

Thursday, February 11th, 2021
3:00 P.M. Via Zoom



Executive Board Meeting

AGENDA

3:00 PM – 3:10 PM (10 Min.)

Call to Order

Adoption of Agenda
Establishment of Quorum

3:10 PM – 3:20 PM (5 Min.)

1. Approval of Minutes January 14th, 2021

3:15 PM – 3:30 PM (15 Min.)

2. Worksite Reports

- City District Office East LA Harbor
- Mission Pierce Southwest Trade-Tech.
- Valley West LA Retirees

3:30 PM – 3:50 PM (20 Min.)

3. Officers' Reports

- a) Treasurer – K. Ayvazyan
- b) First Vice-President – H. Alonzo
- c) Second Vice-President – J. Haywood
- d) Secretary – L. Nunez
- e) Grievance Secretary – T. Pierce

3:50 PM – 4:20 PM (30 Min.)

4. President's Report

- a) Bond claim – *(Update/ Action)*
- b) Negotiations
- c) TB Tests – *(Information)*
- d) District update

Contd. on next page...

Thursday, December 10th, 2020
3:00 P.M. Via Zoom



Executive Board Meeting

AGENDA (Continued)

4:20 PM – 4:30 PM (10 Min.)

5. Committee Reports

Finance Committee
Committee Reassignments
Election Committee

4:30 PM – 4:35 PM (5 Min.)

6. Affiliates' Reports

a) LA County Federation Labor Delegate – D. Morrissette
b) Activities Coordinator Opening – M. Romo
c) Ride Share – V. Tylecek

4:35 PM – 4:45 PM (10 Min.)

7. COPE Session

Refer to COPE report (J. Ortiz)
SD 30 interviews - Update

4:45 PM – 4:50 PM (5 Min.)

8. Old Business

Staff Guild Logo - Update

4:50 PM – 4:55 PM (5 Min.)

9. New Business

Eboard Procedures – Jesse/Melinda

4:55 PM – 4:58 PM (3 Min.)

10. Announcements

4:58 PM – 5:00 PM (2 Min.)

11. Adjournment

Next Meeting March 11th, 2021
Via Zoom

Executive Board Meeting Minutes
Thursday, January 14, 2021
Via Zoom - 3:00 p.m.

Present: Officers: Suleman Ishaque, Troy Pierce, Hazel Alonso, JoAnn Haywood, Luz Nuñez, Kristine Ayvazyan | **City:** Yovanna Campos, Caroline Reyes, Mitchell Polin, Natalie Embrey, Caridad Ahorro | **District:** Victor Hugo Ortiz, La Shawn Duffin, Gloria Moreno, Mike Romo, Abraham Horowitz, Maynor Alvarez, Alfredo Melgoza | **East:** Rowena Smith- Kersaint, Maira Cruz, Promise Williams, Julio Ortiz, Doris Zantizo, Corena Lynn Wood, Jennifer Estrada | **Harbor:** Andy LaBrune | **Mission:** Faith Colt, Susan Ghirardelli, Christine Dagdagan | **Pierce:** Holly Hagan, Lupita Narkevicius, Miguel Montañez, John Millhone, Melinda Ung, Grisel Garcia, Marina Ibarra, Randall Sparks, Dorlah Lawrence | **Southwest:** Cassaundra Walker, Yvonne Owens, Damien Danielly, Tasha Anderson | **Trade:** Lori Hunter, Kookie Williams, Monica Castillo, Vanessa Van Wagner, Nicole Flores, Jose Rosas | **Valley:** Lizbeth Martinez, Chad Baugher, Cyndi Maddren, Brandon Lo | **West:** Jesse Saucedo, Tamara Washington, Alex Chen | **Retirees:** Pamela Atkinson, Fern Reisner, Donald Sontoanni

Absent: City: Vera Tylecek (Excused), Naira Sargsian | **District:** Andrea Lim | **East:** Chris Stychinsky, Alejandro De La Parra, Andrea Edwards, Rosalba Villalobos | **Harbor:** Ken Roberts (Excused), Anthony Alvarez Timothy Davis, Nola Timms, Teresa Gonzalez | **Mission:** Tara Ward-Thompson (Interim), Jena Barnes | **Pierce:** Sean McDonald | **Southwest:** Shauna Carter, Safir Larios-Ramirez | **Trade:** Brandon Bell | **Valley:** Ayman Nusr, Jonathon Hooker | **West:** Manuel Hakim, Maritza Medina, Rene Covarrubias Zavala | **Retirees:** Donald Santoanni

Guests: Kimberly Davillier, Shohreh Gojgini, Dionne Morrissette, Mario Perez, Cha-Zette Smith, Sheila Williams

Call to Order @ 3:06 p.m.

Adoption of Agenda – M/S/P – Abraham Horowitz / Holly Hagan

Add item: – LA County COVID Vaccine – Abraham Horowitz

Add item: – Professional Development Money – Holly Hagan

Add item to Old Business – Logo Redesign Update - Natalie Embrey

1) **Approval of Minutes (as amended):** - December 10 - M/S/P – Cassaundra Walker/Rowena Smith

2) **Worksite Reports:**

City - Written

District Office - Written

East LA – Written

Harbor - Written

Mission - Written

Pierce - Written

Southwest - Written

Trade-Tech. – Written

Valley - Written

West LA - Written

Retirees – Written

3) **Officers’ Reports:**

a) **Treasurer – K. Ayvazyan** - Written report submitted

b) **First Vice-President – H. Alonzo** – Written report submitted

c) **Second Vice-President – J. Haywood** - Written report submitted – New Personnel Commissioner, Hope Singer, will be presented at the next board meeting. She will be sworn in to the Personnel Commission on January 20th.

d) **Secretary – L. Nuñez** – Written report submitted

e) **Grievance Secretary – T. Pierce** - Written report submitted

4) **President’s Report:**

a) **Bond claim next steps** – Our attorney has already started working on drafting the complaint. Will be bringing it to us for final approval before filing it to the appropriate offices. Sent a courtesy letter to give the individual a chance to return the funds before filing litigations. Thanks to the treasurer for filling out the forms for the legal defense fund as discussed at the last meeting. We receive clarification from the national AFT that the legal defense fund will only cover any costs that haven’t

incurred yet and it has to be approved by the national AFT. We estimated the cost to be \$10,000. The way the legal defense fund works is that the whole cost of the litigation is split three ways. The local (us), the state (CFT) and the national (AFT) will each pay one third of the cost.

b) Negotiations – Already started on this with a goal to finish by June 2021. The last thing we did was to extend the contract and we are trying to figure out the legal implications of that. We are waiting on a response from CFT. We have a new field rep, his name is Ahrein, since Martha is no longer our field rep. Would like some feedback on the current members of the negotiating team from chapter chairs while we wait for CFT response.

c) TB Tests – At our last consultation meeting, we were informed about TB test cycles coming up. TB testing is a requirement as a condition of employment and needs to be done every four years. The district office was the first to receive the required form. All employees need to complete this self-assessment form with their own health care providers. The signed form needs to be submitted back to the district office. A communication will be sent out to our members informing them about this.

JLMBC Update – COVID-19 Relief Act signed by governor in December regarding the possibility of FSA rolling over for another year. It was left up to the employers and employees to choose whether to adopt it or not. It was voted to have this rolled over for another year. It will be brought up to the next Board meeting for approval.

d) IT Reorganization – We have filed a grievance on this issue on the basis of members’ job description being changed as well as work locations. We have asked for them to come to the table and negotiate with us. Members main concerns: 1) They want the union to negotiate on their behalf and their voices be carried as a unified voice 2) They want their voices be heard and concerns addressed before implementing any changes. They have responded but we are not happy with the response and we are pursuing this forward.

There are other classifications being affected indirectly. For example, office assistants and senior office assistants working in the IT department are being told to work in other areas since they don’t have a “department” to report to. We have asked them which other classifications are they intended to modify. We need transparency, openness and share of governance from them.

5) Committee Reports:

a) Finance Committee – Committee did not meet in January. It will meet first week in February.

b) Committee Reassignments – Historically, only officers were allowed to represent 1521A on Board Standing Committee. We would like to pursue the opportunity for other members to represent us on these committees. We will be asking chapter chairs to recommend whom they want to nominate as a representative of 1521A on each committee.

CFT Committees – The current term will be ending in June 2021. Current members serving on these committees need to let the union know if they would like to be reappointed. After we get a list of vacancies, we will ask the chapter chairs to recommend members to serve on these committees.

6) Affiliates’ Reports:

a) LA County Federation Labor Delegate – D. Morrisette - Written report submitted.

Opportunities are coming up to serve as a delegate to the LA County Fed. We have a total of six (6) delegate positions assigned to us to serve on this committee. We have four positions that will be available at the end of June 2021. Anybody interested in representing 1521A at this committee, let us

know. They meet the 3rd Monday of every month and it starts at 7:00 p.m.

- b) **Activities Coordinator – M. Romo** – Attended the virtual LA Fed MLK celebration last Saturday, January 9th. The virtual 2021 Kingdom Day Parade will be broadcast on Monday, January 18 with prerecorded messages. Since Mike Romo will be retiring at the end of June, we need somebody to fill his shoes as Activities Coordinator. We would like this appointment as soon as possible.

We are hearing rumors of demonstrations and protests across the country on January 17. Be vigilant and let everyone know to be careful on the 17 as well as Inauguration Day on the 20. There may be protests with a potential of violence.

- c) **Ride Share – V. Tylecek** – Excused (no Report)

7) COPE Session:

Refer to COPE Agenda – (J. Ortiz) – Special election interviews coordinated by CFT Cope Director, Jessica Ulstad, will be January 21 with five to seven candidates for Senate District 30th.

SD 30 Interviews – Thursday, January 21, 3 pm – 5:30 pm via zoom – Will like to open this up for other people to attend the interviews, if you would like to see the political process or if you are interested in being a future activities coordinator and/or political coordinator please consider joining this zoom meeting.

8) Old Business:

- a) **MLK Donation Gala** – Monday, January 18

- b) **Employee Step Increase – Information** – One of our staff at the office is due for a step increase and our treasurer is looking into the paper work to find out which step increase is due. We are arranging a meeting with the employee and his/her union rep together with the payroll company to figure out the correct increase. We will let you know of the outcome.

- c) **Logo Update** – Natalie Embrey gave a presentation of a Website redesign by LACC Visual & Media Arts Department students giving samples of logos. The instructor of the course said that a typical contribution is about \$1,000, split within the entire class students. You can check out the VAMA Gallery website at vamagallery.com

9) New Business:

- a) **CFT Convention Delegate Election** – Coming up at the end of March. Per our constitution, we need to vote upon a timeline, determinate the number of delegates to send to the convention and if there is any cost involved. Typically, we are allowed between 40 – 44 delegates, but historically we have only taken up to 36 members. We have to hold two sets of elections: 1) active members and 2) retirees

Motion to accept the 2021 CFT Convention – Delegate Election Timeline as presented by president Suleman – M/S/P – Alex Chen /Yovanna Campos

Motion to send the maximum number of delegates allowed – M/S/P - Yovanna Campos/Lori Hunter

Motion to extend the meeting by 10 minutes – M/S/P – Abraham Horowitz/Yovanna Campos

10) Announcements

- a) **LA County COVID Vaccine** – Memo just sent by the district regarding a Vaccine Allocation Plan. Many of us will be eligible to receive the vaccine for Phase 1B beginning sometime in February. Something to think about, the state may make the vaccine mandatory and some members may oppose taking the vaccine.

- b) **Professional Development Money** – District has \$20,000 that they are holding onto for a little over a year. It is supposed to be split upon the nine campuses and the district office classified employees. We need to be aware that the district does not hold on to this money since that money is allotted to the campuses.

11) Adjournment:

Next Meeting: February 11th, 2021

Meeting Adjourned – 5:55 p.m.

Respectfully submitted by:
Luz Nuñez, Recording Secretary

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: _____

Campus: _____



Campus E-Board:

Chapter Meeting:

Consultation:

Unit member issues/updates:

Shared Governance /Other Committees:

Classified Hiring Committee

Classified Hiring:

Other:



Chapter Chair Report for District Office

January 29, 2020

Eboard

VictorHugo Ortiz
Chapter Chair

Gloria Moreno
1st Delegate

Michael Romo
2nd Delegate

Abraham Horowitz
3rd Delegate

Maynor Alvarez
1st Alternate

Alfredo Melgoza
2nd Alternate

3rd Alternate

La Shawn Duffin
Grievance Rep.

- Eboard meetings:
 - Prep meeting for membership meetings
 - Meeting with the members
 - DO's Chapter attended Eboard meeting at the Guild
- Chapter meetings:
 - Met with DO's Chapter
- Consultation:
 - Consultation was cancel for the month of January due to Calendar issues
- Members issues/updates:
 - New issues were reported by the members
 - Followup on open issues
 - To request update on supervisors' schedule
 - Clarification of supervisors' schedule posting
 - Payroll
- Shared Gov./Other Committees
 -
- Hiring Committees
 -
- Members bulletin
 - Preparing

Chapter Chair
VictorHugo Ortiz



Chapter Report on TPPC

January 29, 2021

Eboard

VictorHugo Ortiz
Chapter Chair
Committee
member

Anis Kochlef
Alternate
Committee
member

TPPC meeting:

January 7, 2021 / TPPC Minutes

John Huynh joined TPPC as a new member.

Carmen asked how each member communicated back to their constituencies, she asked that any concerns from the constituencies should be brought back to the TPPC.

Wendy Bass: There is a need for a lecture capture software for faculty for the next fall. For recording and lecture streaming. Classrooms fitted for streaming and recording.

Carmen: purchase of cameras and tripods to be used to record classes.

Barry Gribbons: AV technology in the classrooms.

Carmen: should the technology be included in the classrooms.

Anis Kochlef: who is going to support, is it IT staff? asked if we have budget for hiring and training.

Carmen: talked about support from the vendors, no solution yet for first level of support

Ryan Cornner: accreditation update, shared the standard and the District and Campuses responsibilities in developing the standard.

Carmen: Sensus consulting has been hired to build, new website presence (10 websites and one CMS), content management system, teams working on requirements , currently working on: site maps (overview of web pages and their hierarchy). The websites will be Student-centric, the structure will be suited for what the students are looking for. There is a web advisory committee. Need for feedback from all constituencies & students.

Chapter Chair
VictorHugo Ortiz

ELAC AFT 1521A Membership Report

Feb 3, 2021

As of Jan 5, 2021, all is well at ELAC.

There are no outstanding issues of any kind pending.

We will be having our monthly consultations with our new President Dr. Roman on Tuesday Feb 9, 2021

We will be having our monthly Executive Board meeting on Feb 10, 2021

We will be having our monthly member meeting on Feb 17, 2021

We are continuing the planning for the AFT 1521A member Conference in Spring 2021

To my knowledge there are no outstanding or pressing issues with any of our members at ELAC.



Campus Executive Board

Chapter Chair
Andy LaBrune

Site Grievance Rep.
Tim Davis

Delegates
Ken Roberts
Anthony Alvarez
Teresa Gonzalez
Nola Timms

MAT Team Lead
Marcia Webb

*

AFT Staff Guild President
Suleman Ishaque

First Vice President
Hazel Alonzo

Second Vice President
Jo Ann Haywood

Secretary
Luz Nunez

Treasurer
Kristine Ayvazyan

Executive Director
Steven Butcher

Executive Secretary of Grievance
Troy Pierce

Date: Jan 22nd, 2021

Campus Chair: Andy LaBrune

E-Board Meeting: Jan 14th, 2021

President’s Consultation: Jan 14th, 2021

Next Consultation date: Feb 11th, 2021

Campus Meeting: Jan 19th, 2021

Unit member issues/updates:

- 1) LAHC AFT 1521A Chair Andy LaBrune and Grievance Rep Tim Davis met with the new interim president of LAHC, Dr. Dorado. The Meeting went well, with Dorado saying that he would like for Classified Staff to have the opportunity to apply for the upcoming job vacancies related to the SRP.
 - a) He said the school would also be purchasing an additional 8 FreshDesk Licenses, so that we would have a total of 13 Licenses on our campus. His plan was to have staff that could not do their job duties due to the pandemic, be able to help out with fresh desk and relieve the burden on the classified staff that was already doing FreshDesk customer service.
 - b) Dr. Dorado also said he would support any opportunities for current classified staff to move to other open positions/promotions in accordance with HR policies in the short term and long term.
 - c) When asked about when the school would reopen the parking lot for students to use for the WIFI access, The Interim President said that originally he wanted to do it in January, but due to the concerns brought to him by the Union and other classified members, he was thinking of Mid-March. Those plans depend on the LA County Health Department's risk assessment, and the District, and thus those plans may change. He is hoping that Classified Staff could man the check-in desk for the parking lot, so the Sheriff's can patrol the grounds. Andy recommended using volunteer staff with Hazard pay.

In Strength and Unity!

The labor movement means just this: It is the last noble protest of the American people against the power of incorporated wealth. - Wendell Phillips





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1. The LAHC Chair, Andy, came up with 16 ideas/Items to request for during negotiations. This list was sent to the Union Officers, to review for possible inclusion in the upcoming negotiations.
2. March 5th was selected for the LAHC Union Day.
3. In the Campus Meeting, one classified Member had reported that they were asked to do clerical work for other campuses, due to their manager being regional now, and this was brought to our Grievance Rep investigate. Incident forms were shared with members in the Zoom Chat so they could report similar requests that may not align with the Union contract.
4. The FIT (Financial Intervention Team) is coming to LAHC in February, to review campus budget issues, due to debt problems that the campus exhibited before the pandemic, that are exasperated by the pandemic. There were budget recommendations from an Adhoc Budget committee that the Interim President may adopt or ignore at will.
 - a. LAHC is currently 5 million dollars in debt, and as our bookstore, Culinary Cafeteria and Swapmeet are closed, that debt will continue to grow.
 - b. Andy expects more talk of "Doing more with Less" and that more classified staff will be expected to do additional things without added compensation reflecting the market value for those additional tasks.
 - c. Andy suggest that when those discussions happen, that Classified Staff should counter that LAHC only has 81 positions staffed out of our 160 position allotment. If more staff had been retained, enrollment and other metrics would have been stronger.
 - i. Cutting even more staff may cause a downward financial spiral that may cause more financial strain on the district. For example, when classified access and staffing were cut a few years ago in Payroll and EWD, there were many paycheck malfunctions that impacted Faculty, Staff, Student Workers and made the campus financially liable and the campus was investigated for misuse of grant funds. Cutting staff causes more problems than it solves.
 - ii. Andy suggests that hiring more staff with incoming US Presidential aid would help the Students, The School and District recover faster and move into a growth mode.

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1. at the Campus Union Meeting many members were curious about the MOU regarding the request to work out of classification. The clauses were read line-by-line and discussed with members, to clarify the protections for those who had covid in their household and other subjects. There were also questions about when the Covid Illness Leave would be extended, since it expired at the end of 2020. We still don't have an answer for that.
2. Members had questions about talk of some of the Campuses becoming Vaccine Delivery locations, like Dodger Stadium or Disneyland, as the Chancellor mentioned this possibility at that last Board or Trustee's Meeting. We don't have answers yet, but some members are worried about being asked to work that, as they have vulnerable family members in their house hold, and the possibility of exposure could be high on campus due to proximity to visitors that may be bringing the new mutant strains of the virus.
3. The End.

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AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: _____

Campus: _____



Campus E-Board:

Chapter Meeting:

Consultation:

Unit member issues/updates:

Shared Governance /Other Committees:

Classified Hiring Committee

Classified Hiring:

Other:

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: _____

Campus: _____



Campus E-Board:

Chapter Meeting:

Consultation:

Unit member issues/updates:

Shared Governance /Other Committees:

Classified Hiring Committee

Classified Hiring:

Other:

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: January 29, 2021

Campus: LASC



Campus E-Board:

E-Board met 01/14/21 and 01/22/21 to discuss consultation agenda and campus members meeting

Chapter Meeting:

01/27/2021 @ 11 am

Consultation:

01/15/2021

Unit member issues/updates:

Essential employee denied vacation again. Student access to PeopleSoft

Shared Governance /Other Committees:

No committee meetings during the winter intercession

Classified Hiring Committee

None

Classified Hiring:

None

Other:

LATTC Campus Report

FEBRUARY 2021

Lori Hunter Hawkins, Chapter Chair

President Consultation: Work Environment issues: *Still pending:* Involuntary Re-assignment of classified by division – request all employees receive confirmation MOU (ref. Art. 14.D.2.3) – Staff Guild will provide specific employee names or employee areas that should receive this, new Procurement process and ongoing concerns – currently: how to process inter-campus requests and notification of added steps to process, classified vacancies – Pathways and new administrators areas, new administration.

ACTIVITIES

- ◆ Staff Guild leadership engaged in conversations with President and VPs regarding proper staffing of campus areas and departments. Will be assisting with proper staffing levels through hiring.

Member Concerns and Issues:

- ◆ (2/2021) Mostly resolved due to new administrator filled vacancies - Issues with work direction(s) and removal of duties with Academic Affairs and Student Services employees – ref. Art. 14.D.2 Involuntary Re-Assignment and continued issues within several depts/office with hostile work environments.
- ◆ Ongoing but improving - Issues with regular communication between classified and management, ex. Notifying staff of upcoming holidays and work condition for those not taking vacation
- ◆ Employee being directed to perform job duty out of scope of their job title and work area

Hirings/Vacancies

- ◆ VP of Academic Affairs - Dr. Michael Reese
- ◆ Dean of Academic Affairs – Dr. Cary Willard
- ◆ VP of Student Services – Dr. Amir Law
- ◆ Dean of Student Services: Lynn Rothstein – started Dec. 2020

Retirements

- ◆ Martin Rodriguez, IT Dept, after 40 years of service

Memorial

- ◆ Loss of a retired member, Evelyn Stewart office assistant in the Business Office passed away January 2021

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: 1/28/2021

Campus: Los Angeles Valley college



Campus E-Board:

LAVC will participate in being a campus vaccination site, the question is if staff will have priority to get the vaccine.

Professional Development Funds- I will meet with Professional Development Coordinator and plan to invite speaker or provide workshop and working on getting members appointed to this committee.

Classified Representative must be appointed by the Chapter Chair not a supervisor. Admissions & Records Interview, Dean made appointment.

Chapter Meeting:

Professional Development -Is there a retirement workshop

Vaccination Requirements are concern for members some would like priority, Others would like to not take it.

TB Screening- Members were asking if there is a form available they can use now.

CFT Committees and Convention Discussed / Recruitment for Campus Professional Development/ Union Activities Coordinator

Consultation:

Classified Staff Interview Representatives are appointed by the Chapter Chair- Reminder will be provided

Professional Development -Recruitment for Committee is important for Accreditation

Participatory Governance Guidelines-There is no concern at this time/Previously supervisors mentioned same members participate in multiple committees

President Office Hours will be offered again, good feedback

Unit member issues/updates:

Counseling Department- Office Assistants not being provided overtime on rotation basis.

Admissions and Records Assistant-Acting Supervisor

Student Workers & CGCA;s in Student Services, we are working to find out how many and what office they are located at.

A&R Assistant has chosen to resign after exhausting vacation, illness etc.

Shared Governance /Other Committees:

Staff Development is Vacant/ Anti-Racism Workgroup we have a member attending to see if its a fit.

Committee Representatives are filling out the Committee Report Form after they meet and/or presenting at the Monthly Chapter Meeting.

Classified Hiring Committee

Admissions and Records Assistant Interview-Postponed from 1/8/2021

The Dean had appointed the classified member to the hiring committee above. I informed the member of the process and made the appointment.

Classified Hiring:

I will have to ask HR for the hiring list for the past few months. I know we had several interviews but I am not sure who was hired.

Other:

AFT Staff Guild Officers

President Suleman Ishaque | First Vice President: Hazel Alonzo | Second Vice President: Jo-Ann Haywood

Secretary: Luz Nunez | Treasurer: Kristine Ayvazyan

Executive Secretary: Steven Butcher

Grievance Secretary: Troy Pierce

District EEO Committee Meeting
1/25/2021 10:15AM-12:15PM

Attendance: Victoria, Ron Delahousseye, Greg M. Shawn Tremel, Sandra Lee, Muriel Alford, Mercedes Gutierrez, Anna Bruzzese, Walter Jones, **Lizbeth Martinez- AFT 1521A**

Representative

EEO Training coming up for staff on 1/28/2021 EEO training is required to sit on the interview committee. If you want to serve as an EEO representative you have to complete an hour additional training. Additional workshops will be offered in February 2021.

Victoria will send each Campus President an email to designate an EEO Rep at the campus level. A list will be compiled by the Office of Diversity of employees that have completed the EEO training and will be provided to the EEO Rep designated by the Campus President to have for reference at the campus level. Currently the list of employees who have completed the training is held at the district office by OOD.

Composition EEO Committee Document Final Review today and will be forwarded to Chancellor. (Please see the attached document.)

Biddle Contract -Victoria has a meeting with the Biddle Contractor on Friday 1/29/2021. Data Collection to help us with our plan and to look at the impact of our current process and the impact it has on our numbers. Requested to attend this meeting is: Ron Delahoussaye , Greg M. , and Shawn Tremel will also attend.

Biddle-Diverse Impact/High vs. Low Impact- Will the Classified Staff be included in the analysis and Faculty? Ron Delahoussaye - the process is different with faculty and staff, the testing is different with staff so measuring them the same is not equitable.

Hiring-Work on processes to retrieve ethnicity on applications, employee candidates don't always identify by ethnicity.

Student Data-Is it tied to the Zip Code? If there is, then, the purview of institutional data-statewide data-district data -date is not collected in a standard way by one entity.

Memo-Sent on December of Equivalency Process: Districtwide through Academic Senate-Shawn said she will work in Tandem with them.

What is the Accessibility for ADA candidates?

Racial Bias Training Executive Order from the previous President Trump Administration has been revoked by the current President Biden Administration.

DFEH Training needs to be done.

Title 9 training coming down the line but it's state required training, dates to come.

Next Meeting 2/22/2021 10:15AM-12:15PM



STAFF GUILD EXECUTIVE BOARD

CHAPTER REPORT

TO: AFT College Staff Guild, Local 1521A
FROM: Jesse Saucedo, Chapter Chair
DATE: February 2, 2021
RE: January 2021 - West Los Angeles Chapter Report

I. Chapter Executive Board

January 22nd - Conferred with Grievance Rep and First Delegate to compose agenda items in preparation of consultation with college president.

II. Chapter Meeting

No report

III. Consultation

January 25th - College President Consultation
Office of the president canceled and rescheduled for February 1, 2021.

IV. Unit Member Issues/Updates

- Working with Grievance Rep and Grievance Secretary in remedying a supervisors request for ACRs from member during the stay at home order.
- Working with Grievance Rep in assisting member returning from medical leave whose has been informed of a lack of online work during the stay at home order.
- Members working in hard-to-convert lab courses expressed a lack of sanitizing wipes.

V. Shared Governance/Other Committees

Incident Command Center (ICC)
Advocated for higher caliber PPEs and Sanitized door seals/labels to be used on all campus work sites.

VI. Classified Hiring Committee

Director of College Facilities (active search)

VII. Classified Hiring

No report

VIII. Other

AFT College Staff Guild, Local 1521A

Officer's Report – 2nd Vice President



Staff Guild Officers:

AFT Staff Guild President

Suleman Ishaque

First Vice President

Hazel Alonzo

Second Vice President

Jo-Ann Haywood

Recording Secretary

Luz Nunez

Treasurer

Kristine Ayvazyan

Grievance Secretary

Troy Pierce

Executive Secretary

Vacant

Chapters & Chairs:

City College

Yovanna Campos

District Office

Victor Hugo Ortiz

East LA College

Rowena Smith-Kersaint

Harbor College

Andy Labrune

Mission College

Tara Ward-Thompson,
Interim Chair

Pierce College

Holly Hagan

Southwest College

Cassandra Walker

Trade Tech College

Lori Hunter

Valley College

Lizbeth Martinez

West LA College

Jesse Saucedo

Executive Board Meeting

February 11, 2021

January 5, 2021 – Consultation:

- *The Staff Guild / District is working to finalize the Catastrophic Leave Bank. At the moment it seems as though the document would apply two bargaining units. We are working to get a clear understanding of how the request process work.*
- *EEO Training (Does our members need EEO training to serve on interview committee?) In discussion with district, as this is not a past practice, and seems to be something the district is trying to implement moving forward.*
- *TB Retesting, the district will be sending out notification to employees. The majority of test that has been taken expires June 2021. The recommendation from the district; employees should contact their health to have form completed and or schedule to have test done.*

January 15, 2021 – EEO Training

January 19, 2021 – Officers Meeting

January 27, 2021 – PC Meeting

- *PC declined an appeal for one of our member on an Oral Examination for promotion. It seems as though the member has been working out of class and is being encourage to file the C1121.*
- *Notice of anticipated Items: Salary Reallocation of Class of Instructional Asst. Nursing*

Legislative Report Summary that may be of interest to you:

The 2020 California legislative session has come to a close. The Legislature was in session from January 6 through August 31, 2020 and was suspended from March 16 through May 4, 2020 due to the coronavirus pandemic. 428 pieces of legislation were presented to the Governor for signature or veto by September 30, 2020. In a typical year, on average there are at least 800 bills submitted to the Governor, however, this number was low for 2020 due to the pandemic.

See attached for more details.

In Service, Strength & Unity!

Jo-Ann Haywood
2nd V, AFT Staff Guild 1521A

In Strength and Unity!

The labor movement means just this: It is the last noble protest of the American people against the power of incorporated wealth. - Wendell Phillips



January 2021 Recording Secretary Report

- January 5th: PC Consultation
Discussions on:
Catastrophic Leave Bank – Request for Use of Catastrophic Leave Template still in development. Working with payroll to have the form ready to use by Spring 2021
COVID Challenges – Discussions on working from home costs to members like chairs, internet connectivity issues. District response was that all bargaining units' language have in the agreement that addresses issues of parity, what you do with one, you have to do with others. It is not an isolated conversation that you can have with just one unit. Conversations on this is still going on at the Labor Caucus meetings.
IT Discussions – A couple of member issues at two campuses were discussed.
TB Testing - Per CA Ed Code Requirements, all community college schools, as a condition of employment, require employees to submit Proof of TB testing. We no longer have to have a Skin TB test. Recently, there is a new form from CDPH (California Department of Public Health) that needs to be implemented districtwide. All employees will be required to submit this form.
- January 7th: Officer's meeting – Discussions on the agenda for e-Board meeting
- January 8th: Progressive Discipline meeting with Troy Pierce

There was no Institutional Effectiveness & Student Success (IESS) Committee meetings this month.

There was no SEWG (Student Employee Work Group) Meeting this month.

Respectfully Submitted by

Luz Nuñez

AFT College Staff Guild, Los Angeles

Local 1521A, American Federation of Teachers, AFL-CIO / 3356 Barham Blvd. / Los Angeles, CA 90068 / (323) 851-1521 / FAX: (323) 851-8572

Troy L. Pierce, Grievance Secretary
AFT Staff Guild, Local 1521A
3356 Barham Boulevard
Los Angeles, CA 90068

Grievance Secretary Executive Board Report

2/11/2021

To briefly, yet efficiently, provide information and updates on issues that have been processed or are ongoing within our Guild and relating to Unit 1 Members.

Since my last report of 1/14/2021, have been working with members, officers, chapter chairs and grievance reps to resolve potential contract violations.

Have attended Board of Trustees Meetings, Personnel Commission Meeting, as well as sit on Sheriff's Oversight Committee. Also part of sub-committee that will create questions for security assessments for the LACCD. As reported last month, we processed a grievance through Step III with all remedies met. We will continue to attempt to mitigate all issues at lowest levels possible, yet will file paperwork when necessary.

We have had one member resign, instead of putting in for a Personal Leave; employee had options and chose this as their course of action.

Have an ongoing District-Wide Grievance relating to the restructuring of the Information Technology Group; currently at Step III.

Consultations with our Staff Guild attorneys, looking at EERA violations and PERB issues.

Meet with Steering Committee (Officers).

Work with Human Resources to insure that seasonal/hourly Unit I Employees can become members; this was not previously the case; pointed there is no law which would preclude seasonal/hourly from obtaining membership.

Currently working on the rescission of, what we believe to be an invalid Performance Improvement Plan (PIP) and Counseling Memorandum; currently at Step I,II. If not "progressively" done, we will always challenge.

Consult with Human Resources, Personnel Commission and Employer-Labor Relations (ELR), to raise issues and awareness of what are current challenges, strengths and concerns within our membership.

Report is brief; if you need to contact me, please do so. tpierce@aft1521a.org

Fraternally.

Troy L. Pierce



Agenda Item Details

Meeting	Feb 03, 2021 - Regular Board Meeting
Category	CC. MATTERS REQUIRING A SUPER MAJORITY VOTE
Subject	1. Authorize use of Contingency Reserve to Augment College Budgets
Type	Action, Super Majority Vote
Recommended Action	Authorize use of \$8,856,865 from the Contingency Reserve and increase the appropriations by the same at the nine colleges

Background: The large increase in the FY 20-21 assessments to the Colleges were driven by the necessary reorganization of our District Information Technology (IT) department and the need to invest in the District's IT systems, causing an additional \$8.8 million in assessment costs to our Colleges. This item returns the assessment on a one-time basis and provides additional funding to our colleges for this fiscal year to offset the financial strains on the Colleges as a result of the COVID-19 pandemic. The IT assessment will return in 2021-22.

location	assessment %	amt
City	11.9%	1,054,740
East	22.7%	2,008,751
Harbor	6.5%	576,822
Mission	7.3%	649,736
Pierce	13.5%	1,198,501
Southwest	5.7%	507,594
Trade Tech	11.5%	1,015,819
Valley	12.2%	1,084,296
West	8.6%	760,606
Total		8,856,865

Fiscal Impact: This action increases the College budgets by \$8,856,865 and reduces the Contingency Reserve by the same, leaving a balance in the Contingency Reserve of \$14,163,459, 2.04%.

Submitted by: Jeanette L. Gordon, Chief Financial Officer/Treasurer

Motion & Voting

Authorize use of \$8,856,865 from the Contingency Reserve and increase the appropriations by the same at the nine colleges

Motion by Mike Fong, second by David Vela.

Final Resolution: Motion Carries

Yea: Gabriel Buelna, Mike Fong, Andra Hoffman, Ernest H Moreno, David Vela, Steven F Veres, Nichelle M Henderson

LA County Federation, AFL-CIO; Meeting Report

Monday, January 25, 2021 @ 7:00 p.m.

-Pledge of Allegiance and swearing in of new delegates, and names of next months' new delegates to be sworn in. Minutes from last month, Accepted. Executive Board Minutes Accepted.

-Karla for Financial Report; \$349,---. Cash Receipts, 377,131.62 Cash in Bank, \$51,893.85 Cash Decrease, \$2,081.899.34 Total in Bank, and \$1,831.989.34 Solidarity Fund. Building bridges; Slideshow Presented.

-Mr. Jesse for Miguel Contreras Foundation; Working with UPS in relation to others, ex. Amazon Prime employees.

-Mr. Armando Olivas for Labor Community Services; 3,315 - \$25 Gift Cards distributed, 4,273 Boxes of Food, and over 6,000 Toys given out. Food Banks, Cerritos 1/9, Boys & Girls Club 1/27, and Long Beach 1/29.

-Mr. Devin, Political Coordinator, All Things Political; 2 New senators in Georgia, Alex Padilla in California, Labor 101 Course @ LATTTC, working on Census (Informational), dozen or so trained for political positions; Cindy Kamalager, City District 30, 197 Yes/27 No, and 42 Abstentions. Santra Serita, Council City Treasurer, 168 Yes, 31 No, and 56 Abstain with BOTH Being Endorsed By COPE. Encouraged to check out podcast, and Almost 300 in attendance for tonight's meeting.

Rose, Organizing - Hospitality workers, 30 years of service employees have been fired, with no health insurance. Banquet service @ Shatto Hotel employee speaks of this as her personal experience; harassment concerns, and being passed over for promotions with expectation to train employees that actually received the promotion, instead. ***Slideshow presented of the faces.** There is a pledge being circulated.

-Policy Report – Sick days being denied; no pay when taken off. Fine line in pandemic state. Decision to be made on 1/26. LA County Department of Health; ALL Healthcare should be vaccinated by the end of the month. FIFA; Human Rights, List of proper demands for 2026. Alabama Amazon Election Campaign. Cal OSHA massive movement.

-Mr. Christian Castro, Communications, Good news; Julie Su, Secretary of Labor, Protect Port, and Garment Workers. Helping retirees; digital training. Building trade, Ratification. Reach him or Ms. Scarlett for virtual/digital assistance within individual locals.

-President Robert Herrera Report – Thanked all for wonderful MLK, Jr. Program; Speakers. Encourages vaccination, and follow protocol for ourselves. May offer 5,000 vaccines per day with our affiliate nurses. 75,000 masks to farmworkers. 1 million dials for elections; though CA is Blue state, may not be blue collar. Podcasts are exciting with legends. Stay or become, involved.

-Affiliates Report – N/A

Respectfully Submitted,

Dionne M. Morrissette

LA County Federation; AFL-CIO, Delegate

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: _____

Campus: _____



Campus E-Board:

Chapter Meeting:

Consultation:

Unit member issues/updates:

Shared Governance /Other Committees:

Classified Hiring Committee

Classified Hiring:

Other:

LOS ANGELES COMMUNITY COLLEGE DISTRICT

TO: THE PERSONNEL COMMISSION

FROM: Ron Delahoussaye

SUBJECT: 2020 Legislative Report Summary (Case 3922)

The 2020 California legislative session has come to a close. The Legislature was in session from January 6 through August 31, 2020 and was suspended from March 16 through May 4, 2020 due to the coronavirus pandemic. 428 pieces of legislation were presented to the Governor for signature or veto by September 30, 2020. In a typical year, on average there are at least 800 bills submitted to the Governor, however, this number was low for 2020 due to the pandemic.

Chaptered

After a bill has been signed by the Governor, the Secretary of State assigns the bill a “Chapter Number” such as “Chapter 123, Statutes of 2020,” which is subsequently used to refer to the measure rather than the bill number.

Bill Number	Subject	Disposition (Author)
AB 1492 (Boerner Horvath)	Establishes additional labor law requirements for telecommuting employees regarding meal and rest times, receiving and signing employment-related documents electronically, and reimbursement for physical equipment and utilities costs in the home necessary to perform the employee’s work duties.	Failed Passage
AB 1844 (Chu)	Specifies that an “existing health condition” eligible for paid sick leave includes an “existing behavioral health condition” and defines “behavioral health.”	Failed Passage
AB 1928 (Kiley)	Repeals the existing 3-part test (Dynamex case) used for determining if workers are employees or independent contractors and instead requires the determination to be based on the specific multifactor test set forth in the case of Borello.	Failed Passage
AB 1947 (Kalra)	Extends the statute of limitations for filing complaints with the Division of Labor Standards Enforcement Statutes of (DLSE) alleging workplace retaliation from six 2020 months to one year and authorizes the payment of (Labor Code attorney’s fees to employees who successfully sue for Sections 98.7 and 1102.5amended) were retaliation based on whistleblowing.	Chapter 344,

Bill Number (Author)	Subject	Disposition
AB 1961 (Patterson)	Expands the definition of the term “protected disclosure” for whistleblower protection to include a	Failed Passage
	complaint made to a Member of the Legislature, the Legislature, or any subdivision thereof.	
AB 2017 (Mullin)	Clarifies that it is at the employee’s discretion to designate sick leave for the purpose of diagnosis, care, or treatment of their or their family member’s health condition or for obtaining relief if the employee is a victim of domestic violence, sexual assault, or stalking.	Chapter 211, Statutes of 2020 (Labor Code Section 233 was amended)
AB 2075 (Kiley)	Prohibits the application of the 3-part test used to determine if workers are employees or independent contractors when determining the liability of a hiring entity for damages, injunctive relief, or civil penalties, and instead would require that employer liability to be based on the multifactor test set forth in the case of Borello, but only until January 1, 2021.	Failed Passage
AB 2093 (Gloria)	Requires a public agency, for purposes of the California Public Records Act, to retain and preserve for at least 2 years every public record that is transmitted by electronic mail, unless a statute or regulation, or a rule established by the Secretary of State pursuant to the State Records Management Act, requires a longer retention period.	Failed Passage
AB 2101 (Committee on Public Employment and Retirement)	Requires that a member permanently separated from CalPERS to attain 71½ years of age before being provided with an election to withdraw contributions, or, if vested, an election to either apply for service retirement or to withdraw contributions. This provision is one of many in this omnibus public employees’ retirement clean-up bill.	Chapter 275, Statutes of 2020 (Government Code Section 20731 was amended, among others)
AB 2143 (Mark Stone)	Allows an employer to include a no-rehire clause in a settlement agreement with a worker who filed an official complaint in good faith if, before the worker filed the complaint, the employer made and documented a good faith determination that the worker engaged in sexual harassment, sexual assault, or any criminal conduct.	Chapter 73, Statutes of 2020 (Code of Civil Procedure Section 1002.5 was amended)

**Bill Number
(Author)**

Subject

Disposition

Bill Number (Author)	Subject	Disposition
AB 2234 (Chau)	Authorizes a merit-based school or community college district's personnel commission to select its own attorney rather than having to use the district's attorney if a majority of the commission declares that a conflict of interest exists between the commission and the district or the district's governing board.	Chapter 48, Statutes of 2020 (Education Code Sections 45313 and 88132 were amended)
AB 2307 (Bonta)	Repeals previous acts relating to release time for employee representatives of recognized employee organizations for public agencies and prescribes requirements relating to release time in one new section which includes a list of specified activities that public employers are required to grant employee representatives of the exclusive representative reasonable time off without loss of compensation or other benefits.	Failed Passage
AB 2355 (Bonta)	Prohibits an employer to refuse to hire or employ a person, to refuse to select a person for a training program leading to employment, to bar or to discharge a person from employment or from a training program leading to employment, or to discriminate against an employee, because of the employee's status as a qualified patient, or as a person with an identification card, for purposes of medical cannabis, subject to certain exceptions that are outlined in the bill.	Failed Passage
AB 2365 (Rodriguez)	Provides the California Public Employees' Retirement System (CalPERS) authority over whether it reinstates a retired member into the job category in which unlawful employment occurred.	Failed Passage
AB 2609 (Medina)	Shortens the maximum length of a prescribed period of probation for personnel management of the classified service from one year to 6 months or 130 days of paid service, whichever is longer.	Failed Passage
AB 2659 (Chen)	Requires a public agency to establish additional rules of conduct that include security awareness and training policies and procedures for persons involved in the design, development, operation, disclosure, or maintenance of records containing personal information.	Failed Passage

Bill Number (Author)	Subject	Disposition
AB 2947 (Bonta)	Provides that an intentional violation of the California Fair Employment and Housing Act regarding employment occurs when a person intends to discriminate using any of the protected characteristics of any person as a motivating factor in the employment action or decision even though other factors may have also motivated the action or decision. Also requires an employer to maintain personnel records and files of employees, applicants, and terminated employees for at least 2 years and to maintain records of employee complaints for at least 5 years.	Failed Passage
AB 2992 (Weber)	Expands leave protections afforded to an employee	Chapter 224,

who is a victim of domestic violence, sexual assault, or stalking to an employee who is a victim of a crime and to an employee whose immediate family member is deceased as a direct result of a crime. Also allows additional reasonable forms of documentation to verify that a crime or abuse occurred to determine employee eligibility for protected leave.

Statutes of
2020
(Labor Code
Sections 230
and
230.1 were
amended)

AB 3123 (Gonzalez)	Prohibits an employer from discriminating or retaliating against an employee for complying with an isolation or quarantine order issued by a public health official due to a public health emergency. Also requires an employer to grant paid sick leave to an employee if the employer's place of business is closed by order of a public health official due to a public health emergency, or if the employee is providing care or assistance to their child, whose school or daycare provider is closed by order of a public health official due to a public health emergency.	Failed Passage
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AB 3313 (Bonta) Requires a facility director and direct care staff of a Failed Passage child day care facility to complete education and training on federal, state, and local jurisdiction employment laws.

SB 266 (Leyva)	Requires that, in the case of an active CalPERS member, all contributions on disallowed compensation must be credited against future contributions to the benefit of the public employer by CalPERS, and the public employer must return the member's contributions that were paid on the disallowed compensation.	Failed Passage
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SB 796 (Leyva) Requires that an academic or classified community Failed Passage college employee, who exhausts all available sick leave and continues to be absent from duties on account of illness or accident for an additional period of 5 school months, to receive the employee's full salary during those 5 months.

SB 806	Repeals previous statutory provisions (under the cases of Dynamex and Borello) on how to determine if a worker is an employee or an independent contractor and establishes a new 3-part test to determine if a worker is an employee rather than an independent contractor.	Failed Passage
SB 931	Requires local agencies that have an internet website of, or website link to, the agenda or a copy of all the documents constituting the agenda packet if the person requests that the item or items be delivered by email.	Failed Passage (Wieckowski)
SB 997 (Borgeas)	Removes the provision that the codification of the ABC test is declaratory of existing law, and instead applies the test to the date the California Supreme Court adopted Dynamex for determining if a worker is an employee or independent contractor. Also removes the provision that the ABC test applies to work performed on or after January 1, 2020, and instead provides that the ABC test does not apply to any work performed prior to April 30, 2018.	Failed Passage
SB 1102 (Monning)	Requires employers to include in their written notice to all employees specified information in the event of a federal or state emergency or disaster declaration that may affect their health and safety. Also prohibits an employer from retaliating against an employee for raising questions about the declarations' requirements or recommendations.	Failed Passage workplace rights
SB 1129 (Dodd)	Requires an employee alleging a violation of itemized wage statement provision to meet specified requirements before bringing an action against the employer, which would include providing written notice by certified mail to the employer of the alleged violation, including the facts and theories to support the alleged violation, and would allow the employer 65 calendar days of the postmark date of the notice to cure the violation.	Failed Passage
SB 1173 (Durazo)	Authorizes the Public Employment Relations Board (PERB) to levy a civil penalty not to exceed \$10,000 against public employers who PERB finds have violated a union's right to specified employee contact information, such as the names and home addresses of newly hired employees within 30 days of hire.	Failed Passage
SB 1241 (Lena Gonzalez)	Creates a presumption that an employer's decision relating to hiring or promotion based on a test or other selection procedure is not discriminatory, if the test or procedure meets specified criteria, such as that it is job related and meets a business necessity, and that the test or procedure utilizes pretested assessment technology that results in an increase in the hiring or promotion of a protected class.	Failed Passage

SB 1297 (Moorlach) Revises the provision of pension and other benefits for members in the Public Employees' Retirement System (CalPERS) which includes voiding any limit on a pension that prohibits the pension from exceeding a percentage of final compensation, prohibiting any local agency from establishing a deferred retirement option program and requiring that any established deferred retirement option programs must be closed, and establishing that the final annual compensation used for purposes of ascertaining any pension or benefit be calculated as an average of the member's 3 highest earning years. Failed Passage

SB 1383 (Jackson)	Expands the California Family Rights Act (CFRA) to allow employees to use unpaid job protected leave to care for a domestic partner, grandparent, grandchild, sibling, or parent-in-law who has a serious health condition and for a qualifying exigency related to the covered active duty or call to covered active duty of employee's spouse, domestic partner, child, or parent in the Armed Forces of the United States. Also removes the limitation of 12 workweeks for both parents that are employed by the same employer when taking leave in connection with the birth, adoption, or foster care of a child.	Chapter 86, Statutes of 2020 (Government Code Section 12945.6 was amended and repealed. Government Code Section 12945.2 was amended, repealed, and added.)
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SB 1423 (Galgiani) Establishes an alternative test for determining whether an individual having a contractual relationship with a contracting entity or through a platform is an employee or independent contractor. Also requires the independent contractor to be covered by a policy for occupational accidents and requires the contracting entity or platform to maintain a policy against the discrimination of an independent contractor on the basis of protected classes recognized by California law. Failed Passage

instructional activities and is responsible for the day-to-day operations of assigned instructional audio, video, and newspaper/magazine production laboratories used in the maintenance of the print and online editions of the student newspaper and magazine and the Internet radio station-, including: preparation of equipment, materials, and supplies; storekeeping functions, and proper use of equipment and materials.