

The Los Angeles County Filipino - American Employees Association

What is the Los Angeles County Filipino-American Employees Association (LACFAEA)?

It is a State-registered organization of Filipino L.A. County employees who have the **VISION** to recognize their right to peaceably assemble in order to portray and achieve their cultural, economic, moral, political, religious, and social goals in terms of the God-given resources and talents available. They are committed to the **MISSION** of fostering brotherhood and unity among its members, the preservation of their identity and culture, and the protection of their interests, rights, and welfare as employees in Los Angeles County.

When was it established and by whom?

LACFAEA was formed and established in 1974 by a group of Filipino County professionals backed by respectable community leaders.

Why does LACFAEA stand for the preservation of Filipino County employees' welfare and the protection of their rights when the County of Los Angeles is already touted as a paragon of equal opportunity and justice for all by the U.S. media?

This is what we have presumed all the time. But the records show some human errors of judgment, of flagrant violations in some areas of employment, i.e.: hiring, firing, placement, pay, transfer, upgrading, promotion, and treatment of many Filipinos in County service.

What are the specific objectives enVISIONed by LACFAEA?

- ◆ Help member employees with management potential and experience not to be taken for granted by County management in their search for identity, visibility, and upward mobility.
- ◆ Support the formation of employee stewardships, work/service committees, or chapter organizations in major departments not only for recruitment purposes, but also to foster closer ties and unity among members.
- ◆ Keep the general membership informed of current issues, events, human services, plans, programs, seminars, rights and responsibilities in the workplace; as well as educational, social, economic, and career opportunities in the County system through its own organ of information or club bulletin, brochure, and website.
- ◆ Document and monitor members' on-the-job problems, work related issues, complaints, and grievances; advocate and press for their share of solutions and employer compliance with Affirmative Action requirements, and network with other minority organizations in establishing communication with County departments.

Who may join LACFAEA and how big is the organization?

L.A. County employees of Filipino-American ancestry who work in and for the County of Los Angeles, who believe in the association's goals and objectives and want to get involved in their fulfillment for themselves and for future generations may join LACFAEA. It is a County-wide organization recognized by the County with members and/or chapters spread all over many departments in the five districts.

Does LACFAEA support political entities or act as the agent of any person or group of persons of whatever nationality or political persuasion here and abroad?

No. LACFAEA, according to its Constitution and By Laws, is a voluntary fraternal non-profit organization of Filipino County employees, mostly U.S. citizens or permanent residents who loyally pay Federal, State, County, and City taxes; and do not act as supporters of nor agents for any political entity or group.

Who is funding the organization?

Funds are derived from voluntary contributions of Filipino-Americans and automatic membership fees of Filipino County employees who are concerned with the affirmative protection of their civil rights, and the maintenance of the organization as an institution of moral support. Proceeds from various fundraising affairs during the year also help pay for the organization's bills, events, and administrative costs.

Is LACFAEA an anti-discrimination organization?

Yes. In fact, it is a progressive socio-political action/pressure group that serves as advocate for Equal Employment Opportunity/Affirmative Action (EEO/AA) compliance by the County employer, and also aims to address the underrepresentation of Filipinos in County management.