30/1996	9.8	37.2	42.4	662
6/30/1998	8.5	37.9	42.0	697
12/31/2001	8.6	34.2	42.6	757
12/31/2002	7.3	34.2	43.7	711
6/30/2003	7.1	32.7	45.9	768
 <b>Category F</b>				
<i>Supervising Prof.</i>				
9/30/1996	42.0	26.1	11.5	138
6/30/1998	43.3	25.0	15.5	136
12/31/2001	36.3	24.2	17.8	157
12/31/2002	35.7	24.6	17.5	154
6/30/2003	33.8	24.4	17.6	160

**Permanent Employees as of 1996, 1998, 2001, 2002 thru 6/30/2003  
LAC/USC - Medical Center**

Prepared on 9/19/03 by  
Alan Clayton, Director of EEO

<b>Category A</b>	<b>White %</b>	<b>Black %</b>	<b>Hispanic %</b>	<b>Total Positions</b>
<i>Management</i>				
9/30/1996	47.4	16.0	22.7	150
6/30/1998	48.6	15.3	24.3	144
12/31/2001	38.9	19.8	28.2	131
12/31/2002	38.9	21.2	26.3	118
6/30/2003	39.0	23.7	23.8	118
 <b>Category B</b>				
<i>Supervising</i>				
<i>Management Staff</i>				
9/30/1996	28.9	38.6	20.2	114
6/30/1998	21.1	43.1	23.8	109
12/31/2001	16.7	41.2	21.9	102
12/31/2002	17.8	42.6	20.8	101
6/30/2003	17.8	40.6	22.8	101
 <b>Category C</b>				
<i>Management Staff</i>				
9/30/1996	16.5	33.0	42.2	97
6/30/1998	15.6	33.4	42.2	90
12/31/2001	10.0	32.3	43.4	90
12/31/2002	11.0	28.1	46.3	82
6/30/2003	10.0	28.8	45.1	80
 <b>Category D</b>				
<i>Supervising Clerical</i>				
9/30/1996	5.9	45.7	41.6	221
6/30/1998	6.1	45.5	39.9	213
12/31/2001	5.7	42.1	43.1	209
12/31/2002	5.4	41.8	43.4	203
6/30/2003	5.6	40.0	44.6	195
 <b>Category E</b>				
<i>Clerical</i>				
9/30/1996	6.3	34.2	50.2	1760
6/30/1998	6.3	33.6	51.1	1681
12/31/2001	6.4	31.7	50.0	1547
12/31/2002	6.0	31.6	50.7	1497
6/30/2003	5.9	30.8	51.8	1513
 <b>Category F</b>				
<i>Supervising Prof.</i>				
9/30/1996	29.9	25.3	12.7	237
6/30/1998	27.5	24.2	14.6	240
12/31/2001	23.7	22.8	18.3	223
12/31/2002	25.3	21.5	20.2	233
6/30/2003	25.1	21.1	18.9	227
 <b>Category G</b>				
<i>Professional</i>				
9/30/1996	29.7	15.4	19.2	1942
6/30/1998	26.8	16.7	18.1	1981
12/31/2001	22.9	14.6	22.6	2042
12/31/2002	22.2	14.7	22.9	2043
6/30/2003	28.8	12.2	19.3	3090*

Permanent Employees as of 1996, 1998, 2001, 2002, and thru 6/30/2003

Health Services Administration

Prepared on 9/19/2003 by  
Alan Clayton, Director of EEO

Category A	White %	Black %	Hispanic %	Total Positions
<i>Management</i>				
9/30/1996	53.6	19.6	14.2	56
6/30/1998	43.4	15.9	24.6	69
12/31/2001	42.2	12.0	22.8	83
12/31/2002	39.6	11.0	24.2	91
6/30/2003	40.7	11.0	23.1	91
<b>Category B</b>				
<i>Supervising Management Staff</i>				
9/30/1996	29.4	38.2	23.5	34
6/30/1998	39.1	31.7	19.5	41
12/31/2001	38.8	16.4	26.6	49
12/31/2002	38.6	15.8	28.1	57
6/30/2003	40.3	17.3	25.0	52
<b>Category C</b>				
<i>Management Staff</i>				
9/30/1996	32.5	25.8	35.0	120
6/30/1998	32.0	23.2	30.2	159
12/31/2001	28.5	23.3	33.6	193
12/31/2002	22.3	28.6	33.6	220
6/30/2003	19.9	28.7	34.7	251
<b>Category D</b>				
<i>Supervising Clerical</i>				
9/30/1996	7.5	50.0	37.5	40
6/30/1998	8.8	55.9	29.4	34
12/31/2001	12.2	53.6	22.0	41
12/31/2002	11.1	42.6	31.5	54
6/30/2003	9.4	41.3	34.0	53
<b>Category E</b>				
<i>Clerical</i>				
9/30/1996	7.2	39.7	38.6	292
6/30/1998	6.9	38.7	38.8	276
12/31/2001	7.2	33.3	40.5	279
12/31/2002	7.0	33.0	39.9	303
6/30/2003	7.2	34.1	41.3	317
<b>Category F</b>				
<i>Supervising Prof.</i>				
9/30/1996	31.8	9.7	19.6	41
6/30/1998	31.3	12.5	15.6	32
12/31/2001	33.4	9.5	21.4	42
12/31/2002	28.6	11.9	19.0	42
6/30/2003	25.6	16.3	18.6	43
<b>Category G</b>				
<i>Professional</i>				
9/30/1996	54.0	8.0	18.0	50
6/30/1998	36.8	16.7	18.3	60
12/31/2001	42.6	14.7	14.7	68
12/31/2002	40.7	16.5	12.1	91
6/30/2003	44.0	16.5	12.1	91



**Martin Luther King Hospital Key Positions  
Comparison of Data of 12/31/95 Through 6/30/03**

**Prepared By Alan Clayton  
Director of EEO  
Los Angeles County Chicano Employees Association**

Category A <i>Total Management Positions</i>	Black		Hispanic		Total Positions
	# of Emp.	Percentage	# of Emp.	Percentage	
12/31/1995	52	74.3%	8	11.4%	70
9/30/1997	54	71.0%	7	9.2%	76
6/30/1998	53	68.0%	8	10.3%	78
12/31/1998	54	68.3%	7	8.8%	79
12/31/2002	45	67.1%	6	9.0%	67
6/30/2003	42	65.6%	6	9.4%	64
<b>Category B (Supervising Management Staff)</b>					
12/31/1995	34	87.2%	1	2.6%	39
9/30/1997	37	92.5%	0	0.0%	40
6/30/1998	38	90.4%	0	0.0%	42
12/31/1998	36	87.8%	1	2.4%	41
12/31/2002	38	84.5%	3	6.7%	45
6/30/2003	36	85.7%	2	4.8%	42
<b>Category C (Management Staff)</b>					
12/31/1995	55	83.4%	4	6.0%	66
9/30/1997	51	82.2%	5	8.1%	62
6/30/1998	48	82.9%	5	9.6%	58
12/31/1998	51	79.7%	4	6.2%	64
12/31/2002	42	79.3%	4	7.6%	53
6/30/2003	38	84.4%	1	2.2%	45
<b>Category D <i>Total Supervising Clerical</i></b>					
12/31/1995	80	82.5%	15	14.4%	97
9/30/1997	75	79.7%	14	14.7%	94
6/30/1998	73	79.4%	15	16.3%	92
12/31/1998	75	82.4%	12	13.2%	91
12/31/2002	64	84.2%	9	11.9%	76
6/30/2003	58	81.7%	10	14.1%	71
<b>Category E <i>Total Clerical Positions</i></b>					
12/31/1995	509	78.6%	106	16.4%	648
9/30/1997	546	76.0%	145	20.2%	719
6/30/1998	533	76.1%	141	20.1%	701
12/31/1998	532	73.2%	170	23.4%	727
			<i>Includes 43 part-time employees which 53.5% are Latino.</i>		
12/31/2002	443	77.8%	111	19.5%	569
6/30/2003	418	77.0%	109	19.1%	543
<b>Category F <i>Total Supervising Professional</i></b>					
12/31/1995	72	66.7%	1	0.9%	108
9/30/1997	64	61.5%	3	2.9%	104
6/30/1998	63	60.8%	3	2.9%	104
12/31/1998	63	60.0%	5	4.8%	106
12/31/2002	58	56.8%	7	6.9%	102
6/30/2003	56	54.3%	7	6.8%	103

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Thank you very much for your cooperation.

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

Thank you very much for your cooperation.



Please fill out the following update sheet and mail back to us to the following address:  
**2200 South Fremont Ave., Suite 201, Alhambra, CA 91803 Attn: Zuly**

Note: If you know of a friend or co-worker that is a member of our association and is not receiving our newsletter, it is very important that you please make him/her a copy of the Update Sheet and have him/her mail it back to us.

Thank you very much for your cooperation.

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NAME: \_\_\_\_\_  
FIRST MIDDLE LAST

HOME ADD.: \_\_\_\_\_

CITY STATE ZIP

WORK ADD.: \_\_\_\_\_

CITY STATE ZIP

HOME #: \_\_\_\_\_ WORK#: \_\_\_\_\_

OTHER #: \_\_\_\_\_ E-MAIL: \_\_\_\_\_

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**CHICANO EMPLOYEES ASSOCIATION**

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