



EXECUTIVE BOARD AGENDA

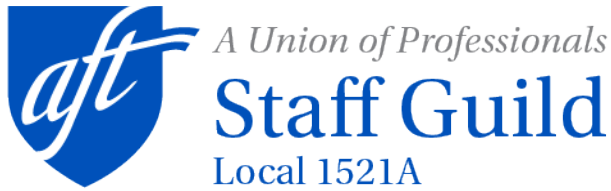
August 11, 2022
3:00pm – 6:00pm
Zoom Meeting

- I. Call to Order
- II. Flag Salute
- III. Approval of Agenda
- IV. Approval of Minutes from June 16, 2022 meeting
- V. Action Items
 - a. Bush Gottlieb Legal Bill
 - b. Grievance Review Committee
 - c. Good & Welfare (Retiree Deaths)
 - d. Constitution & Bylaws Committee recommendation (Release time)
 - e. Labor Day Parade
- VI. Campus Worksite Reports

<input type="checkbox"/> City	<input checked="" type="checkbox"/> Mission	<input checked="" type="checkbox"/> Valley
<input checked="" type="checkbox"/> District Office	<input checked="" type="checkbox"/> Pierce	<input checked="" type="checkbox"/> West LA
<input type="checkbox"/> East LA	<input checked="" type="checkbox"/> Southwest	<input type="checkbox"/> Retiree Chapter
<input checked="" type="checkbox"/> Harbor	<input checked="" type="checkbox"/> Trade Tech	
- VII. Officer Reports
 - a. 1st Vice President
 - b. 2nd Vice President
 - c. Treasurer
 - i. Profit & Loss
 - ii. Per Caps
 - d. Recording Secretary
 - i. Communication Committee
 - e. Grievance Secretary
- VIII. President's Report
 - a. District Consultation – August 1, 2022
 - b. BOT – August 2, 2022
 - c. PC Consultation – August 8, 2022
 - d. JLMBC – August 9, 2022
 - e. DBC – August 10, 2022

- f. Additional Items
 - i. 6.56% COLA
 - ii. Hybrid E-Board
 - iii. August 19-20th E-Board Training (Location TBD)
 - iv. Officer assigned campus
- IX. Committee Report
 - a. Finance Committee
 - b. Election Committees
 - c. Constitution and Bylaws
 - i. Policy & Review AD HOC
 - d. Stipend
- X. Conference/Convention/Training Reports
 - a. CFT Summer School
 - b. AFT Convention
 - c. AFL-CLF Convention
 - d. CFT Treasurers Training
- XI. Affiliates Reports
 - a. LA County Federation Labor Delegate - D. Morrisette
 - b. Activities Coordinator – *vacant*
 - c. EEO – Cassandra Walker
- XII. COPE (Political Action)
- XIII. New Business

Minutes



E-Board Meeting Minutes

Date: June 16, 2022

Time: 3:00pm

In Attendance

Officers: Hazel Alonzo, Kristine Ayvazyan, Yovanna Campos, Jo-Ann Haywood, Mario Perez, Troy Pierce

City: Caridad Ahorro, Natalie Embrey, Mitch Polin, Elizabeth Preger

District: LaShawn Duffin, Gloria Moreno, VictorHugo Ortiz

East: Maira Cruz, Alejandro De La Parra, Andrea Edwards, Jennifer Estrada, Kevin Ornelas, Julio Ortiz, Josue Ramirez, Promise Williams, Lynn Wood, Doris Zantizo

Harbor: Anthony Alvarez, Keiyanna Chisom, Tim Davis, Andy LaBrune, Ken Roberts

Mission: Susan Ghirardelli

Pierce: Sean McDonald, Ngan Mork, Lupita Narkevicius, Darlene Richarte, Melinda Ung

Southwest: Tasha Anderson, Shauna Carter, Safir Larios Ramirez, Cassandra Walker

Trade: Monica Castillo, Lori Hunter, Jose Rosas

Valley: Chad Baugher, Aleta Campbell, Cyndi Maddren

West: Maritza Medina, Jesse Saucedo, Cha-Zette Smith, Tamara Washington

Retirees: Mike Romo, Donald Santoaini

Guests: Mark Bergquist, Sarfaraz Bhiwani, Karen Bustamante, Carlos Flores, Jess Foster (AFT National Rep/Interim Executive Director), Loralyn Frederick, Carlos Guerrero, Michael Lucas, Ashanti Lyles, Dionne Morrisette, Richard Nwaogu, Luyen Phan, Darrell Roberson, Linda Rodriguez, Allison Rowland, Jason Sofianos, Jorge Tamargo, Michael Tesfai, Elyse Webb-Wilson

Executive Board Action

Call to order at 3:08pm

Approval of agenda

Approval of Minutes from May 12, 2022 meeting

- V. Action Items
 - a. Bush Gottlieb Legal Bill
 - b. Increase allocation for T-shirt costs
 - c. Stipend Recommendations
 - d. Certification of Election Results

Campus worksite reports – reports submitted except for City, Mission, Valley, and Retiree Chapter

Officer Reports – 1st Vice President – excused; other officer reports submitted

Staff Reports – AFT/Interim Executive Director report submitted

President's Report

- BOT – remaining article from negotiations discussed in closed session
- PC Consultation – change in commissioner; Dr. Tre'Shawn Hall Baker to be sworn in next PC meeting
 - Debarment concerns
- JLMBC
 - Medicare Part B premiums
 - Spring newsletter in the works
 - Open Enrollment in September
 - Changes in dental plans
 - EAP offerings
- DBC – budget updates
- District Consultation
 - still working on TB Risk Assessment alphabetical listings from HR, Mary Van Ginkle and Professional Expert working on checking people off the list; unpaid status after May 16th; will send list to chairs
 - MOS Exams
 - Re-testing
 - Denials of reimbursement
 - Reach out to HR for list and expiration for emails to be sent out
 - Telecommute
 - BP 2800/BP 2900
 - EEO Listings
 - Requested from ODEI

Committee Reports

- Finance Committee
- Elections Committee
- Constitution & Bylaws

Affiliate Reports

- LA County Federation of Labor – report submitted
- Activities Coordinator – *vacant*; Mike Romo is still attending; US Post Office Canned Food Drive will be held on Saturday, May 14th; LA/Long Beach Labor Day Parade will be held on Monday, September 5th
- EEO – no meeting
- COPE – report submitted

Motion to adjourn **M/S/P** Yovanna Campos and Mario Perez

Meeting adjourned at 5:54pm

Next meeting: June 16th, 2022

Minutes submitted by Yovanna Campos, Recording Secretary

Action Items

BUSH GOTTLIEB
A Law Corporation
801 North Brand Boulevard
Suite 950
Glendale, California 91203-1260
Telephone (818) 973-3200
Fax (818) 973-3201

July 24, 2022

Invoice# 105453

AFT College Staff Guild, Local 1521A
3356 Barham Boulevard
Los Angeles, CA 90068

Billed through June 30, 2022
Our file # 11521 01000 LD

Attn: Hazel Alonzo, President, halonzo@aft1521a.org

cc: Kristine Ayvazyan, Treasurer, kayvazyan@aft1521a.org

VIA EMAIL

Balance forward as of bill dated June 26, 2022	\$12,851.25
Net balance forward	\$12,851.25

BILLING SUMMARY

Total fees	\$12,500.00
Total costs	\$109.51
Total charges for this bill	\$12,609.51
Net balance forward	\$12,851.25
Total balance now due	\$25,460.76

RE: RETAINER (\$750.00/month)

Matter 01000

FEES

06/06/2022	LD	Review and respond to emails from ED re XXXXX hearing	0.2 hrs.
06/15/2022	LD	Review MEP's document re elections issue	0.2 hrs.
06/15/2022	JYM	Draft audit letter response for LD to review	0.2 hrs.
06/21/2022	LD	Review and revise auditor letter after debriefing with ED on DLSE hearing by phone	0.9 hrs.
06/22/2022	LD	Meeting - training on grievance handling/DFR; prepare PowerPoint; travel time to and from LACCD	4.0 hrs.
06/27/2022	LD	Draft email to Alonzo following up on last week's training and reaching out on future dates	0.2 hrs.

Jamie Y. Morishima

0.20 hrs

Lisa Demidovich	5.50 hrs	
Total fees for this matter	<u>5.70 hrs</u>	<u>\$750.00</u>

COSTS

06/30/2022	Printing	\$40.00
	Total costs for this matter	<u>\$40.00</u>

RE: XXXXX DLSE CLAIM

Matter 29005

FEES

06/01/2022	ED	Research jurisdiction issues; preemption and follow-up letter to Labor Commissioner	3.5 hrs.	\$875.00
06/01/2022	EV	Research and draft email with research findings to ED; review letter to DLSE re preemption of claims	2.2 hrs.	\$550.00
06/02/2022	ED	Prepare for hearing	2.4 hrs.	\$600.00
06/03/2022	ED	Prepare for hearing; review XXXX exhibits	2.7 hrs.	\$675.00
06/07/2022	ED	Prepare for hearing and witness preparation; document review; organize exhibits	3.7 hrs.	\$925.00
06/08/2022	ED	Prepare for hearing; prepare and review exhibits; witness preparation re XXXXX, XXXXX, and XXXXX; opening statement	8.5 hrs.	\$2,125.00
06/09/2022	ED	Appearance at hearing	6.0 hrs.	\$1,500.00
06/09/2022	SY	Research re jurisdictional challenge	1.3 hrs.	\$325.00
06/21/2022	ED	Phone call with LD re status of case; review audit letter	0.3 hrs.	\$75.00
	Erica Deutsch	27.10 hrs	250.00/hr	\$6,775.00
	Estephania Villalpando	2.20 hrs	250.00/hr	\$550.00
	Sara Yufa	<u>1.30 hrs</u>	250.00/hr	<u>\$325.00</u>
	Total fees for this matter	30.60 hrs		<u>\$7,650.00</u>

COSTS

06/30/2022	Postage	\$9.25
06/30/2022	Printing	\$58.10
	Total costs for this matter	<u>\$67.35</u>

RE: INTERNAL INVESTIGATION

Matter 32001

FEES

06/01/2022	JW	Phone - LD & H. Alonzo re prep for mediation; draft email re cost estimate for arbitration	1.0 hrs.	\$250.00
06/06/2022	JW	Mediation	1.7 hrs.	\$425.00
06/06/2022	JW	Prepare for mediation	1.1 hrs.	\$275.00
06/16/2022	JW	Review email from S. Lee re information request; draft email to client re same	0.1 hrs.	\$25.00
06/24/2022	JW	Call with J. Foster re documents; draft email to H. Alonzo re same	0.9 hrs.	\$225.00
06/27/2022	JW	Email H. Alonzo following up on RFI	0.1 hrs.	\$25.00
06/29/2022	JW	Review screenshot of text from XXXXX; respond to email from LD re same	0.2 hrs.	\$50.00

Jason Wojciechowski	5.10 hrs	250.00/hr	\$1,275.00
Total fees for this matter	<u>5.10 hrs</u>		<u>\$1,275.00</u>

RE: ELECTION CHALLENGE

Matter 32004

FEES

06/03/2022	MEP	Election committee meeting; prepare draft email re allegations of misconduct	1.5 hrs.	\$375.00
06/14/2022	MEP	Draft email to election committee re no challenges	0.2 hrs.	\$50.00
06/23/2022	MEP	Phone call with J. Foster	0.4 hrs.	\$100.00
06/23/2022	MEP	Review and respond to emails from J. Foster	0.5 hrs.	\$125.00
	Michael E. Plank		2.60 hrs	250.00/hr
	Total fees for this matter		<u>2.60 hrs</u>	<u>\$650.00</u>

RE: XXXXX PERB CHARGE

Matter 32005

FEES

06/03/2022	EV	Draft email to LD re deadline for position statement; review PERB letter re deadline for position statement	0.2 hrs.	\$30.00
06/03/2022	NG	Call and email PERB re EV's questions; prepare notices of appearance	0.8 hrs.	No charge
06/06/2022	EV	Review and respond to email from NG re contacting Hazel Alonzo; review notice of appearance; review email NG sent to Hazel Alonzo	0.2 hrs.	\$30.00
06/06/2022	NG	Finalize notices of appearance for EV's review; email to Hazel Alonzo for signature	0.5 hrs.	No charge
06/07/2022	EV	Review and respond to email from NG re notice of appearance; draft email to Hazel Alonzo with notice of appearance	0.2 hrs.	\$30.00
06/09/2022	EV	Draft email to NG re following up with Hazel Alonzo; review emails between Hazel Alonzo and NG; email NG and SE re next steps	0.2 hrs.	\$30.00
06/09/2022	NG	Follow-up with Hazel Alonzo and EV re PERB notices of appearance; draft proof of services	0.4 hrs.	No charge
06/10/2022	EV	Review notice of appearance and approve it prior to filing and serving	0.2 hrs.	\$30.00
06/10/2022	EV	Review initial letter instructions; draft position statement	4.3 hrs.	\$645.00
06/10/2022	NG	Notice of appearance filings	0.9 hrs.	No charge
06/15/2022	LD	Draft email to EV re draft of position statement for XXXXX PERB charge	0.2 hrs.	\$50.00
06/15/2022	EV	Draft position statement in response to charges filed by XXXXX; email LD and Hazel Alonzo re status of position statement and information we need from the union to include in the union's response	3.3 hrs.	\$495.00
06/16/2022	LD	Review and revise position statement; send comments to EV	0.5 hrs.	\$125.00
06/17/2022	EV	Phone - call with Hazel Alonzo to gather information re non-member access to bargaining information	0.2 hrs.	\$30.00
06/17/2022	EV	Draft position statement	0.5 hrs.	\$75.00
06/20/2022	EV	Draft position statement; research for position statement re establishing a prima facie case	1.7 hrs.	\$255.00
06/21/2022	LD	Review and revise position statement; send comments to EV; research re same	0.3 hrs.	\$75.00

06/21/2022	EV	Draft position statement; research re case law on prima facie case	1.2 hrs.	\$180.00
06/22/2022	LD	Review and respond to email from EV re final version of position statement	0.2 hrs.	\$50.00
06/22/2022	EV	Review and finalize position statement and attachments; send instructions to secretaries to e-file and serve position statement	0.3 hrs.	\$45.00
06/22/2022	NAM	Format position statement, add proof of service, file and serve	1.5 hrs.	No charge

Estephanie Villalpando	12.50 hrs	250.00/hr	\$1,875.00
Lisa Demidovich	1.20 hrs	250.00/hr	\$300.00
Nadia A. Montenegro	1.50 hrs	125.00/hr	\$0.00
Nelly Guzman	2.60 hrs	125.00/hr	\$0.00
Total fees for this matter	<u>17.80 hrs</u>		<u>\$2,175.00</u>

Discounted by \$1,250.00

COSTS

06/30/2022	Postage		\$2.16
	Total costs for this matter		<u>\$2.16</u>

BUSH GOTTLIEB
A Law Corporation
801 North Brand Boulevard
Suite 950
Glendale, California 91203-1260
Telephone (818) 973-3200
Fax (818) 973-3201

June 26, 2022

Invoice# 105343

AFT College Staff Guild, Local 1521A
3356 Barham Boulevard
Los Angeles, CA 90068

Billed through May 31, 2022
Our file # 11521 01000 LD

Attn: Hazel Alonzo, President, halonzo@aft1521a.org

cc: Kristine Ayvazyan, Treasurer, kayvazyan@aft1521a.org

VIA EMAIL

Balance forward as of bill dated May 25, 2022	\$25,969.67
Payment(s)--last payment deposited June 13, 2022	\$17,956.45
Net balance forward	<u>\$8,013.22</u>

BILLING SUMMARY

Total fees	\$4,837.50
Total costs	\$0.53
Total charges for this bill	<u>\$4,838.03</u>
Net balance forward	\$8,013.22
Total balance now due	<u>\$12,851.25</u>

RE: RETAINER (\$750.00/month)

Matter 01000

FEES

05/09/2022	LD	Phone call with Hazel Alonzo after reviewing email and grievance re unit wide grievance	0.3 hrs.
05/23/2022	LD	Review PERB charge; email EV; respond to Alonzo email	0.3 hrs.
05/24/2022	LD	Phone -call with EV re position statement; email Alonzo; phone call with Alonzo and EV re new PERB charge	0.4 hrs.
05/31/2022	LD	Review and respond to email from JW re mediation prep availability; email with ED and EV re Labor Commissioner Hearing prep	0.3 hrs.
	Lisa Demidovich		1.30 hrs

Total fees for this matter	<u>1.30 hrs</u>	<u>\$750.00</u>
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RE: XXXXX DLSE CLAIM

Matter 29005

FEES

05/26/2022	ED	Prepare for hearing; request for continuance; follow-up with Hazel Alonzo; phone call with XXXXX re discrimination case; follow-up emails	1.7 hrs.	\$425.00
05/26/2022	JYM	Draft Request for Continuance to Hearing Officer Ryan Ybanez for ED; finalize and send out via email and U.S. mail	0.5 hrs.	\$62.50
05/28/2022	ED	Prepare for hearing	1.3 hrs.	\$325.00
05/31/2022	ED	Preparation for hearing and research standard for wage claim; research jurisdictional issues	3.7 hrs.	\$925.00
05/31/2022	EV	Research re DLSE process, including subpoenas process and process for dismissing claim; research whether stipends constitute wages; research re employee status of a union president	2.1 hrs.	\$525.00
Erica Deutsch		6.70 hrs	250.00/hr	\$1,675.00
Estephania Villalpando		2.10 hrs	250.00/hr	\$525.00
Jamie Y. Morishima		0.50 hrs	125.00/hr	\$62.50
Total fees for this matter		<u>9.30 hrs</u>		<u>\$2,262.50</u>

COSTS

05/31/2022	Postage		\$0.53
Total costs for this matter			<u>\$0.53</u>

RE: XXXXX WORKERS COMPENSATION

Matter 30004

FEES

05/23/2022	ED	Review workers compensation documents; email with workers compensation attorney	1.5 hrs.	\$375.00
Erica Deutsch		1.50 hrs	250.00/hr	\$375.00
Total fees for this matter		<u>1.50 hrs</u>		<u>\$375.00</u>

RE: XXXX

XXXXX ARBITRATION

Matter 31003

FEES

05/09/2022	LD	Draft email to XXXXX and Pierce re rebuttal response deadline and hearing dates	0.2 hrs.	\$50.00
05/12/2022	LD	Review and respond to emails from XXXXX re response letter	0.2 hrs.	\$50.00
Lisa Demidovich		0.40 hrs	250.00/hr	\$100.00
Total fees for this matter		<u>0.40 hrs</u>		<u>\$100.00</u>

RE: INTERNAL INVESTIGATION

Matter 32001

FEES

05/04/2022	JW	Review emails from XXXX re mediation dates; draft emails to client re same	0.2 hrs.	\$50.00
05/09/2022	JW	Review emails from client re availability for mediation; review calendar re July backup dates; draft email re same	0.2 hrs.	\$50.00
05/11/2022	JW	Emails re scheduling mediation	0.1 hrs.	\$25.00
05/31/2022	JW	Preparation for mediation	0.5 hrs.	\$125.00
05/31/2022	JW	Emails with client re preparation for mediation	0.2 hrs.	\$50.00
	Jason Wojciechowski		<u>1.20 hrs</u>	250.00/hr
	Total fees for this matter		1.20 hrs	<u>\$300.00</u>

RE: XXXXX II Matter 32003

FEES

05/18/2022	LD	Review and respond to email from XXXXX re arbitration logistics; email Arbitrator Gonzalez re selection	0.2 hrs.	\$50.00
05/31/2022	LD	Review and respond to emails from XXXXX re DFEH mediation and implications for pending grievance (x4)	0.3 hrs.	\$75.00
	Lisa Demidovich		<u>0.50 hrs</u>	250.00/hr
	Total fees for this matter		0.50 hrs	<u>\$125.00</u>

RE: ELECTION CHALLENGE Matter 32004

FEES

05/24/2022	MEP	Review and respond to emails re potential election challenge	0.3 hrs.	\$75.00
05/25/2022	MEP	Review of bylaws and election rules	0.4 hrs.	\$100.00
05/25/2022	MEP	Phone call with XXXXX	0.7 hrs.	\$175.00
05/26/2022	MEP	Review and respond to emails from election committee	0.6 hrs.	\$150.00
05/27/2022	MEP	Review correspondence	0.4 hrs.	\$100.00
05/30/2022	MEP	Review email from XXXXX; review constitution	0.3 hrs.	\$75.00
	Michael E. Plank		<u>2.70 hrs</u>	250.00/hr
	Total fees for this matter		2.70 hrs	<u>\$675.00</u>

RE: XXXXXX PERB CHARGE Matter 32005

FEES

05/24/2022	EV	Phone call with LD and Hazel Alonzo re new PERB charge filed by XXXXX	0.2 hrs.	\$50.00
05/24/2022	EV	Phone call with LD to discuss review of caselaw related to PERB charge filed by XXXXX; review previous position statements	0.4 hrs.	\$100.00
05/25/2022	EV	Review emails provided by Hazel Alonzo re XXXXX request to stop deducting dues	0.2 hrs.	\$50.00
05/26/2022	EV	Review PERB's decision re XXXXX for relevant case law	0.2 hrs.	\$50.00
	Estephania Villalpando		<u>1.00 hrs</u>	250.00/hr
	Total fees for this matter		1.00 hrs	<u>\$250.00</u>

***Campus
Worksite
Reports***



Chapter Report July 2023

Chapter Meeting

Chapter Member Meeting – Friday, July 29, 2022
(30+ members in attendance)

- DO Executive Board Introductions.
- Executive Board Contact Information.
- District Office AFT Office Hours (7th Floor).
- Members participation on Hiring panels.
- Telecommute.
- 2023 Negotiations.
- COLA for FY 2022/2023.
- HR Consultation Meetings on hold until a replacement Vice Chancellor is in place.
- PC Consultations Meetings will be scheduled starting next month.
- Staff Development.
- Executive Director Vacancy.

Chapter Executive Board

Chapter Executive Board Meeting – Wednesday, July 13, 2022

- Introductions.
- DO AFT Binders & Calendar Planner.
- E-Board team Contact information.
- Meetings on our Calendar: Chapter E-Board Meetings, Chapter Meetings, Executive Board Meetings, HR Consultation Meetings, PC Consultation Meetings, WEC, TPCC, PC Board Meetings, Board of Trustee Meetings, DO AFT office hours availability, Release Time, Hiring Committee Panels.
- DO AFT office hours.

Consultations

- DO Consultation Meetings are on hold. Vice Chancellor position is vacant.
- PC Consultation Meetings will commence in August, in process of scheduling dates.

Unit Member Issues/Updates

- Joe's Off-site parking – no parking available for DO employees after 9:30 a.m. Parking lot is full. (resolved)
- Vacation time is being denied in certain departments.
- Employees who need to quarantine due to COVID exposure are not given the opportunity to work from home during the quarantine period and in some departments, managers/supervisors allow the work from home during COVID quarantine.



- Members are stating vacancies in departments are not being filled.
- Member inquiry regarding MOS certification practice tests and exam.
- Member inquiry regarding Retirement Workshops

Shared Governance/Other Committees

- WEC – no committee meetings have been scheduled
- TPCC- DO committee member was not able to attend the meeting.

Hirings

- Director of HR Interviews were held 07/15/2022.
- A/P – Accounting Tech (provisional) Interviews were held 07/22/2022.
- Senior Accountant Interviews were held 07/25/2022.
- Financial Aid Tech interviews were held 07/27/2022.

Upcoming Interviews:

- Assist. Admin. Analyst (EPIE).
- HR. Assistant.
- Interim Dean (EPIE).

Other

Chapter Chair and Grievance Representative attended Complaint Flow Training provided by Grievance Secretary on 07/06/2022.

Attended Special Executive Board meeting 07/07/2022



Chapter Report July 2022

Chapter Meeting

I held my first worksite chapter chair meeting on Wednesday, July 20, 2022. At this meeting I provided Jersey Mike's for lunch. I introduced the newly elected grievance rep. Justine Raines, newly elected delegate Nadine Muro, reelected delegate Ken Roberts, and I appointed two alternate delegates; Anthony Alvarez and Andy Labrune. I informed the members that I am in desperate need of representatives to sit on campus and union committees. I shared my experience as a first time AFT delegate at the AFT Convention that was held in Boston. I informed the members that I will be hosting August's chapter chair meeting on Wednesday, August 17, 2022 at noon. I also told my members to read the contract!

Executive Board

There wasn't an E-Board meeting for the month of July. There was a special E-Board meeting that was held on Thursday, July 7, 2022. At this meeting, the newly elected E-Board members were sworn into their positions. The AFT 1521A President, Hazel, also discussed the COLA and one-time disbursement payment timeline.

Consultations

LAHC President, Dr. Dorado will be hosting a LAHC Classified Opening Day event on Thursday, August 18, 2022. The president has asked that Justin and I assist him with hosting the event. We will meet on Wednesday, August 10, 2022 to finalize an Agenda and food for the event. Immediately after this meeting, we will have the monthly consultation meeting. One of the topics on the agenda for opening day will be a telecommute option that will be available to staff members whose office can work a hybrid mode. My suggestions for the agenda includes a formal introduction of the V.P.'s, introduction of all new classified staff, and an organization chart from Admin. Services that explains which employee is the contact person for specific issues such as P.O. and P.R. questions.

Dr. Dorado has requested that I sit on the interview committee for the appointment of the V.P. of Student Services. The interviews will be begin sometime in August.

Our campus has been experiencing a number of catalytic converter thefts. Dr. Dorado has ensured us that we will work with the V.P. of Administrative Services to get the Sheriff's to increase their patrols, specifically in the parking lots. Dr. Dorado also mentioned that Harbor College will be getting fencing around the campus perimeter. He will show us the proposed plans at the next consultation meeting.



Quite of few departments recently moved locations. Dr. Dorado has ensured us that all of the office moves will be completed by the end of July.

I have asked Dr. Dorado to provide me with a list of unstaffed classified positions. He said he would send it to me via email but as of today, I have not received the list.

Unit Member Issues/Updates

Dean Ana Salazar of Student Services is causing my members anxiety and stress. She lacks effective leadership skills. According to the members that work under her supervision in the financial aid office, she no longer directly communicates with them, instead she voices her frustrations or displeasures of the financial aid staff directly to the managers. The managers are then told to report the message from the dean to the staff. Two financial aid staff members stated they will complete an incident form but as of today, I have not received that form.

A few members wants to know why the one time disbursement was listed as a salary bonus. When the District Office listed that one time disbursement as a bonus, the members stated that based on tax laws, that bonus was double taxed. The members were not happy about the double taxed and stated that in the future, if we are ever given another one time disbursement, it would not be paid out as a salary bonus.

I have a scheduled meeting with two members on July 29, 2022 to discuss their job descriptions. They are both Life Sciences Laboratory Technicians. I will provide an update on this matter next month.

Shared Governance/Other Committees

College Planning Council – This meeting was on Monday, July 11, 2022 via Zoom. Dr. Dorado announced at this meeting that he will be hosting a LAHC Classified Opening Day on August 18, 2022 in person at the Student Union. All classified staff is encouraged to attend and he wants all offices closed on this date to ensure that the classified staff attends this opening day. Breakfast and Lunch will be provided.

Data/Budget ALT and Chair Leadership Meeting- This meeting was on Wednesday, July 27, 2022 in the Student Union Cafeteria on campus and was hosted by the President and V.P. of Admin. Services, Dr. Romali. The AFT 1521A Chapter Chair and Grievance Rep. was invited to this meeting. Even though it was a leadership training geared toward faculty, staff was mentioned. The Library Dept. chair, Johnathon Lee had a discussion with Dr. Dorado when Dr. Romali mentioned that a bulk of the debt that Harbor is experiencing is coming from overtime. Harbor currently pays out more in overtime in comparison to ELAC. Johnathan



A Union of Professionals

Staff Guild

Local 1521A

*Harbor
Chapter*

Keiyanna Chisom, *Chapter Chair*

stated that the library is currently short staff and has the least amount of staff in his department compared to other worksites. He stated that every time he submits a position request, Dr. Dorado denies his request. He rather hire a third staff member to back fill the staff member who retired than to offer his currently staff overtime.

Hirings

Dr. Dorado stated that the following positions are priority classified new hires:

- Admissions and Records assistant
- Instructional Assistant: Nursing
- Accountant
- P.E. Female Attendant

I was the AFT 1521A rep. on the admissions and records assistant interview panel that happened on Monday, July 25, 2022. I will be the AFT 1521A rep. to sit on the instructional assistant: nursing interview panel that will occur on Tuesday, August 2, 2022. Once I know the date of the accountant and P.E. female attendant position, I will reach out to AFT 1521A who have completed the EEO training to sit on these committees.

Other

Nothing to report.



Campus Executive Board

Chapter Chair
Andy LaBrune

Site Grievance Rep.
Tim Davis

Delegates
Ken Roberts
Anthony Alvarez
Keiyanna Chisom

*

AFT Staff Guild President
Hazel Alonzo

First Vice President
JoAnn Haywood

Second Vice President
Mario Perez

Secretary
Yovanna Campos

Treasurer
Kristine Ayvazyan

Executive Director

Executive Secretary of Grievance
Troy Pierce

Date: June 30th, 2022

Campus Chair: Andy LaBrune

E-Board Meeting: June 16th, 2022

President’s Consultation: June 16th, 2022

Next Consultation date: July 13th, 2022

Campus Meeting/Video: June 30th, 2022

Unit member issues/updates:

- There have been moves of staff from one office to another, and one member in W had their whole office computers personal effects moved while they were out sick and while their administrator was out on vacation. Those staff members were distraught to come back and discover the chaotic change that they had to reorganize.
 - President Colorado was notified that better communication of these changes is requested for a smoother transition.
 - There are also Academic Affairs Faculty department moves being discussed too, and the faculty union has been meeting about that as well.
 - The Financial Aid Staff has moved upstairs to the former Admin Services Suite. Troy Pierce arrived during a tour given by Administrators to the Staff, and this was reassuring for the staff that was transitioning.
 - Admin Services staff had already moved down the hall to the former Community Services Office.
 - The former Financial Aid office may soon house the Harbor Promise Program and Staff, and also act as a Welcome Center for new students.

Cont...

In Strength and Unity!





un 30th, 0

Campus Executive Board

Chapter Chair
Andy LaBrune

Site Grievance Rep.
Tim Davis

Delegates
Ken Roberts
Anthony Alvarez
Keiyanna Chisom

*

AFT Staff Guild President
Hazel Alonzo

First Vice President
JoAnn Haywood

Second Vice President
Rowena Smith-Kersaint

Secretary
Yovanna Campos

Treasurer
Kristine Ayvazyan

Executive Director

Executive Secretary of Grievance
Troy Pierce

- A Fire Marshall came to campus for an inspection, and was aggrieved to find many of our office doors were propped open with wedges, which he stated are safety hazards. He mandated that those wedges be removed and that the proper door hardware be installed if required.
- Our staff that works in the Sheriff's Office was notified that they may have to transition to a new office due to the changes in the new contract with the LA Sheriff's Department, wherein they will now hire and manage their dispatchers and Cadets. We have requested the list of open classified staff position vacancies on campus so that we can help our member find the right position to move to, that fits her needs and the campus needs.
- Campus Union Leadership has attempted to use 1k of our 3k professional development funds, only to find that even though this money consisted of unspent funds during the pandemic years, the money couldn't be spent on training from that time period because the deadlines for use were not able to also be extended. Business office staff also said that the funds may have already been moved out of the account.
 - Campus Union Leadership has requested that 2k of those funds be encumbered for an upcoming Classified Staff Training Day in Late July or August, so that the money will not be swept or absorbed by faculty.
 - Our Faculty Professional Development Coordinator had also mentioned at our last CPC meeting that there was 14K at West LA College, and part of those funds were for Classified staff at LAHC. She said that those funds may have to be requested and distributed by the Professional Development Committee @ LAHC, which currently has no Classified staff as a committee member or co-chair, so LAHC Faculty would have to approve of the use by Classified Staff.
 - The Staff Development Committee was also brought up as possibly being reconstituted as a CPC Sub Committee, and will require Faculty as a Co Chair, per the CPC sub Committee Guidelines, in order to accommodate our upcoming Accreditation team visit. Staff was briefed about this at last month's meeting, and we may have volunteers to be on this committee, but some staff have qualms about how this committee is proposed to operate, as it may conflict with what the Classified Staff Contract dictates for this committee and who approves the funds.
- Chapter Chair Andy LaBrune attempted to host his last campus meeting in the ASO Conference room, but there was another reservation in the space.
 - The budget for the meeting food fund was not accessible and also likely very low due to previous usage.
 - There were also 7 possible Covid exposures of staff on campus during this week, so Andy decided to create a video of the meeting information for members, due to all of these events.
 - Andy would like to welcome the new campus union leadership to their roles and will continue to support the union as an Alternate Delegate.

The end.



The month of July has been relatively quiet on the campus of Mission College. In early July I was approached by a member who was having difficulty with an administrator stemming from a discrepancy of leave. I accompanied the member to a meeting with a high ranking administrator and the misunderstanding was cleared up and next steps were set in motion July 21st I was calling to another consultation with a member dealing with a potential lay off. I was informed of previous conversations and we are just waiting for next steps to take place. Monday July 18th I meant for a half an hour the president consultation where we discussed the upcoming fall semester as well as updates on new hires. By my calculations at the time of this writing I have been a total of 2 hours in meetings as well as a representation we are currently getting ready for August 13th which is our big campus wide push and Welcome Back event

Pierce Chapter Report
July 2022

Chapter Meeting

- Chapter eboard meeting held on Tuesday, July 27, 2022

Consultation

- No consultation for this month, we met multiple times this month to resolve Pool Lifeguard status'.

Unit Member Issues/Updates

- Connected with President and VPs to discuss back-filling over 25 opened staffing positions vacated by retirements and/or promotions. Tried to receive a funded/unfunded list of positions.
- Multiple meetings with College President, (2) Pool Lifeguard staff and Lifeguard supervisor. Lifeguard supervisor filled out a classified staffing request form to make two current 100% part-time to full-time staff.

Shared Governance/Other Committees

- 1 Vacancy for Work Environment Committee
- 1 Vacancy for Sustainability Committee Taskforce
- Caring Campus - We have several Staff Ambassadors
- [Our Shared Governance & Other Committee Representatives](#)

Hirings

- Student Recruiter: Interview Date - Thursday, August 4, 2022
- Agriculture Technician: Interview Date - Friday, August 12, 2022
- Pool Lifeguard: Interview Date - Tuesday, August 16, 2022

Other

No Report

Pierce Chapter Report
June 2022

Chapter Meeting

- Chapter prep eboard meeting held on Friday, May 27, 2022

Consultation

- The monthly president's consultation occurred on Monday, May 9, 2022

Unit Member Issues/Updates

- Creating CPIP committee on Pierce Chapter
- Over 20 vacancies for staff position, requested for funded/nonfunded vacancies

Shared Governance/Other Committees

- 1 Vacancies for Work Environment Committee

Hirings

- Automotive Mechanic

Other

No Report

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: July 29, 2022

Campus: LASC



Campus E-Board:

No formal meeting, 2 emails regarding COLA payments and Consultation with the President/Welcome Center staffing.

Chapter Meeting:

None

Consultation:

July 13, 2022 with VP Academic Affairs

July 15, 2022 with President

July 29, 2022 with VP Student Services

Unit member issues/updates:

Classified employee having the key and access to another's personal items.

Classified employee functioning as another classified employee's supervisor. Classified member asked to use breakroom across campus to not upset dept. chair. Classified employee asked to work in two offices due to a promotion. 1 member dissatisfied that COLA/5.5 not on separate check

Shared Governance /Other Committees:

None

Classified Hiring Committee

None

Classified Hiring:

None

Other:

Interim President started July 5, 2022

HR Officer interviews July 21, 2022

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

LATTC CAMPUS REPORT – JUNE 2022

Chapter Chair – Lori Hunter

President's Consultation: Cancelled due to President unavailability (June 13th). Continuation of current consultation agenda items: WEC –Climate and Morale – hostile work environment: Admin. requiring staff to attend Professional/Staff Dev. sessions, Admin. request for classified work schedule changes- request business necessity – still pending; Discuss selected location for Union new office, enrollment status: staff involvement, District 're-basing' status, concerns with removal of students' vax status while on campus, status of campus plexiglass – will stay in place.

Campus Activities and Events:

- LATTC Graduation – June 7, 2022. Keynote speaker: CA State Chancellor, Dr. Oakley; Staff Guild Chapter Chair resumed position on platform party representing 1521A
- Negotiation Recap meeting: June 8, 2022. President Hazel Alonzo was the facilitator. Approx. 30 members in attendance
- People's Summit: June 8-10, 2022. Event coinciding with President Biden visit with world leaders in downtown L.A.

Member Concerns:

- Request for renewing MOS Cert. status
- Resolved: Staff members required to attend professional development sessions. Admin/Management was contacted and the action was rescinded and clarified as a 'voluntary' activity.
- *President has submitted her response to our grievance rep. Kookie Williams: President has been served with Step 3 Griev. Meeting is scheduled for April 19th.* Member has received an unwarranted counseling memo; The supervisor (VPAA) is being served a grievance.
- Still pending: Ongoing issues with confirming the boundaries of IT Dept. and I.A.s on campus; meeting to discuss these with the Dean supervising the I.A.s was held. The Dean and staff guild were able to combine efforts to resolve our campus challenges
- Formal discussion will be had at the next president consultation meeting. Management has decided that all Unit I staff will work a 5 day/40-hour work week (essentially changing all B-shift to A-shifts). Update: Financial aid staff met individually with management and with staff guild reps. Issue is still pending
- Ongoing/Continued discussion: Hostile work environment complaints in several areas in Academic Affairs. Staff Guild is setting up meetings with administration to discuss/prepare for grievances or reporting to ODEI.

Classified Hirings:

- o A&R Assistants –scheduled for June 28th
- o Patient Care Simulation Technician (BRN required position) – interviews pending
- o Admin. Analyst in Academic Affairs – interviews held on June 14, 2022; candidate accepted offer

Memorial

- Retired member, Pamela Cole, member for 25+ years and Sr. Secretary of Culinary Arts, passed away of cancer on June 1. She leaves her only daughter, Lesley Cole.

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: July 28, 2022 _____

Campus: Valley _____



Campus E-Board:

The Campus E-Board did not meet, to allow the transition for the new Campus E-Board to learn new responsibilities

Chapter Meeting:

The Valley Campus Meeting was skipped this month to allow the incoming Chapter Leadership to adjust to their new responsibilities

Consultation:

Did not meet with the Valley President as the pre-scheduled date and time was in conflict with incoming Chapter Leadership as well as lack activity on campus due to Summer Semester as well as allowing the incoming Chapter Leadership to adjust to their new responsibilities

Unit member issues/updates:

Media Services - being forced to move with the OIE Department which would restrict the faculty and campus access to them. Has been resolved as of today, they will be remaining in their current location.

Shared Governance /Other Committees:

Most committees were canceled due to Program Review and the end of the fiscal year

Classified Hiring Committee

AFT1521A participated in Library Technician (B-Shift),

AFT1521A will be participating in August in 2x's Administrative Assistant, Instructional Assistant/Assistive Technology, Maintenance Assistant, SFP-Program Director

Classified Hiring:

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



Chapter Report
July 2022

Chapter Meeting

A chapter meeting was held on July 14th with nearly 40 members in attendance (please see appended meeting agenda). The concern of the district's Email/Office 365 MFA (Multifactor Authentication) requirements with use of an authentication application on a mobile device was raised by the members at large.

Consultations

The college president monthly consultation meeting occurred on July 5th. The meeting primary subject matter focused on the college's vacant classified unit 1 positions. West's employee attrition is abundantly connected to resignations and transfers.

-Division Administrator

A meeting with Vice President of Student Services occurred on July 7th to address the transfer of student services departments from B-bungalows to CE Building. The move was required to mitigate the detected mold in the areas.

Unit Member Issues/Updates

- Continue to field member objections to online working modalities e.g., ConexEd- "Live Chat".
- Continue to field member inquiries with the Local's declared telecommute negotiations.

Shared Governance/Other Committees

No report

Hirings

- Technology Services Specialist
- Student Services Assistant
- Instructional Assistant, Dental Hygiene

Other

- Received communication from the Technology Services Specialist Supervisor about new information technology unit 1 hires no longer involving the chapter participation on selection panels.

-The College continued to report weekly cases of Coronavirus Disease this month resulting in the closure of many departments due to low staffing.



A Union of Professionals
Staff Guild
Local 1521A

*West
Chapter*

AGENDA

Chapter Meeting

July 14, 2022 | 12:00 p.m. | Via Zoom

- 1. Welcome & Introductions**
- 2. Chapter Chair's Report (J. Saucedo)**
 - a. COVID
 - b. Cost of Living Adjustment (COLA) Disbursement
 - c. Staff Guild Executive Board
 - d. Hiring Selection/Panels
 - i. Equal Employment Opportunity (EEO) Training
- 3. CCP FIG, Elyse Webb-Wilson/ Joyce Realegeño**
- 4. Good of the Order**
- 5. Announcements**
 - o Monday, July 27 – College President Consultation
- 6. Adjournment**

Officer & Staff Reports

August 11, 2022

EXECUTIVE BOARD REPORT-GRIEVANCE SECRETARY

Guild Members,

Since last report, I have been working with members, Grievance Representatives, Chapter Chairs, and Guild Officers to address complaints, issues of concern and grievances.

Filed a Grievance against the LACCD, with President as Grievant for Unit I Employees, to have administration come to the table to “bargain” with us the change of working conditions, as it relates to the Return to Work from the “remote environment”. Argued to Chancellor that this is a change of working conditions. As of this date, some Unit I Employees are still reported as being directed to work the “online modality”. In the interim, still recommend to members that they fill out Temporary Working Out of Classification, until a solution is reached. Will be looking closely at this for filing purposes (EERA).

Member Representation

- Attend Department Meeting with Members (moving issue) College President in attendance
- Met with Grievance Representative, Chapter Chair, Member and PC on a debarment issue
- Meet with Member and ELR on an “investigation”.
- Assist member with information on accommodation versus schedule adjustment.
- Meet with Department members and chapter chair, stress from administration.
- Provide Unit I Employees with PC 550 Form and procedure to claim TWOC (duties out of classification)
- Assist member with Reclassification information and procedures.
- Consult with Chapter Chair and Grievance Representative on “noise” issue with member.
- File Step I Grievance against LACCD for noise issue not being addressed
- Conduct Step I Grievance; await Step I decision
- Issue of SFP position being eliminated 2nd VP schedules meeting with College President
- Member placed on Paid Administrative Leave; we will represent as member is dual certified.

Committees

- Personnel Commission Attendance
- Officer Meetings
- PC Consultation
- Board of Trustees Meetings
- Executive Board Meeting

Miscellaneous

- PC Rules Research
- FMLA Research

- Employer responsibilities Paid Admin Leave Research
- Work with several New Chapter Chairs and Grievance Representatives on Complaint Flow; template, they can work out own system up and until Art. 22 Procedures kick in.
- Executive Board planning meeting with Officers and Chapter Chairs only
- Attend California Labor Convention in San Francisco. COVID Protocols were well put; vaccination status required, Covid test each morning before enter convention hall and masking while in hall enforced.
- Research LACoDPH and CAL/OSHA ETS on Covid 19; looking for updates
- New Variants of concern (COVID-19)
- Monkey Pox on the radar; not causing any changes with LACCD as of yet.

This is a brief snapshot of some issues and concerns addressed. Although there is a meeting for Chapter Chairs and Officers only, you can and should contact me if you need assistance with any issue involving the contract or interpretation of an article, as soon as possible.

TPierce@aft1521a.org (323) 851-1521 Office or (323) 868-1180 cellular. There are a few new Chapter Chairs and Grievance Representatives, I believe you all have a copy of Incident Form, this always helps in any investigation or working through an issue. “Our Best Grievance, is the One We Did Not Have to File”.

Fraternally,

Troy L. Pierce, Grievance Secretary

Profit & Loss

AFT College Staff Guild
Profit & Loss
June 10 through August 8, 2022

	<u>Jun 10 - Aug 8, 22</u>
Income	
4005 · Dues	182,579.08
49900 · Uncategorized Income	1,412.79
Total Income	<u>183,991.87</u>
Gross Profit	183,991.87
Expense	
Operational	
5021 · Office Supplies	1,508.74
5025 · Telephone	1,441.02
5174 · Staff Equipment	1,223.28
Total Operational	<u>4,173.04</u>
Organizational	
5105 · Subtotal Chapters	
5105.6 · Pierce	618.09
5105.7 · Southwest	334.86
Total 5105 · Subtotal Chapters	<u>952.95</u>
5110 · Conventions	17,855.48
5111 · Conferences	233.45
5115 · Good & Welfare	9,822.37
5140 · Dues & Subs	415.00
5155 · Negotiations Fund	90.00
5172 · Leadership Training	1,642.32
Total Organizational	<u>31,011.57</u>
Per Capitas	
5205 · AFT	11,483.54
5210 · CFL	792.40
5215 · CFT	27,277.39
Total Per Capitas	<u>39,553.33</u>
Personnel	
5305 · Salaries	16,302.88
5306 · Stipends	19,241.66
5355 · Payroll Taxes	3,024.79
5360 · Workers Compensation	271.71
5365 · Employee Benefits	4,540.00
5375 · Mileage	1,714.87
Total Personnel	<u>45,095.91</u>
Services	
5525 · Outside Audit	10,000.00
Total Services	<u>10,000.00</u>
66000 · Payroll Expenses	477.00
Total Expense	<u>130,310.85</u>
Net Income	<u><u>53,681.02</u></u>

**AFT College Staff Guild
Profit & Loss Detail
June 10 through August 8, 2022**

				Type	Date	Num	Name	Memo	Clr	Split	Amount	Balance		
				Income										
				4005 - Dues										
				Deposit	07/11/2022	1382198	LACCD	Deposit		1005 - General Checking	49,324.46	49,324.46		
				Deposit	07/11/2022	1383088	LACCD	Deposit		1005 - General Checking	53,975.51	103,299.97		
				Deposit	07/22/2022	1384099	LACCD	Deposit		1005 - General Checking	79,279.11	182,579.08		
				Total 4005 - Dues									182,579.08	182,579.08
				49900 - Uncategorized Income										
				Deposit	07/11/2022	3435311	Office Depot	Deposit		1005 - General Checking	1,412.79	1,412.79		
				Total 49900 - Uncategorized Income									1,412.79	1,412.79
				Total Income									183,991.87	183,991.87
				Gross Profit									183,991.87	183,991.87
				Expense										
				Operational										
				5021 - Office Supplies										
				Check	07/01/2022		Citi Cards			1005 - General Checking	694.86	694.86		
				Check	07/22/2022	16720	Union Graphics, Inc	Business Cards for Officers		1005 - General Checking	813.88	1,508.74		
				Total 5021 - Office Supplies									1,508.74	1,508.74
				5025 - Telephone										
				Check	06/10/2022	16690	Cassandra Walker	December 21 - May 22		1005 - General Checking	300.00	300.00		
				Check	06/10/2022	16691	Yovanna Campos	December 21 - May 22		1005 - General Checking	300.00	600.00		
				Check	06/14/2022	16694	Andy Labrune	Cell Phone		1005 - General Checking	240.00	840.00		
				Check	06/14/2022	16697	Kristine Ayvazyan	Dec. 21 - May 22		1005 - General Checking	300.00	1,140.00		
				Check	06/21/2022		Att Payment			1005 - General Checking	150.51	1,290.51		
				Check	07/20/2022		Att Payment			1005 - General Checking	150.51	1,441.02		
				Total 5025 - Telephone									1,441.02	1,441.02
				5174 - Staff Equipment										
				Check	07/08/2022	16708	Adobe Inc.	VIP # 3649D82855B2AEAFFD2A		1005 - General Checking	1,223.28	1,223.28		
				Total 5174 - Staff Equipment									1,223.28	1,223.28
				Total Operational									4,173.04	4,173.04
				Organizational										
				5105 - Subtotal Chapters										
				5105.6 - Pierce										
				Check	07/08/2022	16714	Ngan Mork	June 2022 chapter meeting		1005 - General Checking	559.44	559.44		
				Check	07/08/2022	16715	Melinda Ung	June 2022 meeting		1005 - General Checking	58.65	618.09		
				Total 5105.6 - Pierce									618.09	618.09

**AFT College Staff Guild
Profit & Loss Detail
June 10 through August 8, 2022**

Type	Date	Num	Name	Memo	Clr	Split	Amount	Balance
5105.7 - Southwest								
Check	07/08/2022	16710	GRUBHUB	Invoice # AGDAAM-26		1005 - General Checking	159.00	159.00
Check	07/08/2022	16710	GRUBHUB	Invoice # AGDAAM-27		1005 - General Checking	26.50	185.50
Check	07/08/2022	16710	GRUBHUB	Invoice # AGDAAM-28		1005 - General Checking	26.50	212.00
Check	07/08/2022	16710	GRUBHUB	Invoice # AGDAAM-29		1005 - General Checking	63.18	275.18
Check	07/22/2022	16721	Cassandra Walker	Pens for 6/22/22 Wellness Wednesday		1005 - General Checking	59.68	334.86
Total 5105.7 - Southwest							334.86	334.86
Total 5105 - Subtotal Chapters							952.95	952.95
5110 - Conventions								
Check	06/23/2022		Citi Cards	AFT Convention		1005 - General Checking	16,430.53	16,430.53
Check	08/01/2022	16722	Rowena Smith-Kersaint	AFT 2022 Convention	√	1005 - General Checking	0.00	16,430.53
General Journal	08/01/2022	1 - 7182	Rowena Smith-Kersaint	For CHK 16722 voided on 08/01/2022		1005 - General Checking	1,438.92	17,869.45
General Journal	08/01/2022	1 - 7182R	Rowena Smith-Kersaint	Reverse of GJE 1 - 7182 -- For CHK 16722 voided on 08/01/2022		1005 - General Checking	-1,438.92	16,430.53
Check	08/01/2022	16723	Rowena Smith-Kersaint	AFT 2022 Convention		1005 - General Checking	1,424.95	17,855.48
Total 5110 - Conventions							17,855.48	17,855.48
5111 - Conferences								
Check	07/08/2022	16707	Mario Perez			1005 - General Checking	233.45	233.45
Total 5111 - Conferences							233.45	233.45
5115 - Good & Welfare								
Check	07/08/2022	16706	David Cruz, Jr.	For family of David A. Cruz		1005 - General Checking	150.00	150.00
Check	07/22/2022	16719	Ethix Ventures Inc.	50% Deposit for Union Shirts		1005 - General Checking	9,672.37	9,822.37
Total 5115 - Good & Welfare							9,822.37	9,822.37
5140 - Dues & Subs								
Check	06/17/2022		Constant Contact			1005 - General Checking	70.00	70.00
Check	06/29/2022		Microsoft			1005 - General Checking	137.50	207.50
Check	07/15/2022		Constant Contact			1005 - General Checking	70.00	277.50
Check	07/29/2022		Microsoft			1005 - General Checking	137.50	415.00
Total 5140 - Dues & Subs							415.00	415.00
5155 - Negotiations Fund								
Check	06/21/2022	16705	Yovanna Campos	OpaVote		1005 - General Checking	90.00	90.00
Total 5155 - Negotiations Fund							90.00	90.00
5172 - Leadership Training								
Check	06/21/2022	16704	Hazel I. Alonzo	Per Diem - AFT Leadership Meeting Western (Las Vegas)		1005 - General Checking	160.00	160.00
Check	06/21/2022	16705	Yovanna Campos	Training on 6/22/2022 City College		1005 - General Checking	828.88	988.88
Check	07/08/2022	16717	Yovanna Campos	CFT Summer School		1005 - General Checking	133.40	1,122.28

**AFT College Staff Guild
Profit & Loss Detail
June 10 through August 8, 2022**

Type	Date	Num	Name	Memo	Clr	Split	Amount	Balance
Check	07/08/2022	16717	Yovanna Campos	UCLA Bargaining Training		1005 · General Checking	245.67	1,367.95
Check	07/08/2022	16718	Jo-Ann Haywood	CFT Summer School		1005 · General Checking	111.03	1,478.98
Check	07/08/2022	16718	Jo-Ann Haywood	UCLA Training		1005 · General Checking	163.34	1,642.32
Total 5172 · Leadership Training							1,642.32	1,642.32
Total Organizational							31,011.57	31,011.57
Per Capitas								
5205 · AFT								
Check	07/08/2022	16709	AFT			1005 · General Checking	11,483.54	11,483.54
Total 5205 · AFT							11,483.54	11,483.54
5210 · CFL								
Check	07/08/2022	16709	AFT			1005 · General Checking	792.40	792.40
Total 5210 · CFL							792.40	792.40
5215 · CFT								
Check	07/08/2022	16709	AFT			1005 · General Checking	27,277.39	27,277.39
Total 5215 · CFT							27,277.39	27,277.39
Total Per Capitas							39,553.33	39,553.33
Personnel								
5305 · Salaries								
Check	06/17/2022		Thru Paychex			1005 · General Checking	4,156.96	4,156.96
Check	06/30/2022		Thru Paychex			1005 · General Checking	3,854.33	8,011.29
Check	07/01/2022		Thru Paychex			1005 · General Checking		8,011.29
Check	07/08/2022	16712	OPEIU Local 537	May & June 2022 Dues/Lopez/Hiedenriech		1005 · General Checking	248.00	8,259.29
Check	07/15/2022		Thru Paychex			1005 · General Checking	4,075.69	12,334.98
Check	07/29/2022		Thru Paychex			1005 · General Checking	3,967.90	16,302.88
Total 5305 · Salaries							16,302.88	16,302.88
5306 · Stipends								
Check	06/10/2022	16683	Maira Cruz	Stipend June 2022		1005 · General Checking	600.00	600.00
Check	06/10/2022	16684	Lori Hunter	June 2022		1005 · General Checking	600.00	1,200.00
Check	06/10/2022	16685	Jesse Saucedo	June 2022		1005 · General Checking	600.00	1,800.00
Check	06/10/2022	16686	Chad Baugher	June 2022		1005 · General Checking	600.00	2,400.00
Check	06/10/2022	16687	Tamara Washington	June 2022		1005 · General Checking	600.00	3,000.00
Check	06/10/2022	16688	Hazel I. Alonzo	June 2022		1005 · General Checking	2,500.00	5,500.00
Check	06/10/2022	16689	Troy L. Pierce	June 2022		1005 · General Checking	2,500.00	8,000.00
Check	06/10/2022	16690	Cassandra Walker	June 2022		1005 · General Checking	600.00	8,600.00
Check	06/10/2022	16691	Yovanna Campos	June 2022		1005 · General Checking	2,000.00	10,600.00

**AFT College Staff Guild
Profit & Loss Detail
June 10 through August 8, 2022**

Type	Date	Num	Name	Memo	Clr	Split	Amount	Balance
Check	06/10/2022	16692	Jo-Ann Haywood	June 2022		1005 · General Checking	2,000.00	12,600.00
Check	06/14/2022	16693	Victor Hugo Ortiz	June 2022	√	1005 · General Checking	0.00	12,600.00
Check	06/14/2022	16694	Andy Labrune	June 2022		1005 · General Checking	600.00	13,200.00
Check	06/14/2022	16695	Tara Ward Thompson	June 2022		1005 · General Checking	600.00	13,800.00
Check	06/14/2022	16696	La Shawn Duffin	June 2022		1005 · General Checking	600.00	14,400.00
Check	06/14/2022	16697	Kristine Ayvazyan	December 2021		1005 · General Checking	2,000.00	16,400.00
Check	06/14/2022	16698	Lupita Narkevicius	June 2022		1005 · General Checking	600.00	17,000.00
Check	06/14/2022	16699	Kookie Williams	June 2022		1005 · General Checking	600.00	17,600.00
Check	06/14/2022	16700	Melinda Ung	June 2022		1005 · General Checking	125.00	17,725.00
Check	06/14/2022	16701	Miguel Montanez	June 2022		1005 · General Checking	100.00	17,825.00
Check	06/14/2022	16702	Mario Perez	June 2022		1005 · General Checking	833.33	18,658.33
Check	06/14/2022	16703	Rowena Smith-Kersaint	June 2022		1005 · General Checking	583.33	19,241.66
General Journal	06/14/2022	1 - 7181	Victor Hugo Ortiz	For CHK 16693 voided on 07/08/2022		1005 · General Checking	150.00	19,391.66
General Journal	07/08/2022	1 - 7181R	Victor Hugo Ortiz	Reverse of GJE 1 - 7181 -- For CHK 16693 voided on 07/08/2022		1005 · General Checking	-150.00	19,241.66
Total 5306 · Stipends							19,241.66	19,241.66
5355 · Payroll Taxes								
Check	06/17/2022		Thru Paychex			1005 · General Checking	1,046.87	1,046.87
Check	06/30/2022		Thru Paychex			1005 · General Checking		1,046.87
Check	07/01/2022		Thru Paychex			1005 · General Checking	963.87	2,010.74
Check	07/15/2022		Thru Paychex			1005 · General Checking	1,014.05	3,024.79
Check	07/29/2022		Thru Paychex			1005 · General Checking		3,024.79
Total 5355 · Payroll Taxes							3,024.79	3,024.79
5360 · Workers Compensation								
Check	06/17/2022		Thru Paychex			1005 · General Checking	92.60	92.60
Check	06/30/2022		Thru Paychex			1005 · General Checking		92.60
Check	07/01/2022		Thru Paychex			1005 · General Checking	88.36	180.96
Check	07/15/2022		Thru Paychex			1005 · General Checking	90.75	271.71
Check	07/29/2022		Thru Paychex			1005 · General Checking		271.71
Total 5360 · Workers Compensation							271.71	271.71
5365 · Employee Benefits								
Check	07/08/2022	16711	OPEIU Locals 30 & 537 Trust Fund	June 2022		1005 · General Checking	4,540.00	4,540.00
Total 5365 · Employee Benefits							4,540.00	4,540.00
5375 · Mileage								
Check	06/21/2022	16704	Hazel I. Alonzo	AFT Leadership Meeting Western (Las Vegas)		1005 · General Checking	26.79	26.79
Check	06/21/2022	16704	Hazel I. Alonzo	Nov 21 - Dec 21		1005 · General Checking	63.28	90.07

**AFT College Staff Guild
Profit & Loss Detail
June 10 through August 8, 2022**

Type	Date	Num	Name	Memo	Clr	Split	Amount	Balance
Check	06/21/2022	16704	Hazel I. Alonzo	Jan 22 - June 22		1005 · General Checking	653.33	743.40
Check	06/21/2022	16704	Hazel I. Alonzo	October Negotiations		1005 · General Checking	46.09	789.49
Check	07/08/2022	16707	Mario Perez			1005 · General Checking	149.53	939.02
Check	07/08/2022	16716	Troy L. Pierce	June 2022		1005 · General Checking	137.12	1,076.14
Check	07/08/2022	16717	Yovanna Campos	May - June Mileage		1005 · General Checking	573.42	1,649.56
Check	07/08/2022	16718	Jo-Ann Haywood	Mileage 4/13/22 & 6/2/22		1005 · General Checking	65.31	1,714.87
Total 5375 · Mileage							1,714.87	1,714.87
Total Personnel							45,095.91	45,095.91
Services								
5525 · Outside Audit								
Check	07/08/2022	16713	Calibre CPA Group	Audit for year ending 6/30/2021		1005 · General Checking	10,000.00	10,000.00
Total 5525 · Outside Audit							10,000.00	10,000.00
Total Services							10,000.00	10,000.00
66000 · Payroll Expenses								
Check	06/17/2022		Paychex			1005 · General Checking	159.00	159.00
Check	07/01/2022		Paychex			1005 · General Checking	159.00	318.00
Check	07/15/2022		Paychex			1005 · General Checking	159.00	477.00
Total 66000 · Payroll Expenses							477.00	477.00
Total Expense							130,310.85	130,310.85
Net Income							53,681.02	53,681.02

		Union Dues			# members	Loss of Revenue Annual		Collect two additional
	Dues Paid to Local	+ CFT, AFT & Affiliate Per Caps		Current \$ paid by Members		10mo calculation	12mo calculation	mo. at the current rate
		10mo calculation	12mo calculation					
Changes as of september 2023	1.25% of gross income	\$42.05	\$35.04	31.09 +1.25%	1130	\$218,881.00	\$53,562.00	\$70,263.40
Changes as of september 2022	1.25% of gross income	\$41.93	\$34.94	31.09 +1.25%	1130	\$217,253.80	\$52,206.00	\$70,263.40
Changes as of september 2021	1.25% of gross income	\$41.93	\$34.95	31.09 +1.25%	1114	\$217,253.80	\$51,600.48	\$69,268.52
Changes as of september 2020	1.25% of gross income	\$41.31	\$34.42	31.09 +1.25%	1177	\$208,846.60	\$47,032.92	\$73,185.86
Changes as of September 2019	1.25% of gross income	\$41.97	\$34.97	31.09 +1.25%	1177	\$217,796.20	\$54,801.12	\$73,185.86
Changes as of September 2018	1.25% of gross income	\$42.11	\$35.09	31.09 +1.25%	1185	\$219,694.60	\$56,880.00	\$73,683.30
Changes as of September 2017	1.25% of gross income	\$33.94	\$33.94	31.09 +1.25%	1268	\$108,909.40	\$43,365.60	\$78,844.24
Changes as of September 2016	1.25% of gross income	\$38.97	\$32.48	30.19 +1.25%	1268	\$186,156.20	\$34,844.64	\$78,844.24
Changes as of September 2015	1.25% of gross income	\$37.52	\$31.27	28.40 +1.25%	1268	\$187,851.20	\$43,669.92	\$78,844.24
Changes as of September 2014	1.25% of gross income	\$36.30	\$30.25	28.37 +1.25%	1268	\$171,647.00	\$28,606.08	\$78,844.24



AFT Teachers
AFT PSRP
AFT Higher Education
AFT Public Employees
AFT Nurses and Health
Professionals

555 New Jersey Ave. N.W.
Washington, DC 20001
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www.aft.org

Randi Weingarten
PRESIDENT

Fedrick C. Ingram
SECRETARY-TREASURER

Evelyn DeJesus
EXECUTIVE VICE PRESIDENT

The American Federation of Teachers is a union of professionals that champions fairness; democracy; economic opportunity; and high-quality public education; healthcare and public service for our students, their families and our communities. We are committed to advancing these principles through community engagement, organizing, collective bargaining and political activism, and especially through the work our members do.

To: State and Local Affiliate Leaders

From: Fedrick C. Ingram, Secretary-Treasurer

Date: July 19, 2022

Subject: Changes in Per Capita Rates and Income Thresholds for Prorated Per Capita Payments

PER CAPITA

Changes to the per capita rates are determined by delegates to the AFT Convention. At its convention on July 14 through 17, the delegates approved **no per capita increase in September 2022** and an increase of \$.20 (20 cents) per member per month effective on September 1, 2023. The increase in per capita in 2023 is directed to: AFT Militancy/Defense Fund (5 cents) and the Solidarity Fund (3 cents to the National Solidarity Fund and 2 cents to the State Solidarity Fund); Member Engagement/Locals in Crisis (5 cents) and the General Fund (5 cents).

<u>Effective September 1:</u>	CURRENT	2022	2023
General Fund	\$13.98	\$13.98	\$14.03
Building Fund	.10	.10	.10
Militancy / Defense Fund	.95	.95	1.00
Albert Shanker Institute	.10	.10	.10
State Federation Rebate	.20	.20	.20
National AFL-CIO	.65	.65	.65
National Solidarity Fund	1.71	1.71	1.74
State Solidarity Fund	1.04	1.04	1.06
Innovation Fund	.05	.05	.05
Member engagement and locals in crisis	1.20	1.20	1.25
Total Per Capita Rate Per Member Per Month	\$19.98	\$19.98	\$20.18
Dollar Increase	\$0.40	\$0.00	\$0.20
Percentage Increase	2.04%	-	1.0%
Occupational Liability Insurance Rate	\$0.35	\$0.35	TBD
Current AD&D Rate per Unit (1 to 5 units)	\$.03667	\$.03667	TBD

PRORATED PER CAPITA RATES AND EMPLOYMENT COST INDEXED INCOME THRESHOLDS

The AFT constitution allows for the creation of membership classes that pay prorated per capita rates based upon identified income thresholds. Each year these income thresholds are adjusted by a percentage equal to the annual change in the March Employment Cost Index (ECI) for public sector workers (state and local government) published by the U.S. Department of Labor.

For the Period beginning September 2022 through August 2023, the index increase is 3.1% and can be found here in Table 11 on the website of the Bureau of Labor Statistics:

<https://www.bls.gov/news.release/eci.t11.htm> .

Based on the data provided the new thresholds are as follows:

	Effective 9/2021	Effective 9/2022
Members earning less than the identified amount OR less than the Beginning Teacher Salary (whichever is higher) are at the Half Per Capita Rate	\$20,391	\$21,023
Members earning less than the identified amount are at the Quarter Per Capita Rate	\$16,865	\$17,388
Members earning less than the identified amount are at the Eighth Per Capita Rate	\$10,240	\$10,557

Thus, the rates for per capita that will appear on invoices effective September 1, 2022 remain as:

Full	\$19.98
Half	\$9.99
Quarter	\$5.00
Eighth	\$2.50

Please contact the AFT Secretary-Treasurer’s Office (sectreas@aft.org) with any questions regarding per capita or these allocations.

***Affiliates/
Committees/
COPE
Reports***

LA County Federation; AFL-CIO
Monday, July 18, 2022 @ 7:00 p.m.

- Pledge of Allegiance **In-Person Meeting held @ LiUNA Local 300 Hall.**
 - Honored & Presented Certificates for LATTTC Labor Studies, students (Certificates/AA Degrees) of Spring 2022.
 - New Delegates sworn in, and list shown of New Delegates to be sworn in @ the next E-Board Meeting, **M/S/P.**
 - Seat 33 and 22, VP Notice of Vacancy; Will hold run off @ August meeting.
 - May 23rd Representative of Labor Delegate, and July 14th EBoard Minutes, **M/S/P. *Reports Attached.** Financial Report presented; M/S/P. ***White Sheet Attached**
 - Devin; COPE Recommendation with Addendum/s; **M/S/P. *Turquoise Flyer Attached**
 - **Armando Olivias;** Labor Community Services awarded \$15 Million. ***Blue Flyer Attached.** Labor **SAVE THE DATE** for 2nd Annual Honoring Dolores Huerta. ***Black/Blue Flyer Attached**
 - **Kent Wong;** Monies augmented for new locations with Labor Studies Programs, example, Berkley, Merced, etc.
 - **Armando;** UPS 396, 80 participants in program now union members. Internships available, **“MLK, Jr. Save The Date”,** 1.14.23 @ InterContinental Hotel. ***Black/Tan Postcard Attached**
 - **Rosemarie;** August Back to School Giveaways @ Baldwin Hills Mall, People’s Project, Mutual Aid Program, 21 Staff hired/11 students. Will provide findings in October as to peoples need(s), ex., housing, food. Etc. **Jocelyn;** People’s School of Training information. ***White/Pink Flyer Attached,** Dodger’s Night against San Diego Padres, Friday, 8.5, 8,000 tickets sold. ***White/Blue Flyer Attached**
 - **Cathy Finn;** Ralph’s/Albertson’s Clerks Negotiating, Pharmacists voting on strike, 700+ in Southern CA.
 - **President Ron Herrera;** Strikes are happening all over, Cedar Sinai Action, Long Beach Firefighters. We have Holly Mitchell Fundraiser, CWA 9003 Rally, VP Kamela Harris event, President Biden event, AFL-CIO Convention, Philadelphia, Future to Work Discussions SB1044; a few things we’re involved with.
 - **Affiliates Report;** Please refer to attached Minutes dated May 23 rd/July14th.
- *Flyers Attached:** 50th Chicano Moratorium Committee, Tribute to Rudy & Steve Salas, Letter Carriers Call for Food Drive Volunteers, Fall 2022 Labor Studies Courses, Primary Care and Other Services Offering, Unionize Los Angeles Live Productions Now!, Equal Rights Amendment, Don’t Sign “Healthcare Worker Minimum Wage Law”, and Los Angeles Hospitality Training Academy.

Respectfully Submitted,

Dionne M. Morrisette
LA County Fed., AFL-CIO Delegate

**Los Angeles County Federation of Labor, AFL-CIO
Representative to the House of Labor Meeting Minutes
May 23, 2022**

Vice President Art Aguilar called the meeting to order at 7:02 PM.

Vice President Aguilar led the Pledge of Allegiance to the American flag.

A moment of silence was observed in memory of the members of ATU Local 265 who lost their lives one year ago in the tragic shooting in San Jose and for Brother Humberto Camacho of UE Local 1421.

COPE BOARD RECOMMENDATIONS

Vice President Aguilar invited Political Director Devin Osiri to review the COPE Board endorsement recommendation for Isabela Valencia-Tevanyan for Glendale City Council.

It was moved, seconded, and carried to approve the COPE Board endorsement recommendation for Isabela Valencia-Tevanyan for Glendale City Council.

Brother Osiri provided a detailed update on the current political program, with \$1.6 million raised for the June cycle. He outlined the LA City Council campaigns which include: Curren Price for District 9, Gil Cedillo for District 1, Greg Good for District 11, Katy Young Yaroslavsky for District 5; and Tim McOsker for District 15. Representatives were encouraged to vote on June 7, 2022. He went on to provide a detailed report on the Long Beach campaign as well as encouraged Representatives to volunteer for the Long Beach Mayor race.

CREDENTIALS

Vice President Aguilar administered the Oath to New Representatives.

Karla Vasquez read the names of each local with new Representatives to be seated at the following meeting. See attached list of Representatives below.

It was moved, seconded, and carried to approve the new Representatives as named.

Vice President Aguilar announced the nomination of President Joe Moreno of UWUA Local 132 for vacancy seat #40 and called for nominations three times.

It was moved, seconded, and carried to adopt the Executive Board nomination of Brother Joe Moreno of UWUA Local 132 for Vice President Seat #40. Vice President Moreno was unanimously elected without opposition.

Vice President Aguilar administered the Oath of Obligation for Officers to newly elected Vice President Moreno.

MINUTES OF PREVIOUS MEETING

Vice President Aguilar called for a motion to approve the April 2022 House of Labor meeting minutes.

It was moved, seconded, and carried to approve the April 2022 House of Labor meeting minutes.

EXECUTIVE BOARD MINUTES

Vice President Aguilar called for a motion to approve the May 2022 Executive Board meeting minutes and actions.

It was moved, seconded, and carried to approve the May 2022 Executive Board meeting minutes and actions.

Vice President Aguilar called for a motion to adopt the recommendation of the Executive Board to cancel the June Executive Board and House of Labor meetings.

It was moved, seconded, and carried to adopt the recommendation of the Executive Board to cancel the June Executive Board and House of Labor meetings.

**Los Angeles County Federation of Labor
Executive Board Minutes
July 14, 2022**

The meeting was called to order by Chair Thom Davis at 10:01 a.m.

Members Present: Aguilar, Barton, Brown, Cobarruvias, Cobos, Davis, Gillotte, Hannan, Hernandez, Hsieh, Huerta, Lima, Le, Marley, Minato, Moreno, O'Keefe, Rhine, Rivera, Schoonover, Waddell, Wheeler.

Members Excused: Arias, Austin, Corona, Dougherty, Harkey, Jimenez, Medina, Morales, Ramirez, Rapue, Rascon, Robles, Straeter, Verrett, Villalvazo.

Members Absent: Abogado, Arias, Griswold, Liang, Munguia.

Chair Davis invited Political Director Devin Osiri to review the COPE Board Endorsement Recommendations.

It was moved, seconded, and carried to adopt the COPE endorsement recommendations except for pulled race; CD 11.

Chair Davis called for a motion to return the recommendation for CD 11 back to the COPE Board.

A discussion was held regarding CD 11. Chair Davis called for a motion to return the recommendation for CD 11 back to the COPE Board.

FINANCIAL REPORT

It was moved, seconded, and carried to approve the Financial report for the month of May and June 2022, as presented.

DEPARTMENT REPORTS

People's Project Program Manager Rosemarie Molina shared with the Board the project is fully branded and shared the website. In addition, she reported the program had reached the goals set by the grant for two years in 6 months with 17 trainers trained, 565 members trained, recruited 25 volunteer organizers, made contacts with 2,700,579 individuals, and collected 10,824 surveys. All the findings will be turned into a report that will be published in October in collaboration with the Advancement Project. She added the data indicates that people need higher wages, better healthcare, food, and housing. Further, the project has been collaborating with SEIU 721, Worker Education and Resource Center (WERC) to track 14 women into LA County jobs. Sister Molina announced that a second cohort is scheduled to begin in August as well as summer trainings. In addition, 11,964 people were connected to resources and hired 21 staff by the program. She concluded her report by sharing photos of the Workers Congress, trainings, and food distributions.

PRESIDENT'S REPORT

President Herrera invited Office Manager Rosie Cruz to announce the 2023 MLK celebration on January 14, 2023.

Vice President Susan Minato of UNITE HERE! Local 11 reported that 99 percent of Dodger Stadium concession workers voted to approve a strike. The concession stands are operated by Compass/Levy Group. There will be strike activities during the days leading up to the Major League Baseball All-Star Game on July 19, 2022. Vice President Minato spoke about the ongoing negotiations, which are scheduled to continue on July 14, 2022.

Vice President Maria Rivera of Workers United WSRJB-SEIU, reported on Starbucks' organizing campaign and the momentum driving Starbucks employees across the country to organize. She also thanked President Herrera and the Federation for all the support.

Policy Director Rob Nothoff reported on the worker classification law, Assembly Bill 5 which passed legislation in 2019 authored by Lorena Gonzalez. In addition, he noted that AB5 protects trucking workers from misclassification. Additionally, it ensures that workers receive minimum wage, health benefits, workers' compensation, and unemployment insurance. By classifying workers as independent contractors, many companies exploit workers by making them responsible for all costs. Brother Nothoff discussed the work that is being done at the Port of LA to support truck workers. There is an injunction that will remain in effect until August 22, 2022, preventing the implementation of California's AB5 independent contractor law in the trucking industry.

President Herrera announced the resignation of Vice President Luther Medina of SMART 105 and the departure of Vice President Leticia Munguia of AFSCME DC 36.

Request approval to support Sprinkler Fitters Local 709 with a contribution of \$1,000 to their Golf Tournament on August 20, 2022.

Request approval to support USW Local 675 with a contribution of \$150.00 to their Annual Chili Cook-Off and Local Union Picnic on August 27, 2022.

Request approval to support LCLAA Los Angeles with a contribution of \$1,000 to their Si Se Puede Awards on September 17, 2022.

Request approval to support UFLAC Fire Foundation with a contribution of \$1,000 to the Annual Charity Golf Tournament on November 7, 2022.

It was moved, seconded, and carried to approve the May 2022 Executive Board meeting minutes.

Vice President Xochitl Cobarruvias of USW Local 675 invited the Board to participate in the LCLAA Si Se Puede Awards on September 17, 2022, at LiUNA Local 300.

Vice President David Huerta of SEIU USWW spoke about the current fight with the LA County Board of Supervisors to raise the standards for subcontracted workers. These subcontracted workers are Security Officers, Environmental Service workers (EVS), and Food Service workers. In addition, he noted SEIU Local 721 has been very supportive of the efforts. These workers are barely making above minimum wage, struggle without employer-paid healthcare and face inadequate sick-leave benefits.

Vice President Joel Barton of IBEW Local 11, encouraged the Executive Board to encourage all of their members to purchase coffee from Starbucks in support of the workers unionizing and to include union yes in their order.

Vice President Dave Gillotte of IAFF 1014, encouraged the Executive Board to go out and support the Starbucks and carwash workers. Additionally, he expressed thanks for the Federation's support as he negotiates for the LA County Unions.

It was moved, seconded, and carried to adjourn the meeting at 11:16 am.



COPE Endorsement Recommendations for House of Labor Consideration

Monday, July 18, 2022

7:00 p.m.

Candidate	Jurisdiction	Recommendation
	LA City Council District 13	No Recommendation
	LA City Attorney	No Recommendation
Karen Bass	LA City Mayor	Endorse
<i>Passed</i> Bob Hertzberg <i>Pulled</i>	Board of Supervisors District 3	Endorse
<i>Passed</i> Robert Luna <i>Pulled</i>	LA County Sheriff	Endorse
Juan Carrillo	Assembly District 39	Endorse
Blanca Pacheco	Assembly District 64	Endorse

- *Pulled for separate vote*



**Labor
Community
Services**
LOS ANGELES



HAS BEEN AWARDED

**\$15
MILLION**

**TO SUPPORT PROGRAMS AND SERVICES
FOR OUR FAMILIES IN NEED
AND EXPAND SERVICES TO ASSIST
OUR SENIORS AND OUR VETERANS**



WENDY CARRILLO
Assemblywoman, District 51





Financial Report for 2 Months ending June 2022

POLITICAL ACCOUNTS

	Fed General	Solidarity Fund	Building Association	Trust Fund	COPE	Member Communications	Issues & Initiatives
Cash Receipts							
Per Capita/Affiliate Fees	583,118.22	-	-	215.00	57,474.44	-	-
Fundraising/Contributions	-	-	-	-	192,500.00	135,000.00	-
Interest	-	214.75	-	358.06	-	-	-
Rental Income	-	-	12,599.28	-	-	-	-
Other Income/Market Value Change	2,177,349.81	-	-	-	-	-	-
Total Cash Receipts	2,760,468.03	214.75	12,599.28	573.06	249,974.44	135,000.00	-
Cash Disbursements							
CWDB Mutual Aid Training Program	1,311,925.94	-	-	-	-	-	-
Salaries	226,186.71	-	-	-	-	-	-
Salary Related Expenses	93,040.39	-	-	-	-	-	-
Conferences, Conventions, Meetings	8,510.26	-	-	-	5,538.53	-	-
Special Events	7,000.00	-	-	-	-	-	-
Office & Administrative Expenses	59,911.21	70.00	5,073.09	205.00	5,143.56	88,745.23	20.00
Professional Fees	37,743.75	-	4,005.00	-	160,752.50	82,514.50	-
Program - Policy	1,000.00	-	-	-	-	-	-
Program - Political	14,720.21	-	-	-	-	-	-
Program - Organizing	17,566.12	-	-	-	-	-	-
Program - Communications	13,500.00	-	-	-	-	-	-
Contributions/Independent Expenditures	174,812.68	-	-	-	114,722.39	-	-
Other Expenses/Scholarship	1,965,917.27	70.00	9,078.09	5,136.70	-	-	-
Total Cash Disbursements	1,965,917.27	70.00	9,078.09	5,341.70	286,156.98	171,259.73	20.00
Cash Increase / (Decrease)	\$ 794,550.76	\$ 144.75	\$ 3,521.19	\$ (4,768.64)	\$ (36,182.54)	\$ (36,259.73)	\$ (20.00)
Fund Balances:							
Balance as of 4/30/22	2,782,945.30	1,835,072.07	159,578.97	198,899.32	1,552,875.10	172,127.13	206.32
Cash Increase / (Decrease) May-June 2022	794,550.76	144.75	3,521.19	(4,768.64)	(36,182.54)	(36,259.73)	(20.00)
Balance as of 6/30/22	\$ 3,577,496.06	\$ 1,835,216.82	\$ 163,100.16	\$ 194,130.68	\$ 1,516,692.56	\$ 135,867.40	\$ 186.32



SAVE THE DATE

THE 2ND ANNUAL
DOLORES HUERTA SPIRIT AWARDS

SEPTEMBER 10, 2022

LA PLAZA
DE CULTURA Y ARTES
DETAILS COMING SOON



MLK

DAY 2023



The Los Angeles County
Federation of Labor

In these times of danger and threat, we declare:

“Civil Rights are Forever Right!”

SAVE THE DATE

JANUARY 14, 2023

THE PEOPLE'S SCHOOL OF ORGANIZING



We're giving you, THE PEOPLE, in-depth trainings that will teach you how to take your power back through community organizing.

Check out the difficulty rating below and register for FREE at linktr.ee/thepplsproj_la

BEGINNER:



INTERMEDIATE:



ADVANCED:



OUR TRAININGS INCLUDE:

THE PEOPLE'S PROJECT: MUTUAL AID 101 
TUESDAY, JUNE 21, 2022 | 10:00 AM PST

UNION 101 
MONDAY, JUNE 27, 2022 | 10:00 AM PST

OWNING YOUR POWER 
THURSDAY, JUNE 30, 2022 | 9:30 AM PST

MOVING TOGETHER TO "YES" 
THURSDAY, JUNE 30, 2022 | 11:30 AM PST

TURNING CHISME INTO POWER: MAPPING YOUR WORKPLACE 
THURSDAY, JULY 7, 2022 | 9:30 AM PST

WE ARE L.A. BOR 
THURSDAY, JULY 21, 2022 | 9:30 AM PST

OUR POWERS COMBINED: WHEN LABOR & COMMUNITY ALIGN 
THURSDAY, JULY 21, 2022 | 11:30 AM PST

FORWARD INTO THE DIGITAL FRONTIER 
THURSDAY, AUGUST 4, 2022 | 9:30 AM PST

WHAT'S OUR LEVERAGE? 
THURSDAY, AUGUST 11, 2022 | 9:30 AM PST

ASSERTING YOUR RIGHTS AT WORK 
THURSDAY, AUGUST 18, 2022 | 9:30 AM PST

MEMBER TO MEMBER LEADERSHIP 
THURSDAY, AUGUST 25, 2022 | 9:30 AM PST



REGISTER HERE:



Labor 411 &



Present:

Union Night at Dodger Stadium



Join us as your Los Angeles Dodgers
face the division rival San Diego Padres



Groups that buy 50 or more tickets will be honored on the field.

To buy tickets:

Group Sales (15+): Email grouptix@ladodgers.com or call 866/DODGERS
Individual Tickets: tinyurl.com/ywr94m7c

Tickets start at \$51
and include a special
limited edition Union
Night T-Shirt.





**50th Chicano Moratorium Committee
Presents
A Tribute to RUDY & STEVE SALAS**



TRIO LOS DAVALOS

**SATURDAY, AUGUST 27th, 2022
11 a.m. to 4 p.m.**

**BELVEDERE PARK AMPHITHEATRE
4801 E. 3rd ST. EAST L.A. 90022**

FARMERS MARKET - OPEN - PARKING AVAILABLE

FOR INFO : www.50thchicanomoratorium.com





VOLUNTEERS NEEDED



**Food Sorting Mon-Sat
8am to noon 1pm to 4pm
Extended through July**



**LCS Warehouse
5600 Rickenbacker Road
Bell, CA 90201**

Take Mansfield Way and continue on road. Look for the LCS truck.



www.lcs-la.org/stamp-out-hunger





FALL 2022 ~ LABOR STUDIES

**PLEASE
POST**

Aug 29 – Dec 18, 2022

**Develop Union Leadership Skills * Earn an AA Degree or Certificate
in Labor Studies * Network w/Union Activists & Leaders**

ONLINE CLASSES – 3 Units (16 weeks: 3 hrs & 10 min/week)

LS 1	U.S. Labor History	Class#25166	Instructor: Ericka Wills
LS 4	Labor in America	Class#25162	Instructor: Ericka Wills
LS 5	Grievance & Arbitration	Class#25095	Instructors: T. Akel/J. Klipple
LS 21	Working Class in Cinema	Class#26163	Instructor: Ericka Wills

EVENING OFF-CAMPUS CLASSES -3 Units (16 weeks: 6pm-9:10pm), Free Parking

LS 9	Union Organizing Strategies UFCW 324: 8530 Stanton Avenue, Buena Park	Class#24135	Tue	Matt Bell & Matt Hart
LS 4	Labor in America Teamsters 1932: 433 N. Sierra Way, San Bernardino	Class#25804	Wed	Marcus Hatcher
LS 13	Union Leadership Teamsters 952: 140 S. Marks Way, Orange	Class#24085	Thur	Marcus Hatcher

ON-CAMPUS DAY CLASSES-3 Units (16 weeks: 10:10am-11:35am)

LS 4	Labor in America	T/Th	F5-210	Class#25186	Instructor: Lou Siegel
LS 21	Working Class in Cinema	M/Wed	F5-221	Class#25147	Instructor: Mindy Chen

** LS 4 & 21 meet GE requirements in Social Sciences at LATTTC, CSU and UC **

SATURDAY ON-CAMPUS CLASSES-1 Unit (8:30am-5:20pm in F5 room 221)

Class	Dates	Instructor	Class#
LS 115 Workplace Health & Safety	Sep 10 & 17	Kathleen Yasuda	25167
LS 106 Labor & Disaster Relief	Oct 15 & 22	Armando Olivas	25764
LS 125 Labor Arbitration	Dec 3 & 10	Lou Zigman	26054

Must pre-enroll online at least one week before class starts at:

<http://www.laccd.edu/Students/openccapply/applylattc/Pages/default.aspx>

FEES: CA Residents \$46/unit, Health: 19/semester, ASO Rep fee \$2/sem., ASO membership fee \$7/sem. (may opt out)

PARKING: free for Labor Studies weekend classes only at the Olive Street Parking lot during class hours

The Labor Center: Kathleen Yasuda, Director * Olga Garcia, Support Staff

Max Mont Scholarships: For Labor Studies classes only

NOTE: This updated schedule supersedes listing in Trade-Tech's class schedule.



MOBILE HEALTH

LOCATION:

LA County Federation of Labor
2130 James M. Wood Blvd.
Los Angeles, CA 90006

DATE:

Thursday, July 14, 2022
Thursday, July 21, 2022
Thursday, July 28, 2022
8:00 a.m. – 3:30 p.m.

NOW OFFERING:

Primary Care and Other Services

Diabetes Treatment • High Blood Pressure Screening

COVID-19 Vaccines Pfizer / Moderna

for 6 months and older

FREE GROCERIES provide by Labor Community Services

ENROLLMENT

• **Medi-cal • My Health LA • CalFresh**

• Eligibility Required

1. Proof of Income
2. Any Identification Card Acceptable
3. Proof of Address (Utility Bill)

• Services Available Regardless of Immigration status

APPOINTMENTS

(877) 612-8299

- Walk-Ins Welcome • Same Day Appointments Available

St. John's
Community Health



Labor
Community
Services
LOS ANGELES

WWW.WELLCHILD.ORG    WELLCHILDORG

 260

UNIONIZE LOS ANGELES LIVE PRODUCTIONS NOW!

The Los Angeles labor movement is a trend-setter for America! We know that what happens in LA today, happens nationwide tomorrow. LA labor makes it happen.

- Our unions ensure their print orders are union made.
- Our unions ensure their t-shirts are union and American made.
- Our unions ensure their cell phone companies are unionized.
- Our unions ensure their delivery and parcel services are unionized.
- Our unions ensure their hotels are unionized.
- And now it's time our unions ensure that union events are produced by union labor.

For far too long, we've ensured that our union luncheons, dinners and events are held at union hotels, but we far too quickly settle on the "in-house" anti-union production operations that have negotiated sweetheart deals with these hotels. Hotel sales managers move fast to let you know that your audio, video, lighting and staging needs will simply be "rolled into your master agreement". What they don't tell you is that they get a piece of the action on the backs of non-union production workers. They've also secured deals to require rigging and power services to be exclusive to their inhouse companies.

Encore, formerly called PSAV, is one of the fastest growing non-union, hotel-based, in-house production companies in the world and they are pervasive in California. Nearly every union hotel in Southern California has Encore on site.

Every hotel in Los Angeles will allow us to bring in unionized production workers. It's as simple as telling the hotel that you have your own production crew.

It's time to break-up the monopoly that non-union companies like Encore and PSAV have on the audio/visual industry inside the hotel industry.

But it's not just non-union Encore, it's every union event we organize. Our press events should be union. Our off-site conferences and meetings should be union. We should recognize that every time we hire a DJ, emcee or event producer who isn't receiving union wages, health benefits, and a pension, we are allowing our hard-earned union dollars to exploit another working person. It's time to balancing our event budgets by hiring non-union personnel when we have viable options which ensure the dignity of working people. The slight increase in costs is worth not selling out on our union principles.

The devastating impact of COVID-19 on the live events industry has also raised public awareness for the workers behind the scenes. As a result, employers increasingly view investing in Live Events workers as an investment in the sustainability of the industry and in the American workforce.

Therefore, be it resolved that:



EQUAL
MEANS
EQUAL

EQUAL RIGHTS AMENDMENT

“Equality of rights under the law shall not be denied or abridged by the United States or by any State on account of sex.”

WHEREAS, the Equal Rights Amendment establishes equality under the law in the U.S. Constitution, regardless of sex; and

WHEREAS, the E.R.A. addresses - and establishes the legal framework to end - the broad spectrum of injustices and inequities that negatively impact millions of women every day in the United States from pay disparities to sex discrimination in the workplace; and

WHEREAS, the E.R.A. has already met the threshold for becoming the 28th Amendment to the United States Constitution, having been ratified by the required three-fourths of the states (38) with the passage by legislatures in the final three states of Nevada, Illinois and Virginia; but

WHEREAS, President Trump’s Attorney General William Barr issued a memo directing the US Archivist not to formally certify and publish the E.R.A.; and

WHEREAS, the Biden administration, to date, has neither rescinded the previous Attorney General’s memo, nor directed the US Archivist to certify and publish the E.R.A., thus allowing it to remain blocked; and

WHEREAS, in the area of pay equity women are presently losing nearly a trillion dollars per year in the US due to the gender pay gap; and

WHEREAS, the ERA would have a powerful and profound impact on women workers, outlawing unequal pay and sex discrimination in the workplace; and requiring vigorous enforcement; and

WHEREAS, almost one in nine American women, nearly 14 million, lived in poverty in 2019 and the E.R.A. would address inequities not only in income, but also in Social Security, and other government programs; and

WHEREAS, the E.R.A. will provide women with a Constitutional textual basis for equality - as opposed to privacy - to exercise their basic human rights of autonomy over their own bodies and address a range of concerns such as pregnancy discrimination, human trafficking and sexual violence by increasing women’s access to equal justice;

WHEREAS, the U.S government’s continuing failure to certify the E.R.A. allows underpay, discrimination and abuse of women by withholding basic equality and equal protection of our laws for the 53.7% of the adult population that is female;

THEREFORE, BE IT RESOLVED, that ___ call on President Joseph R. Biden to immediately ensure that the Equal Rights Amendment be certified and published as the 28th Amendment to the Constitution of the United States.

equalmeansequal.org



DON'T SIGN

The Petition Overturning the Healthcare Worker Minimum Wage Law



“Overturn the minimum wage” means cutting pay for healthcare workers.

The L.A. City Council and Mayor passed the Healthcare Worker Minimum Wage law to recognize the sacrifices and service of our city's healthcare workers. Now, millionaire hospital executives who used to praise workers as “heroes” are trying to cut their pay, a slap in the face to the caregivers who have risked everything to save lives throughout the pandemic.



SEIU-UHW
United Healthcare Workers West

Stop Wealthy CEOs from Cutting Healthcare Worker Pay

Ad paid for by Service Employees International Union United Healthcare Workers West Political Issues Committee. 560 Thomas L Berkley Way, Oakland, CA 94612. Additional information is available at ethics.lacity.org

Are you ready to start a career in food service working at hotels, restaurants, grocery stores and major event venues...we can help.

Train to be a PREP COOK in 18 days!

Classes are free to participants and include:

- Classroom instruction and hands-on work preparing food in a fully equipped kitchen
- Earn your ServSafe Food Handlers Certification
- Create a resume and learn interviewing skills
- Assistance with placement in good paying jobs upon completion of training

Classes will meet on Mondays through Fridays from 3pm to 9pm.

Recruiting now for class starting on August 8th.

Eligibility Requirements:

- Must be 18 years of age or older
- Males born after 1/1/1960 and living in US must be registered with Selective Service

Join us at one of our Upcoming Info Sessions on...

Mondays: July 18th or July 25th at 3pm

Fridays: July 22nd at 3pm

at HTA's Training Kitchen located at 1234 S Western Ave., Los Angeles, CA 90006

To learn more...please call, text or send an email today with "PREP" in subject line to:

- HTA Jaime 310-994-5426 Email: training@lahta.org



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twitter.com/LosAngelesHTA



instagram.com/htalosangeles



LOS ANGELES COMMUNITY COLLEGE DISTRICT

CITY / EAST / HARBOR / MISSION / PIERCE / SOUTHWEST / TRADE-TECHNICAL / VALLEY / WEST

Districtwide EEO Advisory Committee Meeting

June 1, 2022 (rescheduled from May)

10:00 am

Via Zoom

<https://laccd.zoom.us/j/3927210822>

AGENDA

1. Review and approve Multiple Methods Report FY21-22
2. Schedule AY 22-23 EEOAC Meeting Dates
3. HR ERP Modernization Updates

Date: June 16, 2022

LACCD EEO Committee Report – June 2022



EEO Meeting:

06/01/2022 and 06/13/2022

Agenda

1. Review and approve Multiple Methods Report FY21-22
2. Schedule AY 22-23 EEOAC Meeting Dates
3. HRHR ERP Modernization Updates

Only one item discussed at meeting. Agenda item 1. We were able to get through the 2nd item on the Multiple Measures certification form (see attached)

EEO Meeting

06/13/2022

No agenda for meeting. Committee met to complete the Multiple Measures certification form. Form needs to be on July's BOT agenda for approval in order to be submitted to the State on time. Dr. Grice will provide a final copy before the BOT meeting.

AFT Staff Guild Officers

President: Hazel Alonzo | First Vice President: Jo-Ann Haywood | Second Vice President: Vacant
Recording Secretary: Yovanna Campos, Interim | Treasurer: Kristine Ayvazyan | Grievance Secretary: Troy Pierce
Executive Director: Vacant



Equal Employment Opportunity
Fund Multiple Method Allocation
Certification Form
Fiscal Year 2021-2022

District Name: Los Angeles Community College District (LACCD)

Does the District meet Method #1 (District has EEO Advisory Committee, EEO Plan, and submitted Expenditure/Performance reports for prior year) (All mandatory for funding).

- Yes
- No

The district met at least 6 of the remaining 8 Multiple Methods? (Please mark your answers.)

- Yes
 - Method 2 (Board policies and adopted resolutions)
 - Method 3 (Incentives for hard-to-hire areas/disciplines)
 - Method 4 (Focused outreach and publications)
 - Method 5 (Procedures for addressing diversity throughout hiring steps and levels)
 - Method 6 (Consistent and ongoing training for hiring committees)
 - Method 7 (Professional development focused on diversity)
 - Method 8 (Diversity incorporated into criteria for employee evaluation and tenure review)
 - Method 9 (Grow-Your-Own programs)
- No

I CERTIFY THAT THIS REPORT FORM IS COMPLETE AND ACCURATE. Please attach meeting agenda showing district EEO Advisory Committee's certification of this report form.

Chair, Equal Employment Opportunity Advisory Committee

Name: Brittany Grice Title: Director of Diversity, Equity & Inclusion

Signature: _____ Date: _____

Chief Human Resources Officer

Name: Dr. Mercedes Gutierrez Title: Vice Chancellor, Human Resources

Signature: _____ Date: _____

Chief Executive Officer (Chancellor or President/Superintendent)

Name: Dr. Francisco Rodriguez Title: Chancellor

Signature: _____ Date: _____

President/Chair, District Board of Trustees

Date of governing board's approval/certification: _____

Name: Dr. Gabriel Buelna Title: **President/Chair, Board of Trustees**

Signature: _____ Date: _____



Equal Employment Opportunity
Fund Multiple Method Allocation
Certification Form
Fiscal Year 2021-2022

This form requires districts to report the various activities that they are implementing to promote Equal Employment Opportunity for each of the 9 Multiple Methods.

When providing explanation(s) and evidence of your district’s success in implementing the Multiple Methods, please keep narrative to no more than one page per Multiple Method. If you reference an attachment, please ensure it is attached to your submittal.

Nine (9) Multiple Methods

Mandatory for Funding

1. District’s EEO Advisory Committee, EEO Plan, and submittal of Expenditure/Performance reports for prior year.

Pre-Hiring

2. Board policies & adopted resolutions
3. Incentives for hard-to-hire areas/disciplines
4. Focused outreach and publications

Hiring

5. Procedures for addressing diversity throughout hiring steps and levels
6. Consistent and ongoing training for hiring committees

Post-Hiring

7. Professional development focused on diversity
8. Diversity incorporated into criteria for employee evaluation and tenure review
9. Grow-Your-Own programs

Does District meet Multiple Method #1 (District has EEO Advisory Committee, EEO Plan, and submitted Expenditure/Performance reports for prior year)?

- Yes**
 No

Under the Multiple Method allocation model, districts must minimally have an operational district EEO Advisory Committee, and an updated EEO Plan. Additionally, districts are required to annually report on the use of EEO funds.

- In order to qualify for receipt of the EEO Fund, districts are required to submit a board-adopted EEO plan every three years to the Chancellor’s Office. (Title 5, section 53003).
- EEO Plans are considered active for three years from the date of when the district’s Board of Trustees approved the plan.
- The districts are required to establish an EEO Advisory Committee to assist in the development and implementation of the EEO Plan. (Title 5, section 53005).
- The districts are required to annually submit a report on the use of Equal Employment Opportunity funds. (Title 5, section 53034).



California
Community
Colleges

Equal Employment Opportunity
Fund Multiple Method Allocation
Certification Form

Fiscal Year 2021-2022

Please provide an explanation and evidence of meeting this Multiple Method, #1.

Multiple Method #1

The Los Angeles Community College District (LACCD) Equal Employment Opportunity Plan for the period of 2018-2021 was approved by the Board of Trustees on September 12, 2018. Along with other districts, a request for an extension to revise LACCD's new plan to align with the new EEO regulations was granted by Dr. Buul, currently on assignment at the State Chancellor ' s Office to lead the system's EEO work. The District has also committed to Dr. Buul to pilot some of the state ' s new initiatives arising from the work of the state ' s DEIA taskforce and EEO specific recommendations, including new training.

The District will adopt its revised version before the start of the Fall term. The currently plan is publicly available at <https://www.laccd.edu/Departments/DistrictResources/OfficeOfDiversity/Documents/EEO-Plan-BO T%20Approved.pdf>.

The EEO Advisory Committee, established in 2015, consists of a diverse membership which includes representatives from LACCD's unions, the Academic Senate, an unrepresented member appointed by the LACCD Chancellor; the Office for Diversity, Equity, and Inclusion, leadership and staff representatives from the Human Resources Division and the Personnel Commission. The District is currently exploring how best to expand student representation on the committee for next academic year.

The current EEO plan requires the committee to convene at least twice annually. Due to some unanticipated staffing circumstances in the Office for Diversity, Equity & Inclusion, the committee met on a reduced basis but still met the requirements of its current plan. This academic year, the Committee will meet a total of three (3) times by FY end.

LACCD completed and timely submitted its expenditure report for 2021-22 in September 2021.



Equal Employment Opportunity
Fund Multiple Method Allocation
Certification Form

Fiscal Year 2021-2022

To receive funding for this year’s allocation amount, districts are also required to meet 6 of the remaining 8 Multiple Methods.

Does the District meet Method #2 (Board policies and adopted resolutions)?

- Yes**
- No**

Please provide an explanation and evidence of meeting this Multiple Method, #2.

Multiple Method #2

The LACCD Board of Trustees have continued to adopt policies and procedures that confirm LACCD's commitment to recruiting and attracting employees who support an inclusive, equitable and justice-oriented education environment where all of our students can thrive. Notably, over the past year, the District adopted multiple new Board policies related to equal employment opportunity, including BP 3420 " Equal Employment Opportunity " and BP 3410 " Nondiscrimination " on December 15, 2021. Additionally, on April 19, 2022, the District formally adopted new Recruitment and Hiring guidelines under AP 7120 and also overhauled its procedures for providing reasonable accommodation to job applicants and employees with disabilities under AP 7348.

The District continues to take steps to operationalize the Board ' s Framework for Racial Equity and Social Justice (<http://laccd.edu/Documents/NewsDocuments/20200709%20Chancellor%27s%20Communication%20-%20Framework%20for%20Racial%20Equity%20and%20Social%20Justice%20-%20Screen.pdf>), as the well as the District's LGBTQIA+ "Bill of Rights" (<http://laccd.edu/Documents/NewsDocuments/Board%20Approves%20Reso%20for%20Districts%20First%20LGBTQIA%20Bill%20of%20Rights.pdf>). These directives serve as the primary umbrella force that complement the variety of resolutions that celebrate diversity and seek to amplify the District's solidarity with other organizations and individuals actively working to dismantle structural and systemic barriers of historically underrepresented and marginalized people in the greater Los Angeles community.

Notably, the District launched an active recruitment for an Equity and Justice Fellow position this year, who will report directly to the Chancellor and serve on his cabinet. The EEOAC expects the role to directly support the work of this body. The job announcement for the role is found at: <https://laccd.csod.com/ats/careersite/JobDetails.aspx?site=6&id=1307>.



Does the District meet Method #3 (Incentives for hard-to-hire areas/disciplines)?

Yes

No

Please provide an explanation and evidence of meeting this Multiple Method, #3.

Multiple Method #3



Equal Employment Opportunity
Fund Multiple Method Allocation
Certification Form
Fiscal Year 2021-2022

Does the District meet Method #4 (Focused outreach and publications)?

Yes

No

Please provide an explanation and evidence of meeting this Multiple Method, #4.

Multiple Method #4

Ensuring equal employment opportunity begins with the District's position announcements with appropriate qualifications that include a requirement to demonstrate sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of community college students. Human Resources audits and updates job announcements with appropriate application requirements and discussion of the commitment to diversity and equal employment opportunity prior to posting. All positions are advertised in a wide variety of publications and sites known to attract diverse interest. Standard diversity advertising sources include: (1) Chronicle Vitae; (2) Hispanics in Higher Education; (3) IMDiversity; (4) Women and Higher Education (WomenAndHigherEd.com); (5) Community College Job Network (CCJN.org); (6) Disabled in Higher Education (DisabledInHigherEd.com); (7) Higher Education Jobs (HigherEdJobs.com); (8) Asians in Higher Education; (9) Native Americans in Higher Education; (10) Inside Higher Education; (11) Blacks in Higher Education; (12) AcademicKeys; (13) Edjoin; (14) Governmentjobs; (15) HACU; (16) ACSA; (17) DiverseEducation.com; (18) American Association for Community Colleges; (19) American Association for Women in Community Colleges; (20) National Community College Hispanic Council; and (21) California Community College (CCC) Registry (<https://www.cccregistry.org/jobs/index.aspx>).

The District has provided training and guidance to search committees on how to identify the need for more tailored outreach and steps academic departments can engage in to connect with masters programs serving historically underrepresented students to identify promising candidates who may be looking to teach at our District upon completion of their degree.

LACCD continues to participate in the CCC Registry job fairs.



Equal Employment Opportunity
Fund Multiple Method Allocation
Certification Form

Fiscal Year 2021-2022

Does the District meet Method #5 (Procedures for addressing diversity throughout hiring steps and levels)?

Yes

No

Please provide an explanation and evidence of meeting this Multiple Method, #5.

Multiple Method #5

District guidelines require that hiring committees be comprised of a diverse membership to the extent possible, which reduces the potential for bias and promotes an awareness and sensitivity to the varying experiences and backgrounds of the applicants and ensures equity and inclusion during committee deliberations. The hiring process for all faculty and management positions requires applicants to demonstrate sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, gender identity, sexual orientation, and ethnic backgrounds of community college students in a manner that is specific to the position. EEO Representatives provide support on each hiring committee to ensure this effectively evaluated, including through an advance review of interview questions that includes not only discussion of appropriately crafted questions to meaningfully evaluate a candidate's cultural awareness and competency, but a review for unintended barriers in the technical questions themselves.

Colleges, in consultation with District HR leadership, continue to review and refine local hiring procedures to allow ample time and meaningful opportunity to evaluate candidates' fitness for serving our diverse community. The Office for Diversity, Equity & Inclusion has provided broad training during its EEO module on how to meaningfully review job announcements and hiring rubrics in advance of job announcements flying in order to ensure minimum qualifications are not being overstated. Further, the District continues its efforts to launch the pilot of at least some level of anonymized application review during screening, and the opportunity to assess prior to the application deadline for underrepresentation, so recruitment efforts can be augmented and extended as indicated based on demographic reports of applicant pools.

Under the ongoing agreement with Biddle Consulting Group, both Human Resources and the District's Personnel Commission will continue to conduct ongoing longitudinal analysis of applicants and hires annually to assess for possible patterns or other evidence of barriers to employment. The findings from Biddle's assessment will serve as the foundation for the District's next EEO Plan. This effort will serve to ensure LACCD meets all new requirements under the new Title 5 EEO regulations.



California
Community
Colleges

Equal Employment Opportunity
Fund Multiple Method Allocation
Certification Form

Fiscal Year 2021-2022

Does the District meet Method #6 (Consistent and ongoing training for hiring committees)?

Yes

No

Please provide an explanation and evidence of meeting this Multiple Method, #6.

Multiple Method #6

LACCD provides training on elimination of bias and diversity in hiring and employment, which is available to all employees. This includes regular training on related Board policies and administrative procedures; federal and state nondiscrimination laws; confidentiality and conflict of interest. The training provides committee members with the necessary information to recognize and distinguish unconscious bias and actions or activities that are not compliant with the District's EEO policies and practices and is mandatory for continued participation on faculty, classified staff, and administrator hiring committees. Training includes a review of an excerpt from the State Chancellor's Office publication entitled "Legal Opinion 16-04: Sixteenth Advisory on Proposition 209 and Equal Employment Opportunity" along with discussion on strategies on how to utilize LACCD longitudinal incumbency and applicant data. In addition, all District EEO Representatives receive specialized training and certification in order to monitor the hiring process at all levels.

District Human Resources also continues efforts to conduct live trainings, separate and apart from EEO training, on a nuts and bolts walk-through of the District's hiring process from beginning to end as part of the District's efforts to ensure enough time could be adequately devoted to both important topics.

The Personnel Commission is similarly engaged in training efforts with its raters to raise the level of cognizance of its participants of the potential implicit bias in hiring processes and how to mitigate it.



Equal Employment Opportunity
Fund Multiple Method Allocation
Certification Form

Fiscal Year 2021-2022

Does the District meet Method #7 (Professional development focused on diversity)?

Yes

No

Please provide an explanation and evidence of meeting this Multiple Method, #7.

Multiple Method #7

Professional development opportunities are offered throughout the District all year long at each of our sites focusing on advancing cultural awareness and competencies of our workforce, in order to better serve our students and local communities that go beyond those required for basic legal compliance. While a variety of modalities are utilized to provide opportunities in every setting from small groups or at department meetings, to Districtwide conversations led by our Board Members and the Chancellor, there are events available to everyone.

LACCD is a prominent member of the California Community College Equity Leadership Alliance through the USC Race and Equity Center, which aims to educate college representatives on best practices in hiring and retaining faculty of color, fostering inclusive classrooms and integrating race across the curriculum. The training includes case studies and readings on racial equity. Climate assessment efforts for our employees are also ongoing.

The Office for Diversity, Equity and Inclusion partnered with multiple colleges to host faculty hiring workshops for a deep dive into improving recruitment practices for academic hiring. Additionally, trainings on small adjustments that can be made on a local basis in order for committees to improve equity practices in the immediate were also provided in concert with the District Academic Senate. Future workshops are being scheduled.

The District utilizes the Vision Resource Center to support its goal of broad attendance at all events. The District and its Colleges also continue to offer robust professional development on equity and inclusion in higher education at Academic Senate sponsored workshops, such as the Faculty Leadership Institute; FLEX days; Chancellor's Cabinet meetings and retreats; Dean's Academy; and Essentials in Supervision (for classified employees).



Does the District meet Method #8 (Diversity incorporated into criteria for employee evaluation and tenure review)?

Yes

No

Please provide an explanation and evidence of meeting this Multiple Method, #8.

Multiple Method #8

The District has completed the first round of comprehensive longitudinal analysis of various employment events by monitored group status such as: hiring, promotion, retention, voluntary resignation, termination, and discipline to provide a more comprehensive, data-informed picture of employment representation and available advancement opportunities within the organization Districtwide. The District is currently conducting its second iteration of such an assessment with Biddle, the contracted analysis firm to ensure our data is accurately scrutinized. The District is exploring contracting the work in-house or creating a temporary position as a result of the new disbursement of EEO funding. District will make available Biddle's "Diversity Dashboard" to all hiring managers to populate reports on-demand for search committees, so that efforts such as tailored, targeted outreach plans and job announcement screenings for equity barriers can be better informed.

Additionally, the District is currently in implementing SAP Success Factors (currently projected to be live early 2023) which will streamline the recruitment process and provide an embedded solution to access hiring demographic metrics for District hiring managers and committee members.



Does the District meet Method #9 (Grow-Your-Own programs)?

Yes

No

Please provide an explanation and evidence of meeting this Multiple Method, #9.

Multiple Method #9

Project MATCH (Mentors Act to Change History), is the Los Angeles Community College District's instructional development program designed to promote quality instruction and diversity in community college teaching. The Program consists of an intensive six-week Summer Institute, intern participation in the classroom alongside their mentor, follow-up and all-day mock interviews, hands-on training on the District's online teaching management system "Canvas", and an annual awards and graduation ceremony. See <https://www.laccd.edu/Departments/EPIE/Pages/Project-Match.aspx>.

If more space is needed for your explanations, you may attach an additional file. **ATTACH FILE**

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: _____

Campus: _____



Campus E-Board:

Chapter Meeting:

Consultation:

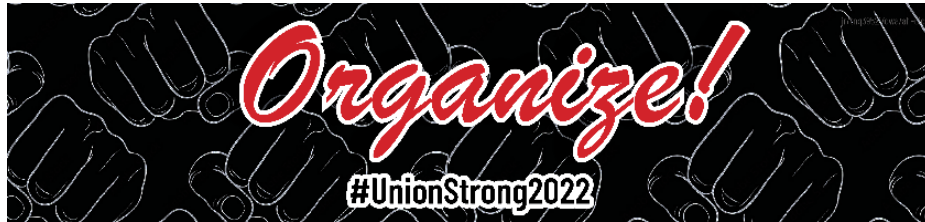
Unit member issues/updates:

Shared Governance /Other Committees:

Classified Hiring Committee

Classified Hiring:

Other:



2022 COPE Endorsement Recommendations to the PRE-GENERAL ELECTION COPE CONVENTION of the California Labor Federation, AFL-CIO San Francisco, July 27, 2022

The Executive Council of the California Labor Federation met at the Hyatt Regency San Francisco Embarcadero, July 25th, 2022, to consider recommendations for the election of candidates in a statewide general election on Tuesday, November 8th for the following offices: California statewide constitutional offices, the Board of Equalization, state ballot measures and the U.S. Senate. The Executive Council also considered local central body recommendations for the election of candidates to the State Assembly, State Senate and United States House of Representatives.

In the following instances a recommendation for U.S. House of Representatives, the State Senate, or State Assembly has been made by the Executive Council without consideration of the local central labor body COPE:

- No recommendation was received for the office from the local central labor body COPE with jurisdiction for the district.
- No recommendation was received for the office from one or more local central labor body COPEs that share jurisdiction of a district.
- Failure of local central labor body COPEs that share jurisdiction of a district to agree on a recommendation for the office.

Such Executive Council recommendations are followed by an asterisk (*).

Recommendations of the local central body COPE of the appropriate areas may be rejected by the Executive Council by a vote of at least two-thirds of the membership of the Executive Council, present and voting, and recommendations then may be made by the Executive Council. These recommendations, if any, are preceded by a double asterisk (**).

A recommendation of "open" applies only to candidates who have currently filed to be on the ballot.

The following recommendations are accordingly submitted by the Executive Council. There are no recommendations for endorsements for any other candidates of any party other than those listed below:

United States Representatives in Congress

District	Candidate	District	Candidate
1 *	Max Steiner (D)	8	John Garamendi (D)
2	Jared Huffman (D)	9	Josh Harder (D)
3 *	Kermit Jones (D)	10	Mark DeSaulnier (D)
4	Mike Thompson (D)	11	Nancy Pelosi (D)
5	Mike Barkley (D)	12	Barbara Lee (D)
6	Ami Bera (D)	13	Adam Gray (D)
7	Doris Matsui (D)	14	Eric Swalwell (D)

District	Candidate
15	Kevin Mullin (D)
16	Anna Eshoo (D)
17	Ro Khanna (D)
18	Zoe Lofgren (D)
19	Jimmy Panetta (D)
20	Marisa Wood (D)
21	Jim Costa (D)
22	Rudy Salas (D)
23 *	Derek Marshall (D)
24	Salud Carbajal (D)
25	Raul Ruiz (D)
26	Julia Brownley (D)
27	Christy Smith (D)
28	Judy Chu (D)
29	Tony Cardenas (D)
30	Adam Schiff (D)
31	Grace Napolitano
32	(D) Brad Sherman
33	(D) Pete Aguilar (D)

District	Candidate
34	Jimmy Gomez (D)
35 *	No Recommendation
36	Ted Lieu (D)
37	Sydney Kamlager (D)
38 *	Linda Sanchez (D)
39	Mark Takano (D)
40	Asif Mahmood (D)
41	Will Rollins (D)
42	Robert Garcia (D)
43	Maxine Waters (D)
44	Nanette Barragan (D)
45 *	Jay Chen (D)
46	Lou Correa (D)
47	Katie Porter (D)
48	No Endorsement
49	Mike Levin (D)
50	No Endorsement
51	Sara Jacobs (D)
52	Juan Vargas (D)

California State Assembly

District	Candidate
1 *	No Endorsement
2	Jim Wood (D)
3 *	Jim Gallagher (R)
4	Cecilia Aguiar-Curry (D)
5	No Endorsement
6	Kevin McCarty (D)
7	No Endorsement
8	No Endorsement
9	Heath Flora (R)
10	Eric Guerra (D)
11	Lori Wilson (D)
12	Damon Connolly (D)
13	Carlos Villapudua (D)

District	Candidate
14	Buffy Wicks (D)
15	Tim Grayson (D)
16	Rebecca Bauer-Kahan (D)
17	Matt Haney (D)
18	Mia Bonta (D)
19	Phil Ting (D)
20	Liz Ortega (D)
21	Diane Papan (D)
22	Jessica Self (D)
23	Marc Berman (D)
24	Alex Lee (D)
25	Ash Kalra (D)
26	Evan Low (D)

District	Candidate
27	Esmeralda Soria (D)
28	Gail Pellerin (D)
29	Robert Rivas (D)
30	Dawn Addis (D)
31	Joaquin Arambula (D)
32	No Endorsement
33	Jose Sigala (D)
34 **	Refer to Executive Council
35	Leticia Perez (D)
36 *	Eduardo Garcia (D)
37	Gregg Hart (D)
38	Steve Bennett (D)
39	Juan Carrillo (D)
40	Pilar Schiavo (D)
41	Chris Holden (D)
42	Jacqui Irwin (D)
43	Luz Rivas (D)
44	Laura Friedman (D)
45	James Ramos (D)
46	Jesse Gabriel (D)
47	Christy Holstege (D)
48	No Endorsement
49	Mike Fong (D)
50	Eloise Gomez-Reyes (D)
51	Rick Chavez Zbur (D)
52	Wendy Carrillo (D)
53 *	Freddie Rodriguez (D)

District	Candidate
54	Miguel Santiago (D)
55	Isaac Bryan (D)
56	Lisa Calderon (D)
57	Reggie Jones-Sawyer (D)
58	Sabrina Cervantes (D)
59	No Endorsement
60	No Endorsement
61	Tina McKinnor (D)
62	Anthony Rendon (D)
63	Fauzia Rizvi (D)
64 *	Blanca Pacheco (D)
65	Mike Gipson (D)
66	No Endorsement
67 *	Sharon Quirk-Silva (D)
68	Avelino Valencia (D)
69	Josh Lowenthal (D)
70	Diedre Thu-Ha Nguyen (D)
71	No Endorsement
72	No Endorsement
73	Cottie Petrie-Norris (D)
74	Chris Duncan (D)
75	No Endorsement
76	Brian Maienschein (D)
77	Tasha Boerner Horvath (D)
78	Chris Ward (D)
79	Akilah Weber (D)
80 **	Refer to Executive Council

California State Senate

District	Candidate
2	Mike McGuire (D)
4 *	Tim Robertson (D)
6	Paula Villescaz (D)
8	Dave Jones (D)
10	Aisha Wahab (D)
12	No Endorsement
14	Anna Caballero (D)
16	Open
18	Steve Padilla (D)
20	Daniel Hertzberg (D)

District	Candidate
22	No Endorsement
24	Ben Allen (D)
26	Maria Elena Durazo (D)
28	Lola Smallwood-Cuevas (D)
30	Bob Archuleta (D)
32	No Endorsement
34	Tom Umberg (D)
36	Kim Carr (D)
38	Catherine Blakespear (D)
40	Joseph Rocha (D)

United States Senate

U.S. Senate

Alex Padilla (D)

State Constitutional Offices

Board of Equalization

District 1	Jose Altamirano (D)
District 2	Sally Lieber (D)
District 3	Tony Vasquez (D)
District 4	David Dodson (D)

Superintendent of Public Instruction Tony Thurmond

Insurance Commissioner Ricardo Lara (D)

Treasurer Fiona Ma (D)

Controller Malia Cohen (D)

Attorney General Rob Bonta (D)

Secretary of State Dr. Shirley Weber (D)

Lieutenant Governor Eleni Kounalakis (D)

Governor Gavin Newsom (D)

Ballot Measures

Proposition 1: Provides a state constitutional right to reproductive freedom, including the right to an abortion. **Recommend: Vote YES**

Proposition 26: Legalizes sports betting at American Indian gaming casinos and licensed racetracks. **No Recommendation**

Proposition 27: Legalizes mobile sports betting and dedicates revenue to the California Solutions to Homelessness and Mental Health Support. **No Recommendation**

Proposition 28: Provides additional funding for K-12 art and music education. **Recommend: Vote YES**

Proposition 29: Enacts staffing requirements, reporting requirements, ownership disclosure, and closing requirements for dialysis clinics **Recommend: Vote YES**

Proposition 30: Increases tax on income above \$2 million for zero-emission vehicle projects and wildfire prevention programs. **No Recommendation** **Recommend: Vote**

Proposition 31: Upholds the ban on flavored tobacco sales. **Recommend: Vote YES**

43RD ANNUAL

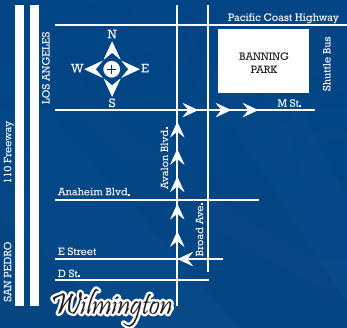
LOS ANGELES/LONG BEACH



HARBOR LABOR COALITION

UNIONS MARCHING FORWARD IN 2022

LABOR DAY PARADE



March Starts At: Broad & E. St. In Wilmington
Assembly Begins At 8 AM March Departs At
10 AM Rally at Banning Park at 12 PM
Speakers, Music, Shuttle Buses, Hot Dogs,
Soft Drinks, & More!

La Marcha Comienza En: Broad Y E. St En
Wilmington Formacion Empieza 8 AM La Marcha
Sale 10 AM Reunion en Banning Park 12 PM
Voceros, Musica, Autobuses de Transporte, Hot
Dogs, Sodas, y Mucho Mas!



MONDAY, SEPTEMBER 5, 2022

LABOR DAY COMMITTEE : 7844 ROSECRANS AVE. PARAMOUNT, CA 90723

PHONE : 562.481.7275 OR VISIT US AT WWW.LALBLABORCOALITION.COM OR



Dear Sisters and Brothers:

Welcome back to the 43rd Annual Labor Day Parade and Picnic! This year we dedicate our parade to all those who were affected by the pandemic. The last two years the LA/LB Harbor Labor Coalition launched the Labor of Love Food Distribution program in lieu of our parade to help fight food insecurity during these difficult times; we are proud to report that our efforts fed 4,500 local families. Presently, we face political and social unrest, racial inequality, the demise of our democracy, an inflated economy, a divisive America, poverty/homelessness, climate denial, war and a growing list of other problems. Organized labor is a lifeline of defense that gives voice to working people all over the world. Currently, organizing efforts include the unionization of Amazon and Starbucks workers just to name a few. More than ever this pandemic has proven that all WORKERS are essential! This Labor Day we will continue to stand together, side by side as we move forward for a better and stronger future! It is up to each of us to do our part in re-shaping America and the Labor movement. Please join us on September 5, 2022 as we keep our forty-three year tradition alive as indicated by our theme ***“Unions Marching Forward in 2022!”***

We encourage you to participate in our Best Decorated float contest; trophies will be awarded. Be creative, festive and original!

- Ask your Union to endorse the 43rd Annual Labor Day Parade, Picnic and Rally
- Donate \$700 or more to help cover event expenses as a sponsor
- Mobilize members and supporters to join us for the March for Solidarity
- Bring your union banners, t-shirts, vehicles/floats
- If you are interested in reserving a booth for the rally, please contact **Heidi Barragan (562) 552-4850**

In Solidarity,

Larry Barragan, Chairman



Mail This Form to: **Los Angeles/Long Beach** or **Fax: (562) 595-1896**
 Harbor Labor Coalition or **Email: lharragan@yahoo.com**
 7844 Rosecrans Ave.
 Paramount CA 90723

- () Yes, my Union endorses the Labor Day Parade, Picnic and Rally
- () Yes, my Union will participate and march
- () Yes, we will be a sponsor with a donation of:
 () \$700.00 () amount \$ _____ ***Make checks payable to “Labor Day Committee”***

Name of Organization _____

Contact Person _____

Address _____

City _____ State _____ Zip _____

Phone _____ Fax _____ Email _____