



EXECUTIVE BOARD AGENDA

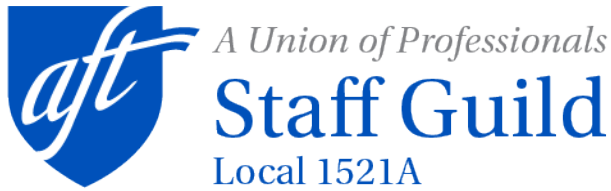
November 10, 2022

3:00pm – 6:00pm

Zoom Meeting

- I. Call to Order
- II. Flag Salute
- III. Approval of Agenda
- IV. Approval of Minutes from October 13, 2022 meeting
- V. Action Items
 - a. Bush Gottlieb Legal Bill
 - b. Recommendation from the Finance Committee - Per Caps
 - c. *Closed Session Item (Bush Gottlieb, a Law Corporation)*
 - d. *Closed Session Item*
 - e. *Closed Session Item*
- VI. Adjournment

Minutes



E-Board Meeting Minutes

Date: August 11, 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, Abraham Horowitz, Aldie Paz, Mitch Polin, Elizabeth Preger

District: Kimberly Davillier, LaShawn Duffin, Gloria Moreno, VictorHugo Ortiz, Betina Vallin

East: Stephanie Amaya, Alejandro De La Parra, Andrea Edwards, Jennifer Estrada, Kevin Ornelas, Julio Ortiz, Josue Ramirez, Rowena Smith-Kersaint, Promise Williams, Lynn Wood

Harbor: Anthony Alvarez, Keiyanna Chisom, Nadine Muro, Justin Raines, Ken Roberts

Mission: Patricia Carter, Susan Ghirardelli, Michael Griggs, Tara Ward-Thompson

Pierce: Jeremy Mason, Sean McDonald, Ngan Mork, Lupita Narkevicius, Melinda Ung

Southwest: Tasha Anderson, Cassandra Walker

Trade: Monica Castillo, Kookie Williams

Valley: Chad Baugher, Mark Bergquist, Aleta Campbell, Jamie Holladay-Collins

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

Retirees: Fern Reisner

Guests: Anneth Anguiano, Ema Becerra, Evelyn Benitez-Lopez, Karen Bustamante, Karen Carmichael, Maira Cruz, Lourdes Espinoza, Claire Floria, Anna Go, Ashanti Lyles, Elsa McDonald, Dionne Morrisette, Maria Navarro, Linda Rafols, Darrell Roberson, Linda Rodriguez, Francoise Romero, Michael Romo, Jason Sofianos, Hanane Stafford, Chris Stychinsky, Elena Taus, Laura Villegas, Piper Watkins, Elyse Webb-Wilson

Executive Board Action

Call to order at 3:16pm

Motion to add E-Board dates to agenda **M/S/P** Jesse Saucedo and Andrea Edwards

- Discussion about dates and times of E-Board meetings; has not previously been voted on, dates were in June packet, keeps with precedent of meetings being held 2nd Thursday of every month at 3pm; some E-Board members want to vote on modality of meetings, modality of meetings will not be put to E-Board vote since it is not in their purview
- Challenge to Chair's decision to not vote on modality and discussion; memo from legal was shared about decision-making authority of the President
- Challenge to Chair's decision failed

Motion to extend meeting by 1 hour 22 minutes due to previous discussion **M/S** VictorHugo Ortiz and Abraham Horowitz

Approval of agenda as amended **M/S/P** Michael Griggs and Rowena Smith-Kersaint

Approval of Minutes from June 16, 2022 meeting **M/S/P** Michael Griggs and Rowena Smith-Kersaint

V. Action Items

- a. Bush Gottlieb Legal Bill **M/S/P** Rowena Smith-Kersaint and Michael Griggs
- b. Grievance Review Committee – 2 vacancies of 1 chapter chair and 1 grievance rep; volunteers requested: Rowena Smith-Kersaint and Keiyanna Chisom for chapter chairs and Kimberly Davillier and Andrea Edwards for grievance reps; Rowena rescinded her nomination to allow Keiyanna Chisom to serve on GRC; vote taken for grievance rep vacancy; Andrea Edwards voted as rep to GRC
- c. Good & Welfare (Retiree Deaths) – Motion to extend same policy to retirees as active members + a sign of condolence not to exceed \$50 **M/S** Andrea Edwards and Keiyanna Chisom
Motion to extend same policy to retirees as active members **M/S/P** Rowena Smith-Kersaint and Jennifer Estrada
- d. Constitution & Bylaws Committee recommendation (Release Time)
 - i. Motion to reallocate current release time of grievance rep, chapter chair, and 1st delegate per Constitution & Bylaws recommendation
Chapter Chair reduce from 18 hours to 5 hours per month
1st Delegate reduce from 6 hours to 2 hours per month
Grievance Rep reduce from 14 hours to 5 hours per month
M/S Elizabeth Preger and Rowena Smith-Kersaint

Motion to adjourn at 6:09pm **M/S** Chad Baugher and Michael Griggs

Motion to extend meeting by 30 minutes at 6:10pm **M/S/P** Rowena Smith-Kersaint and Mitch Polin

- e. Labor Day Parade – Motion to contribute \$700 for Labor Day Parade and request for volunteers from members **M/S/P** Rowena Smith-Kersaint and Natalie Embrey
- f. E-Board Dates & Times **M/S/P** Michael Griggs and Kristine Ayvazyan

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

Officer Reports – 1st Vice President – to be submitted; 2nd Vice President – no report; Treasurer’s report has information about per caps that will be discussed in Finance Committee; other officer reports submitted

President’s Report

- HR Consultation
 - List of current Unit 1 vacancies requested
 - Bilingual differential process being re-done
 - EEO rep listings requested – all employees are to be EEO trained and/or certified to sit on hiring committees; will send listings to chapter chairs; ODEI Director has left LACCD
 - Status of the remote work AP – draft has been shared with cabinet; still waiting to hear back from Chancellor for effects bargaining; policy will be open to all employees at the discretion of the campus president/administration, offered two days of remote work across the board, not all classifications will qualify
 - Bargained payment status for retirees – still seeking additional information and will send out when received; separate from COLA; only applies to one-time payment of 5.5% for 2020 – 2021; only applied to currently employed and there are CalPERS stipulations
 - Mask mandate – current BP has been removed; optional to wear; can be reinstated if needed; LACCD will follow LACDPH

Motion to extend meeting 20 minutes at 6:40pm **M/S/P** Rowena Smith-Kersaint and Abraham Horowitz

- Sheriff’s contract staffing – due to new contract, senior office assistants in the sheriff’s office will be relocated; conversations are being held about affects to members and will meet with SOAs
- Establishment of negotiations timeline – will bargain new contract beginning in January; will survey members about concerns to bring to table; would need to sunshine articles in October or November to BOT; all units and JLMBC will be bargained simultaneously

Motion to extend meeting for as long as necessary to finish the agenda at 7:08pm **M/S/P** Alejandro de la Parra and Abraham Horowitz

- Implementation of multi-factor authentication to begin on September 30, 2022; employees can use their cell phone to receive code or request a token device from OIT (form sent via email); FAQs from OIT is a living document, will be updated periodically

- BOT
 - Continuation of Cleared4 contract until December 2022
- PC Consultation
 - Repeat of some agenda items from HR Consultation
 - Training for officers in PC rules
 - PC Eligibility and Availability lists with end dates and when they have been merged together
 - Standardization of salaries – goes in hand with negotiations; study completed comparing salaries with other districts; want to separate Unit 1 salaries from other units for better bargaining
- JLMBC – cancelled; will also be at the bargaining table come the new year; increase in insurance premiums
- DBC – enrollment update; FTEF hiring, used in discussions with management to talk about classified; general fund update – reserves have a good cushion
- Additional comments:
 - 6.56% COLA expected to be paid out at the end of August pay cycle
 - Executive Director vacancy – will need to be reposted
 - Hybrid E-Board – E-Board will return to in-person hybrid in September
 - August 19 – 20 Leadership Training – training will be at WLAC, HLRC, 4th floor; release time will be provided for Friday
- Officer Assigned Campus – for continuity of information; available for campus membership meetings; distribution of shirts with open office hours; available for questions
 - City – Troy
 - District – Jo-Ann
 - East – Hazel
 - Harbor – Kristine
 - Mission – Mario
 - Pierce – Kristine
 - Southwest – Yovanna
 - Trade – Troy
 - Valley – Mario
 - West – Yovanna

Motion to adjourn and table remaining agenda items to next month **M/S/P** Chad Baugher and Jo-Ann Haywood

Amendment to Motion to table remaining items to next month **M** Yovanna Campos

Committee Reports

- Tabled to next meeting

Conference/Convention/Training Reports

- Tabled to next meeting

Affiliate Reports

- Tabled to next meeting

Meeting adjourned at 8:08pm

Next meeting: September 15, 2022

Minutes submitted by Yovanna Campos, Recording Secretary

Action Items

***Campus
Worksite
Reports***



**Gloria Moreno, Chapter Chair | VictorHugo Ortiz, Delegate | La Shawn Duffin, Delegate
Betina Vallin, Alternate Delegate | Kimberly Davillier, Grievance Representative**

Chapter Report October 2022

Chapter Executive Board

Chapter Executive Board Meeting – Friday, 10/14/2022

- Set agenda for Chapter Meeting.
- Discussed DO member inquiries.

Chapter Meeting

Chapter Member Meeting – Tuesday, 10/18/2022 @ 12:15

- District Office Executive Board in attendance: Gloria Moreno - Chapter Chair, Betina Vallin - Alternate Delegate
- 28 members in attendance
 1. Asiflex
 2. EAP – LifeWorks
 3. AFT 1521A Executive Director vacancy
 4. Virtual Food Drive
 5. Executive Board Agenda's/P&L statements
 6. District Office representative for Negotiation Team
 7. Elections Committee
 8. Chapter Report
 9. District Office Hiring in October
 10. AFT Membership Meeting – Saturday, November 5, 2022, 10am
 11. Administrative Procedure – AP 7200 (Remote Work Procedure)
 12. AFT T-Shirt Distribution – Tuesday, October 25, 2022, 10:00 am – 11:00 am
 13. Member questions/inquiries

Consultations

- DO HR Consultation Meeting – Monday, October 10, 2022 @ 2:00 pm
 - Canceled due to no agenda items.
- PC Consultation Meetings – Friday, 10/14/2022 @ 10:30 am
 - DO Executive Board in attendance: Gloria Moreno – Chapter Chair, VictorHugo Ortiz – 1st Delegate, La Shawn Duffin – 2nd Delegate.
 - Discussed the following: The policy on how many candidates need to be interviewed on interview panels. At what point of the examination process are candidates cleared for eligibility to work if they are offered the position.

Unit Member Issues/Updates

- Members asking for update on Remote Work Agreement.
- Audit of interview process.
- Members inquiring about AFT 1521A information for elections in November.



Shared Governance/Other Committees

- WEC – no committee meetings have been scheduled
- TPCC- meeting Thursday, 10/06/2022 (Anis Kochlef – AFT 1521A Committee Rep.)
 - HR updates – New Employee Process, Academic Hire and Onboarding – Process and Technology Improvements.
 - Measure LA – Proposed Technology Infrastructure Investments
 - HyFlex Classrooms Build-Out Update
 - Website Redesign Initiative – Final Validation and Go-Live

Interview/Hiring

- Executive Assistant – EPIE (Wed. 10/19/2022)
- Assistant ERP Functional Business (Fri. 10/28/2022)

Upcoming Interviews:

- Accountant (Tues. 11/8/2022)

Other

- Chapter Chair attended the Executive Board planning meeting, Thurs. 10/06/2022
- Chapter Chair and 1st Delegate – Employee Consultation, Wed. 10/12/2022
- Chapter Chair – Employee Consultation, Thurs. 10/27/2022 and Fri. 10/28/2022
- T-Shirt Distribution/Meet and Greet, Tues. 10/25/2022
 - In attendance:
 - JoAnne Haywood - 1st VP
 - Gloria Moreno – Chapter Chair
 - VictorHugo Oritz – 1st Delegate
 - 40+ members in attendance

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: _____

Campus: _____



Campus E-Board:

Chapter Meeting:

Consultation:

Unit member issues/updates:

Shared Governance /Other Committees:

Classified Hiring Committee

Classified Hiring:

Other:

Chapter Report October 2022

Chapter Meeting

Nothing to report. Cancelled scheduled chapter chair meeting due to COVID. I will be hosting my next chapter chair meeting on Wednesday, November 16, 2022 at 12pm.

Chapter Executive Board

Harbor's E-Board members met after the President's consultation on Thursday, October 27, 2022. We discussed the date and location for the November chapter chair meeting and decided on November 16th at 12pm in the ASO Senate Room which is located in the Student Union. Lunch will be provided. Nadine came up with a great idea in regards to the t-shirt distribution. She has divided up the list of members who requested a t-shirt amongst the chapter executive board and we will personally deliver shirts to the member. We also plan to encourage our members to attend the chapter chair meetings in hopes to increase our campus engagement. The hope is that this hands on approach will get the member more involved in our union and hopefully join some of the campus shared governance committees. The team also discussed the current on-going issues that is happening between members and administration. We plan to ask our members to give us their honest feedback in regards to their current work environments via a survey on Google that will allow our members to be honest but anonymous. Nadine will create the Google doc and we will report our findings to Dr. Luis Dorado, LAHC President at a future consultation meeting.

Consultations

The President's consultation meeting with Dr. Luis Dorado was held on Thursday, October 27, 2022. At this meeting I suggested to Dr. Dorado, he should hold a leadership retreat that includes Deans, Directors, and Vice Presidents. I think this needs to happen because my team has been called to numerous meetings with members that could be eliminated with adequate leadership. The current administration is treating our members as numbers instead of human beings and its starting to affect the work environment on campus. Dr. Dorado states he plans to host a breakfast with the AFT 1521A Harbor E-Board members and LAHC administration to have an open dialogue about the issues and concerns at LAHC in regards to the AFT 1521A members.

Unit Member Issues/Updates

- A member under the supervision of Dean Dr. Chelvi was recently diagnosed with a medical condition that will require the member to take some time off from work in the near future. This member has been attending their doctor's appointments during their lunch time. Dr. Chelvi told the member to submit an ACR for attending the appointments and told the member that attending doctor's appointments during their lunch hour is not allowed as they are not supposed to leave campus during their lunch hour. I met with the VPAA, Mr. Juan Baez, and informed him of the situation. He will meet with Dr. Chelvi and inform her that the member does not have to submit an ACR for going to the doctor during their lunch hour and to



A Union of Professionals
Staff Guild
Local 1521A

**Harbor
Chapter**

Keiyanna Chisom, *Chapter Chair*
Kenneth Roberts, *1st Delegate*
Nadine Muro, *2nd Delegate*
Justin Raines, *Grievance Rep.*
Andy Labrune, *Alternate Delegate*
Anthony Alvarez, *Alternate Delegate*

stop requesting an ACR. The only time an ACR will be submitted is if the member is absent or more than 15 minutes late to their shift.

Shared Governance/Other Committees

- CPC- Held on Monday, October 24, 2022 via Zoom. The Office of Instructional Effectiveness moved under the Academic Affairs umbrella and will report to the VPAA, Mr. Baez. Dr. Dorado will host an open forum for the proposal for the VP of EWD/Strong Workforce and Public Information Officer position he wants to create. At this open forum, Dr. Dorado will answer all of the questions that were asked at the first open forum.

Hirings

Nothing to report.

Other

Nothing to report.

Chapter Report September 2022

Chapter Meeting

Nothing to report. Cancelled scheduled chapter chair meeting due to illness.

Chapter Executive Board

Harbor's E-Board members met after the President's consultation on September 14, 2022. We discussed the issues between Administration and AFT 1521A members. Justin and I had sit in at least five union representation meetings in the first three weeks of the fall semester due to inefficient leadership. Nadine came up with a great idea that I hope to implement in the near future. She wants to divide the current AFT members list amongst Harbor's E-Board members and reach out to the members individually and ask for comments and suggestions on how they would like see from our union. Nadine also suggested that we send the members an anonymous survey where the members express what changes they would like to see from our union and what can we do to get the members more involved. We also discussed which E-Board members will be attending the October E-Board. Depending on the location, Nadine, Andy, and I will be attending.

Consultations

The President's consultation meeting with Dr. Luis Dorado was held on Wednesday, September 14, 2022. At this meeting we discussed an update on my office location and Dr. Dorado wants me to pick a location and if the location is available, he will give it to me. To date, we have not received the unstaffed classified list. I also told Dr. Dorado that he should host a leadership training with the administrators on campus. I believe the lack of efficient leadership is the cause of a lot of the member's issues with their managers and supervisors. The V.P. of Student Services position is currently open and I will be serving on that interview committee. Dean Mercy Yanez left Harbor for an interim V.P. of Academic Affairs position so, EWD is currently under the supervision of Dean Priscilla Lopez. Dean Sandra Sanchez has until October 2023 to make a decision on if she plans on returning to LAHC, as of today, she is working with the State Chancellors office. Dr. Dorado wants to hire a Public Information Officer and V.P. of EWD/Strong Workforce, I am highly against the hiring of a new V.P. when we have a lot of unfilled classified position that should be priority.

Unit Member Issues/Updates

- A member under the supervision of Dean Dr. Chelvi received a counseling memorandum due to no call and showing up late on the first day of the fall 2022 semester. This member was provided a warning via text message prior to receiving the counseling memorandum. After discussing this issue Dr. Dorado, he informed me to reach out to Dr. Chelvi, interim V.P. of Academic Affairs Mr. Baez, and Justin to have the counseling memorandum removed from the member's file. Everyone was in agreement and the counseling memorandum was removed.

Shared Governance/Other Committees

Nothing to report.

Hirings

- On Monday, September 19, 2022 I sat on the Accountant interview panel. Unfortunately, this position was not filled and is still open.

Other

Nothing to report.

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:

Pierce Chapter Report
October 2022

Chapter Meeting

- Chapter eboard meeting held on Thursday, October 13, 2022
- Chapter meeting held on Tuesday, October 25, 2022

Consultation

- Monday, October 24, 2022

Unit Member Issues/Updates

- Fire Alarm: Going off in Media Arts, Music, and Distance Education/FSRC
- Lifeguards
- Staffing 20+ Vacancies:
 - A&R Evaluation Tech
 - A&R Assistant
 - College Store Buyer

Shared Governance/Other Committees

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

Hirings with Interview Dates

- 2 Admissions & Records Assistant - Monday, October 24, 2022
- Administrative Operations Technician - Wednesday, October 19, 2022
- Instructional Assistant, Nursing and Sr. Office Assistant - Monday, November 7, 2022
- Sr. Sign Language Interpreter - Tuesday, November 1, 2022
- Student Services Assistant - Thursday, November 10, 2022

Other

No Report

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: _____

Campus: _____



Campus E-Board:

Chapter Meeting:

Consultation:

Unit member issues/updates:

Shared Governance /Other Committees:

Classified Hiring Committee

Classified Hiring:

Other:

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: _____

Campus: _____



Campus E-Board:

Chapter Meeting:

Consultation:

Unit member issues/updates:

Shared Governance /Other Committees:

Classified Hiring Committee

Classified Hiring:

Other:

AFT Staff Guild Executive Board
AFT Staff Guild, Local 1521A Chapter Report

Date: October 31, 2022

Campus: LAVC



Campus E-Board:

Did not meet this month

Chapter Meeting:

This month meeting was shorter than normal, as most of the campus is getting ready for the holidays and festivities.
Some people wanted to know the issue that is going on in the Office of Financial Aid, but they understood when the situation is still under investigation and review by our union's president

Consultation:

We reminded the president of his support and promise to have all the VP's on campus allow their office staff to participate in the Caring Campus Roll-Out, which will be happening Nov 3 rd from 10am-2pm. The president reconfirmed his support and will be reaching out to the VP's to remind them.
We brought it to the Presidents attention, that the newly opened Campus Center has many security flaws, and means for those who gained access in the past to do so again. The president, stated the Campus Center would be receiving thumb locks on the doors which would allot them to be locked when exiting.
We brought it to the president's attention, that the AFT1521A office, CC108, was without internet. During the renovation and cleaning the wires that fed into the office network became inactive. We had reached out to IT, and told that it had to do with a stolen Switch.

Unit member issues/updates:

Financial Aid Assistants/Technicians – The Assistants and Technicians are being required to work out of class by doing Outreach, by leaving the campus and going to partner High Schools around the San Fernando Valley, some of which is against their desire or cooperation working in a unknown environment. This situation is currently with the union president.

Governance /Other Committees:

AFT Staff Guild Officers

President Hazel Alonzo | First Vice President: Jo Ann Haywood | Second Vice President: Mario Perez
 Treasurer: Kristine Ayvazyan | Secretary: Yovanna Campos
 Executive Secretary: Vacant
 Grievance Secretary: Troy Pierce

AFT Staff Guild Executive Board
AFT Staff Guild, Local 1521A Chapter Report

Date: October 31, 2022

Campus: LAVC



Classified Hiring Committee:

Classified Hiring:

Child Development Center Assistant - Child Development Center
Gardener - Maintenance & Operations
SFP- Program Director - Upward Bound
Instructional Assistant, Assistive Technology - Services for Students with Disabilities
Event Assistant - Services for Students with Disabilities
Admissions & Records Office Supervisor - Admissions & Records

Other:

AFT Staff Guild Officers

President Hazel Alonzo | First Vice President: Jo Ann Haywood | Second Vice President: Mario Perez

Treasurer: Kristine Ayvazyan | Secretary: Yovanna Campos

Executive Secretary: Vacant

Grievance Secretary: Troy Pierce



Chapter Report October 2022

Chapter Meeting

A chapter meeting was held on Friday, October 28th via Zoom with over 30 members in attendance. Please see appended chapter meeting agenda.

Consultations

The college president monthly consultation meeting occurred Monday, October 24th.

Unit Member Issues/Updates

- Continue to field member objections to online working modalities e.g., ConexEd- “Live Chat”.
- Fielding member inquiries regarding the district’s remote work procedures.
- Fielding members inquiries regarding additional duties stemming from short staffing.
- Fielding members concerns refencing the dingy conditions, specifically restrooms.

Shared Governance/Other Committees

Work Environment- Mild conversation was had regarding the new Sheriff’s contract and its immediate and gradual implement at the college.

College Council- Discussion centered on the college’s “Participatory Handbook” proposed addendums prompted multiple union representatives to question the motive of the changes. Chief concerns focused on the bargaining agent’s representation in the handbook.

Budget- A presentation of the committee’s charge displaying the various bargaining agent’s role stirred up dialogue over the objective of the committee. The VPAS’s report highlighted budget challenges related to increase in utility costs and suffering revenue.

CCP-FIG (Classified Career Pathway-Focus Inquiry Group) hosted a professional development presentation centered on continuing education. A review of our collective bargaining agreement tuition reimbursement requirements was covered, along with strategies of work -life balance.

Hirings

- Student Services Specialist
- Supervising Accounting Technician
- Accounting Technician
- Library Technician
- Dean, Adult Education: Active

Other

-Two classified (unit 1) positions were lost this month, one to resignation the other to a worksite transfer.



Chapter Meeting

October 28, 2022 | 1:00 p.m. | Via Zoom

1. Welcome & Introductions

2. Chapter Chair's Report (J. Saucedo)

- a. Remote Work Program
- b. Staff Guild Executive Board
 - i. Bush Gottleib Legal Bill
 - ii. Holiday Charity
 - iii. Staff Guild Committees
- c.

3. Shared Governance Committee Reports

- Enrollment Management, Dr. Marilyn Ingram
- Sustainability, Maritza Medina
- Facilities, Tamara Washington
- Technology, Laurent Phung/Elmer Monge
- Budget, Dr. Karen Carmichael
- Work Environment, Cha-Zette Smith
- College Council, Tamara Washington/Joyce Realegeño

4. Classified Career Pathway- Focus Inquiry Group (CCP-FIG), Joyce Realegeño

5. Good of the Order

6. Announcements

- Wednesday, November 2– LACCD Board of Trustees Meeting
- Saturday, November 5 – Staff Guild General Membership Meeting
- Thursday, November 10 – Staff Guild Executive Board Meeting

7. Adjournment

My Retiree Chapter Report for this month's meeting is attached is as follows:

The first annual Retiree Chapter Membership meeting was held on October 11th via ZOOM. Retiree Chapter President Fern Reisner expressed why all retirees should join the Retiree Chapter. Basically to assure that the wonderful benefits that the Retirees now enjoy are preserved. If management feels that no one is watching out for the retirees, they will be the most vulnerable to having their benefits taken from them, as was tried with the District scooping HRA accounts when employees retired. We got the money back into our accounts. At present, our retiree chapter has many former negotiations team members among its ranks, presenting our chapter with a treasure trove of institutional memory for the last 30 + years.

Our speakers were Katie Price from ASIFlex who spoke on the process to request reimbursement of Medicare Part B for the calendar year 2022. She went through all the pertinent paperwork with us, and told us what necessary documents to look for, at the end of this year, from Social Security as well as the LACCD. Our next speaker was Katreila Walker, from Health Benefits. She went over health benefits that retirees can expect to receive as part of their retirement package from LACCD, such as Medical as a supplement to Medicare, VSP, Dental, EAP (which includes visits with a mental health professional, consultation with lawyers, etc.

In the coming calendar year (2023) the plan is to hold another Zoom meeting be held via ZOOM in the spring. All those attending this ZOOM meeting were asked to talk to their friends who are also retired from the District to have them contact the AFT Office with their current email address, current home address and telephone number, and other pertinent information that they feel that the AFT should have on file to contact them as issues arrive.

Fern Reisner

Officer & Staff Reports



Staff Guild Officers

President
Hazel Alonzo

First Vice President
Jo-Ann Haywood

Second Vice President
Mario Perez

Recording Secretary
Yovanna Campos

Treasurer
Kristine Avagyan

Grievance Secretary
Troy L. Pierce

Executive Director
VACANT

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Chapters & Chairs

City College
Natalie Embrey

District Office
Gloria Moreno

East LA College
Rowena Smith-Kersaint

Harbor College
Keiyanna Chisom

Mission College
Michael Griggs

Pierce College
Melinda Ung

Southwest College
Cassandra Walker

Trade Tech College
Lori Hunter

Valley College
Chad Baugher

West LA College
Jesse Saucedo

Retiree Chapter
Fern Reisner

AP7280 – Remote Work:

The Labor Caucus is meeting regularly with district management to bargain the affects of Administrative Policy 7280 on our members. There was dialogue on how portions of the document would impact our members negatively and should be amended. There was however resistance from management, sighting that the document belonged to the chancellor and could not be changed. Of course, we continue to bush back and will continue to do so until we are satisfied that our members are prioritized and considered in all aspect of the document. We are currently working on a draft MOU that we hope will reflect the above-mentioned desire.

AFT Staff Guild/LACCD Consultation:

We requested and received the list of P.D. Coordinators by worksite.

We are also requesting the bargained amounts for Staff Development and PD Funder, per our new contract language. Balances is pending on what have been used so far. For staff development funds, we are sending a request to the HR Director's office which will be forwarded to the Chancellor for approval. All approved funds would remain available until expended.

We requested a list of Unit One Vacancies funded and unfunded by worksite. Information was received and forwarded to all worksite chapter chairs.

Bilingual Certification/Differential - We are continuing efforts to expedite the process for bilingual differential for our members. The district is working to secure a contract with a third-party vendor. The cost of the contract would be approximately \$200,000, and is currently waiting to go to BOT for approval.

We submitted RFI's (Request for Information) for the following:

- Listings of EEO Reps.
- Staffing levels for classified staff for the last ten years
- Comparison staffing level of classified compared to administrators

We are continuing to address the Sheriff's contract and it's impact on SOA currently working those offices. There is a meeting scheduled for November 8, 2022.

In Strength and Unity!

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



Staff Guild Officers

President
Hazel Alonzo

First Vice President
Jo-Ann Haywood

Second Vice President
Mario Perez

Recording Secretary
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Executive Director
VACANT

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Chapters & Chairs

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Southwest College
Cassandra Walker

Trade Tech College
Lori Hunter

Valley College
Chad Baugher

West LA College
Jesse Saucedo

Retiree Chapter
Fern Reisner

We are also working the following items:

- Workforce Innovation Labs Agreement
- Bargained Payment Status for Retirees

AFT Staff Guild/PC Consultation:

Officers continued to address the issue of on the job supervision for Unit 1 Job Classifications/Positions. In an effort to understand the innerworkings of PC we are having ongoing conversations on the following: PC Rules Training, Eligibility lists, Reclassification, Minimum qualifications and Working out of class.

We are also working on the Standardization of Salaries.

During our meeting we brought up the inadequacies of staffing levels through the district.

We are asking for a list of approved C1121 per worksite, along with the appeal process for reclassification/TWOC denials.

I also attended the following meetings:

- Constitution & By-Laws
- Communication
- Finance Committee
- Retiree Membership
- Board of Trustees

- District Budget & Finance
<https://go.boarddocs.com/ca/laccd/Board.nsf/Public#>
- District Facilities Master Planning:
<http://go.boarddocs.com/ca/laccd/Board.nsf/goto?open&id=CA5TJD775FCC>

In Service, Strength & Unity!

Jo-Ann Haywood
First Vice President
AFT Staff Guild, Local 1521A

In Strength and Unity!

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

Executive Board Meeting



Staff Guild Officers

President
Hazel Alonzo

First Vice President
Jo-Ann Haywood

Second Vice President
Mario Perez

Recording Secretary
Yovanna Campos

Treasurer
Kristine Avagyan

Grievance Secretary
Troy L. Pierce

Interim Executive Director

.....
Chapters & Chairs

City College
Natalie Embrey

District Office
Gloria Moreno

East LA College
Rowena Smith-Kersaint

Harbor College
Keiyanna Chisom

Mission College
Michael Griggs

Pierce College
Melinda Ung

Southwest College
Cassandra Walker

Trade Tech College
Lori Hunter

Valley College
Chad Baugher

West LA College
Jesse Saucedo

Mario Perez
Second Vice President
AFT Staff Guild, Local 1521A

In Strength and Unity!

Profit & Loss

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

LA County Federation; AFL-CIO
Monday, October 17, 2022 @ 7:00 p.m.

- VP Joann Waddell chairs meeting for tonight/VP Thom Davis serves as Interim President. Pledge of Allegiance, and 45 Minutes of Open Mic Discussion on the latest "Political Divide".
***Motion to suspend agenda; 111 Support, 129 Oppostion = Nay's/No's Have It**
- Presidency (**Herrera**) was **put on Leave a week ago**, and subsequently **Resigned**.
- VP Seat 38 Open; Joe Arridos w/IATSE 695 **Nominates**, Heidi Nakimora, **Seconded** by Malachi = **Won Seat, and Sworn In**.
- New (7) Delegates sworn in; Congratulations were given, and List of New Delegates to be sworn in @ the next E-Board Meeting, **M/S/P**.
- HOL; **House of Labor**, E-Board Minutes, September; E-Board Minutes, October; and Action of Board **M/S/P**.
- Financial Report, \$279,109.51 **General Fund Cash**, \$162,249.27 **Cash Disbursement** \$3,187,416.47 **Ending Balance**, and \$1,835,593.10 **Solidarity Fund Balance**. August; **M/S/P**.
- Call for **Support of Resignation** of Others; Gil Cedillo/Kevin DeLeon. ***Refer to Yellow Sheet**
- Tom Davis, Encourages bottom to top discussion to Regroup from the latest misfortune with our Political Folks.
- **Armando Olivias**; Call for help from members/community. Over 700,000 fed. Serving Turkeys and Toys, November 19th, and many other locals. ***Toy Drive delivering boxes** to any union/local interested. December events, ongoing Vaccines, and Health Clinics. ***Refer to Toy Drive Flyer**

Affiliates Report

LaRoda and Fair Park in Eagle Rock, Camped Out to Call Kevin Deleon to Resign, He has to go, with Phone # for the body to call to verbally express concerns.

***Trainings are requested for Racial Bias, Etc.**

Respectfully Submitted,

Dionne M. Morrissette

LA County Fed., AFL-CIO Delegate

**Los Angeles County Federation of Labor, AFL-CIO
Representative to the House of Labor Meeting Minutes
September 19, 2022**

Chair Thom Davis called the meeting to order at 7:04 PM.

Chair Davis announced that recording of the House of Labor meetings is prohibited.

Chair Davis read the Code of Conduct.

Chair Davis led the Pledge of Allegiance to the American flag.

Chair Davis announced the vacancy of Vice President for Seat #38 on the Executive Board and informed the Representatives that nominations would be held in October.

NOMINATIONS

Chair Davis announced the nomination of President David Green of SEIU Local 721 for Vice President vacancy seat #10 and called for nominations three times.

A motion was made by Brother Simboa Wright of SEIU Local 721 and seconded by Vice President Susan Minato of UNITE HERE! Local 11 to nominate President David Green of SEIU Local 721 to fill the vacancy for Vice President seat #10. Chair Davis declared Brother David Green unanimously elected as Vice President for seat #10 with no opposition.

Chair Davis administered the Oath of Obligation for Officers to newly elected Vice President David Green.

CREDENTIALS

Chair Davis administered the Oath to New Representatives.

The names of new Representatives to be seated at the following meeting were shown on PowerPoint slides. See attached list of Representatives below.

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

MINUTES OF PREVIOUS MEETING

Chair Davis called for a motion to approve the August 2022 House of Labor meeting minutes.

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

EXECUTIVE BOARD MINUTES

Chair Davis called for a motion to approve the September 2022 Executive Board meeting minutes and actions.

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

FINANCIAL REPORT

Chair Davis called for a motion to approve the Financial report for August 2022.

It was moved, seconded, and carried to approve the Financial report for August 2022, as reported.

CHIEF OF STAFF REPORT

Chief of Staff Justin Wesson began his report by inviting Sister Annetta Wells of SEIU 2015 to provide an update on the contract fight and negotiations with the LA County Board of Supervisors. Additionally, she stated that SEIU 2015 has been bargaining with the Board of Supervisors for over a year. The long-term care workers are seeking a wage increase of at least twenty dollars from sixteen dollars and fifty-two cents. Sister Wells stated that long-term care workers are the lifeblood of LA County since they serve as an extension of hospitals and care for patients in their homes. On September 27, 2022, SEIU 2015 will be present at the LA County Board of Supervisors for an action.

Brother Wesson spoke about the successful political kick-off BBQ on September 17, 2022, as well as the races that were highlighted at the event. Additionally, he thanked the affiliates that participated in the BBQ as well as the Federation staff for their efforts in organizing it.

Political Director Devin Osiri began his report by thanking the political Directors, Coordinators, and staff who participated in the six-day COPE Board process. He thanked Political Deputy Director Hugo Romero for scheduling 209 candidates to appear at the COPE Board meetings

Brother Osiri discussed the COPE Board endorsement recommendations in detail. It was moved, seconded, and carried to approve the COPE Board endorsement consent calendar; except pulled race for Melissa Hammond for LA Superior Court Judge Seat #118.

Following further discussion from each position on Melissa Hammond for LA Superior Court Judge Seat #118 endorsement recommendation, a vote was taken. It was moved, seconded and the motion failed, resulting in a No Recommendation for Melissa Hammond for LA Superior Court Judge Seat #118.

Brother Osiri thanked Firefighters Local 372 and Firefighters Local 1014 for donating a BBQ grill for the campaign kickoff BBQ. Among the new additions to the political team are Elizabeth Hartwell, Lead Coordinator for Karen Bass for LA Mayor, Quinton Garrard, Volunteer Coordinator for Long Beach races, Michael Contreras, Volunteer Coordinator for the East Side Volunteer Program, and Kristal Romero, who is supporting Senator Bob Hertzberg for the LA County Board of Supervisors race as Lead Volunteer Coordinator. Furthermore, he provided a detailed overview of the November political program, reviewed the priority races, and outlined the volunteer political program. It was also announced that the staff meeting for the Political Director and Coordinators will be held on September 21, 2022.

Policy Director Rob Nothoff spoke about the recent victory that was secured by IAM Local 1930 members. He then invited Brother Milton Duena of IAM 1930 to talk about the victory secured for workers in the City of Long Beach. With the support of the Federation, IAM Local 1930 successfully pushed Long Beach City Council to pass a \$5.8 million budget for its members. This will provide a retention incentive and economic relief. Brother Nothoff acknowledged President Natalia Gonzales of IAM Local 1930 for the amazing job of mobilizing their members. In addition, he noted that the city allocated additional funding toward the Long Beach Justice Fund, which raises the total to \$1.1 million. Brother Nothoff concluded his report by thanking affiliates for their support in signing the support letter.

The People's Project Program Manager, Rosemarie Molina, announced that the Creative Resilience community and pop-up art show will launch on Saturday, October 8 - October 16, 2022. There will be 500 high school students participating in the event on October 10th who will gain an understanding of unions and trade employment. Moreover, they will learn how to become involved in the labor movement. Representatives were invited to attend the launch of the Creative Resilience community and pop-up art exhibition. A report containing the results of over 10,000 surveys will be published online on October 8, 2022. Based on the results of the surveys, people in LA need an increase in wages, food, and access to high-quality healthcare and immunizations

Labor Community Services Assistant Director Taro O'Sullivan reported on the successful Dolores Huerta Spirit Awards held on September 10, 2022. A number of speakers were present, including Sister Dolores Huerta, U.S Senator Alex Padilla, and Assemblymember Wendy Carrillo. In his remarks, Brother O'Sullivan expressed his gratitude to the Federation staff for their support. Furthermore, he thanked Vice President Sergio Rascon and the staff of LiUNA Local 300 for hosting the event. Affiliates were thanked for their support, which will allow LCS to continue to serve union families in the future. Brother O'Sullivan made several announcements: A disaster class will be offered at LA Trade Tech College on October 15th and October 22nd; upcoming food distributions; Turkey & Toys program; and St. John's Community Health will offer health screenings and the new booster shot starting September 15, 2022, at the Federation.

Brother Wesson concluded his report by informing Representatives of the upcoming certified nursing/medical assistants training that will be hosted by the Miguel Contreras Foundation, the flyer was shared on the chat.

PRESIDENT'S REPORT

President Herrera began his report by addressing the technical difficulties encountered at the August House of Labor meeting. He thanked the Federation staff who were supporting the Zoom meeting

behind the scenes for their efforts. In addition, he extended his congratulations to Brother Green of SEIU 721 for being elected Vice President of the Federation's Executive Board.

President Herrera discussed the Federation's political program and priority races. Representatives were encouraged to participate in the volunteer program to support the campaign. In addition, he thanked Sister Wells of SEIU 2015 for her report on the Time for \$20 campaign.

President Herrera pledged the Federation's support to the County of Coalition Unions in their contract fight with the LA County Board of Supervisors; Workers United and Starbucks workers in their organizing campaigns.

President Herrera outlined the activities the Federation has been involved in: the AFSCME Local 685 BOS rally, the IAM 1930 budget comment at Long Beach City Council, and meetings with the OC Labor Fed, UCLA Labor Center, and the US Department of the Interior. Meeting with Actors Equity Association on organizing Griffith Observatory and Star Garden workers. UFW Sacramento and Delano March, NBC interview concerning labor conditions during the numerous heat waves, LCS Dolores Huerta Spirit Award, meeting with Governor's staff to save 2,000 jobs at Farmer John, and Press Conference with Senator Padilla on Fatality Prevention Act.

President Herrera concluded his report by highlighting the Miguel Contreras Foundation UPS training program. Representatives were encouraged to sign-up.

REPORTS OF ORGANIZATIONS

Jason Swanson, LCLAA, thanked Representatives for supporting the Si Se Puede awards on September 17, 2022. The honorees included Labor Community Services Executive Director Armando Olivas and Brother Kai Chan, United States Marine Corps Veteran. Representatives were asked to Save the Date for the Si Se Puede awards on September 16, 2023.

Michael Romo, AFT 1521A, urged Representatives to not sign a petition against AB 257, the Fast Food Accountability and Standards Recovery Act, circulated by the restaurant industry.

Astrid Campos, NUHW, informed Representatives that Kaiser Permanente members are on strike in Northern California. Representatives were encouraged to visit NUHW to learn more about the strike.

Luis Mora, AFT 1021/UTLA, informed Representatives of the current labor negotiations with LAUSD Superintendent. The addition of four accelerated days to the school year will cost the district \$122 million. In response, UTLA filed an unfair labor practice complaint against LAUSD. A rally will be held in Grand Park, Downtown LA, on October 19, 2022.

It was moved, seconded, and carried to adjourn at 8:29 PM.

New Representatives (September 2022)

First Name	Last Name	Organization Name
Natalie	Gonzalez	IAM Local 1930
Sashi	Muralidharan	IAM Local 1930
Mark H.	Weingartner	IATSE Local 600
Alan	Sandoval	SMART Local 105
Erik	Villegas	SMART Local 105
Donny E.	Sappington	SMART Local 105
Joaquin	Stallworth	SMART Local 105
Gerret	Jarman	Seafarers International Union
Jesse	Sunga	Seafarers International Union
Gordon	Godel	Seafarers International Union

**Los Angeles County Federation of Labor
Executive Board Minutes
October 13, 2022**

The meeting was called to order by Interim President Thom Davis at 10:00 a.m.

Members Present: Aguilar, Brown, Cobarruvias, Cobos, Corona, Davis, Dougherty, Gillotte, Green, Griswold, Hannan, Harkey, Hernandez, Hsieh, Huerta, Jimenez, Le, Lima, Marley, O'Keefe, Palombi, Ramirez, Rascon, Rivera, Straeter, Waddell, Wheeler.

Members Excused: Abogado, Austin, Barton, Liang, Minato, Morales, Robles, Verrett.

Members Absent: Arias, Hinson, Moreno, Rapue, Villalvazo.

Vice President Joanne Waddell of AFT 1521 will serve as Interim Chair.

MINUTES OF PREVIOUS MEETING

Interim Chair Waddell called for a motion to approve the September 2022 Executive Board meeting minutes.

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

It was moved, seconded, and carried to approve the October 10, 2022, special Executive Board meeting minutes.

Los Angeles County Federation of Labor
Special meeting of the Executive Board

Report of the actions taken at the Special Meeting held October 10, 2022

The meeting was called by Chair, Thom Davis.
Counsel, Lewis Levy was introduced to the body.

The members of the Executive Board were convened for the purpose of examining the facts known of the recordings of the President of the Los Angeles County Federation of Labor and three members of the Los Angeles City Council that were made public.

The meeting was called to order at 6:09 pm.
The Federation Staff member called the roll.
Upon completion of the calling of the roll, the staff member was thanked and excused.

Entered Executive Session at 6:19 pm.

Counsel, Lewis Levy remained present during Executive Session.

The Executive Session concluded at 7:04 pm.

Motion was made, seconded, and carried:
to concur with the Chair's decision to place President Ron Herrera on administrative leave.

Motion was made, seconded, and carried:
to accept the resignation of President Ron Herrera as President of the Los Angeles County Federation of Labor.

Motion was made, seconded, and carried:
through Counsel Lewis Levy, to engage a professional outside firm to conduct an investigation into the events that led to the resignation of former President Ron Herrera.
Said firm's investigation is to conduct a thorough investigation and provide a written report of the findings. Said report shall be submitted to the Executive Board upon completion.

AFFILIATION

It was moved, seconded, and carried to approve the following affiliation:

- California IATSE Council

FINANCIAL REPORT

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

NEW BUSINESS

Interim Chair Waddell called for a motion to approve to support UNAC/UHCP & Highly Favored with a contribution of \$500 to their 8th Annual Backpack Friday event on November 25, 2022.

It was moved, seconded, and carried to support UNAC/UHCP & Highly Favored with a contribution of \$500 to their 8th Annual Backpack Friday event on November 25, 2022.

Interim Chair Waddell called for a motion to approve to support T.R.U.S.T. South LA with a contribution of \$500 to their Inaugural Gala dinner on September 29, 2022.

It was moved, seconded, and carried to support T.R.U.S.T. South LA with a contribution of \$500 to their Inaugural Gala dinner on September 29, 2022.

Interim Chair Waddell called for a motion to approve the 2023 Executive Board/House of Labor meeting schedule.

It was moved, seconded, and carried to approve the 2023 Executive Board/House of Labor meeting schedule.

INTERIM PRESIDENT'S REPORT

A report of actions taken at the special Executive Board meeting on October 10, 2022, was presented to the Board regarding former LA County Federation of Labor President Ron Herrera. The Board collectively reviewed the report.

It was moved, seconded, and unanimously approved to approve the report of the actions taken at the special Executive Board meeting on October 10, 2022, for release to the affiliates and Representatives of the Federation, provided there are no material changes by Counsel.

Interim President Davis informed the Board that the staff and employees are going through tremendous stress due to the recent events. He acknowledged the staff and employees for their work and recognized the Board for their support.

Interim President Davis invited Political Director Devin Osiri to report on campaign activities for the November elections. In agreement with Interim President Davis, he recommended holding a press conference with Executive Board members to provide a unified statement of the Federation's identity and what it stands for. Brother Osiri provided a detailed report on the volunteer and paid team activities. He also discussed the challenges faced due to the current situation with the loss of volunteers. The Board was asked to support the political campaign by assigning staff to the volunteer program. He concluded his report by providing a detailed report on the priority races.

Vice President David Huerta of SEIU USWW encouraged the Board to attend the public comment at City Hall to call for the resignation of Councilmember Gil Cedillo and Councilmember Kevin De Leon on October 14, 2022. During the discussion, it was emphasized how critical it is for labor to be a part of the call to action in calling for the resignation of the Councilmembers. Vice Presidents made several comments and recommendations during the discussion.

Interim President Davis outlined the process for electing a new president by declaring the office vacant at the House of Labor meeting on October 17, 2022. Nominations will follow in November, and the election in December.

Interim President Davis discussed the impact the Federation's employees are experiencing. As a result, he requested approval from the Board to engage with mental health professionals to provide staff with support.

Interim President Davis made a motion to approve assisting the Federation staff by providing mental health services.

It was moved, seconded, and unanimously approved to provide the Federation staff with mental health services.

Interim President Davis discussed concerns expressed by the Federation staff. A discussion was held, followed by questions and recommendations from the Vice Presidents.

Interim President Thom Davis informed the Board that staff has requested that the Federation logo be removed from any communications and materials that identify the Federation with the People's Project due to vendors expressing concerns about being associated with the Federation. A discussion was held, followed by questions from Vice Presidents. The Vice Presidents denied the request as it was determined not to be in the best interest of the Federation.

The Federation staff members were excused from the meeting.

The Executive Board went into Executive Session. After a discussion was held, the meeting was adjourned.

**Los Angeles County Federation of Labor
Special Executive Board Minutes
October 17, 2022**

The meeting was called to order by Interim Chair Joanne Waddell at 9:04 a.m.

Members Present: Aguilar, Arias, Barton, Brown, Cobarruvias, Corona, Davis, Dougherty, Gillotte, Green, Hannan, Hernandez, Hsieh, Huerta, Jimenez, Marley, Minato, Morales, O'Keefe, Palombi, Ramirez, Rapue, Rascon, Rivera, Verrett, Villalvazo, Waddell, Wheeler.

Members Excused: Abogado, Austin, Cobos, Le, Liang, Lima, Ramirez, Robles.

Members Absent: Griswold, Harkey, Hinson, Moreno, Straeter.

Interim President Thom Davis acknowledged the Vice Presidents for joining the meeting. He informed the Board the meeting was called to correct the procedural oversight of appointing an Interim President per the bylaws section Article VII, section 5, which states, "in case the office of the President is vacated, the Executive Board shall appoint a temporary President to fill the office until a special election is held to fill the vacancy in accordance with provisions of the section mentioned above."

Interim Chair Waddell called for a motion to approve to appoint Brother Thom Davis as Interim President to fill the office of the President until the vacancy is filled.

It was moved, seconded, and carried to approve the appointment of Brother Thom Davis as Interim President.

Additional discussions were held with comments and questions by the Vice Presidents.

Chair Waddell adjourned the meeting at 9:46 a.m.



Financial Report for September 2022

POLITICAL ACCOUNTS

	Fed General	Solidarity Fund	Building Association	Trust Fund	COPE	Member Communications	Issues & Initiatives
Cash Receipts							
Per Capita/Affiliate Fees	277,793.86	-	-	40.00	24,134.25	-	-
Fundraising/Contributions	-	-	-	-	55,000.00	87,500.00	-
Interest	961.78	240.51	-	25.40	-	-	-
Rental Income	-	-	-	-	-	-	-
Other Income/Market Value Change	353.87	-	-	921.40	21,584.84	-	-
Total Cash Receipts	279,109.51	240.51	-	986.80	100,719.09	87,500.00	-
Cash Disbursements							
Salaries	184,455.85	-	-	-	-	-	-
Salary Related Expenses	56,014.90	-	-	-	-	-	-
Conferences, Conventions, Meetings	8,589.37	-	-	-	-	-	-
Special Events	4,000.00	-	-	-	-	-	-
Office & Administrative Expenses	51,923.96	35.00	1,601.94	-	21,046.73	-	10.00
Professional Fees	18,893.15	-	-	-	175,000.00	-	-
Program - The Peoples Project	112,269.62	-	-	-	-	-	-
Program - Policy	-	-	-	-	-	-	-
Program - Political	-	-	-	-	-	-	-
Program - Organizing	-	-	-	-	-	-	-
Program - Communications	-	-	-	-	-	-	-
Contributions/Independent Expenditures	2,500.00	-	-	-	51,000.00	50,000.00	-
Other Expenses/Scholarship	2,711.93	-	-	-	-	-	-
Total Cash Disbursements	441,358.78	35.00	1,601.94	-	247,046.73	50,000.00	10.00
Cash Increase / (Decrease)	\$ (162,249.27)	\$ 205.51	\$ (1,601.94)	\$ 986.80	\$ (146,327.64)	\$ 37,500.00	\$ (10.00)
Fund Balances:							
Balance as of 8/31/22	3,349,665.75	1,835,387.59	161,290.32	193,483.03	1,577,800.95	123,688.51	166.46
Cash Increase / (Decrease) September 2022	(162,249.27)	205.51	(1,601.94)	986.80	(146,327.64)	37,500.00	(10.00)
Balance as of 9/30/22	\$ 3,187,416.48	\$ 1,835,593.10	\$ 159,688.38	\$ 194,469.83	\$ 1,431,473.31	\$ 161,188.51	\$ 156.46

Los Angeles County Federation of Labor, AFL--CIO Mission, Vision and Values

The Los Angeles County Federation of Labor, AFL--CIO, is a movement for justice and opportunity committed to the empowerment of all working people and their families through collective action.

We fulfill our mission through a steadfast dedication to our shared values:

1. To empower all workers to access greater opportunity through good jobs and livable communities.
2. To achieve equality for all workers without regard to race, color, religion, age, gender, gender identity, sexual orientation, disability, national origin, primary language, citizenship, or immigration status.
3. To safeguard and improve laws strengthening collective bargaining rights, a safe work environment, affordable health care, and a dignified retirement.
4. To activate the voting power of working people and resist any policy that denies or suppresses the exercise of voting rights.
5. To safeguard the democratic principles of the Labor Movement and the autonomy of each affiliated local union.
6. To assist affiliated organizations in organizing the unorganized within their recognized jurisdictions.
7. To facilitate communication and build cooperation among affiliated organizations.
8. To help resolve conflicts between affiliated organizations and employers in a manner that recognizes the legitimate needs of both.
9. To uphold the principles and engage in activities consistent with the Constitution of the American Federation of Labor and Congress of Industrial Organizations (AFL--CIO).
10. To preserve and protect the name Los Angeles County Federation of Labor, AFL--CIO as the voice for all working people in Los Angeles County.



RELEASE FOR OCTOBER 10, 2022

Contact:

Stephanie Saporito

stephanie@polomapr.com

(818) 421-5961

LOS ANGELES COUNTY FEDERATION OF LABOR STATEMENT REGARDING THE RESIGNATION OF PRESIDENT RON HERRERA

LOS ANGELES, CA – This evening, following a meeting of the Executive Board of the Los Angeles County Federation of Labor consisting of 40 Vice Presidents elected by representatives from the House of Labor, Chair of the Executive Board Thom Davis issued the following statement:

“Racism in any form has no place in the House of Labor. It is unconscionable that those elected to fight for our communities of color would engage in repulsive and vile anti-Black, anti-Oaxacan and anti-LGBTQ remarks that pit our working communities against each other. These sentiments will not be tolerated by our organization or those who we represent.” This evening, Ron Herrera resigned from his position as President of the Los Angeles County Federation of Labor. The Executive Board of the Los Angeles County Federation of Labor also calls on those elected officials who were present to follow President Herrera’s example by immediately resigning as well.

Equality and justice for all no matter your race or the color of your skin are the core of the labor movement and the work of the Los Angeles County Federation of Labor. As we move forward, the Los Angeles County Federation of Labor, on behalf of our over 300 affiliates and over 800,000 workers, remains united in the fight to dismantle racism through our solidarity and our commitment to protecting the rights of working people.”

###



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We are excited to offer the opportunity to be part of a 9-week ELECTRIC BUS MANUFACTURING training program.

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Program Details:

- Contact Michael Thomas by 01/27 for information
- 9-week course, training held Fridays & Saturdays at Proterra & Citrus College
- Enrollment into WIOA for Career Advancement Support & supportive services
- Upon completion, candidates may qualify for positions starting at \$20 per hour!
- Women, veterans, formerly incarcerated people, former foster youth, and persons of color are encouraged to apply
- Stipends up to \$15 per/hour based on training performance
- Must have reliable transportation



Please submit your resume to:
mthomas@mcscareergroup.com

Or for more information call
(213) 440-7013

Click this link for the Proterra story:

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We are looking for dedicated individuals who are ready to start their Healthcare Careers.



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In the City of Huntington Park
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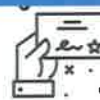
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- PROOF OF INCOME / PUBLIC ASSISTANCE / UI BENEFITS
- REGISTERED W/ SELECTIVE SERVICE (MALES)

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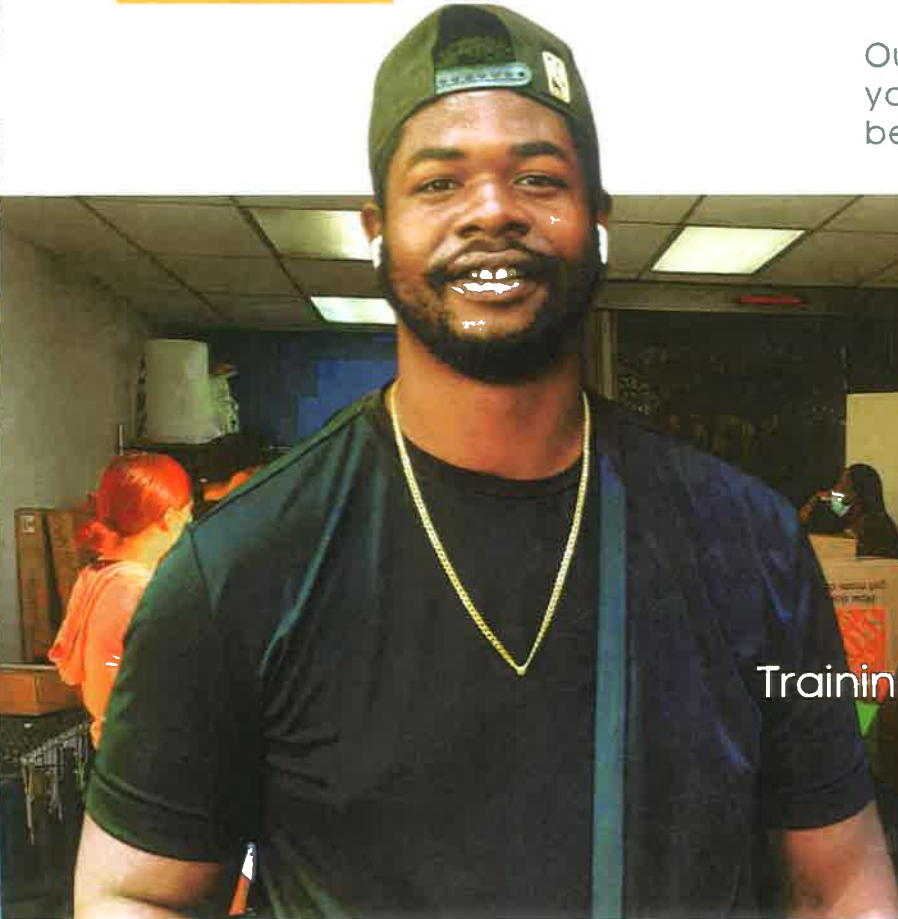
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Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. To ensure availability, your request should be received at least 5 business days in advance of the need. City/ TTY 711, Phone 213-365-9829, Fax 213-365-9839 / County: TTY 310-762-1283, Phone 310-762-1101, Fax 310-762-1129





**LOS ANGELES COUNTY FEDERATION OF LABOR, AFL-CIO
LABOR COMMUNITY SERVICES
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**We're Ready To Help
LA's Union Members & Their Families With:**

- Information and Referrals
- Food/Food Pantries Information
- Strikes/Layoffs/Underemployed Assistance- When The Paycheck Stops (WTPS) workshops
- Labor Disaster Response Training
- Private Agencies Information: Red Cross, etc.
- Public Assistance Information: UIB, Disabilities Ins, SS, Worker Comp; GR, AFDC
- Veterans Assistance
- Housing/Homelessness Advocacy Information
- Immigration (Pathway to Citizenship)
- Workforce Development/Job Referrals

FOR MORE INFORMATION, CALL US AT (213) 381-5611 EXT. 137 OR VISIT WWW.LCS-LA.ORG

Our Mission

To provide a safety net for the labor movement and build stronger communities in Los Angeles, Labor Community Services creates pathways out of poverty through direct assistance and prevention programming.

**LABOR COMMUNITY
SERVICES**

**PROUDLY ASSIST
FAMILIES THROUGHOUT
SOUTHERN CALIFORNIA!**

**To find out when LCS will be
in your area, please visit
our event page**

**www.lcs-la.org/events
for more details.**





*United Union of Roofers
Waterproofers and Allied Workers*

Local Union No. 36

Cliff Smith, Business Manager

Phone: (323) 222-0251

Fax: (323) 222-3585

Build the Peoples' Democratic Workers Party!

Behind the nationalist divisiveness and anti-democratic policy schemings revealed in the La-borgate Fed recordings lies the core problem of the U.S. union movement: its entanglement with the capitalist Democratic Party.

For example, we learn that Ron Herrera's Fed chief of staff, Justin Wesson, aside from being son of the former council president, Herb Wesson, also is married to the chief of staff of the disgraced ex-council president Nury Martinez. And Fed staffer Hannah Cho, heard casually discussing "buying" council endorsements, previously worked for Wesson among other local Democrats.

The Preamble to Local 36's Constitution and ByLaws, for over 90 years, begins, *"It has been fully demonstrated by experience that organization and unity of action among working men and women is imperative and essential to combat the encroachment of organized and consolidated capital."* But Labor has allowed "the encroachment of organized and consolidated capital" within our very ranks and offices.



Roofers Local 36

@RoofersLocal36

@LALabor president Ron Herrera must resign.



The response from Ron Herrera,... - Roofers Union Loc...
m.facebook.com

3:26 AM · 10 Oct 22 · Twitter for Android

It is no wonder U.S. union membership has fallen to barely 6% in the private sector. We do not have our own organizational and political independence. "He who pays the piper calls the tune." Labor drags behind the tired dirge of the capitalist Democrats.

Local 36 was the first L.A. union to publicly call for Herrera to step down. Local 36 was among the only unions to back sister Yvonne Wheeler for Fed president. Local 36 is affiliated to the militant, class-oriented **World Federation of**

Trade Unions, the first U.S. union to join the WFTU since the CIO quit in 1949 appeasing U.S. capital and the State Dept.

As a class union, Roofers Local 36 calls for building a Peoples' Democratic Workers' Party. A party of, by and for the working class, against the parties of capital. Herrera's resignation was necessary, but only a change in class orientation will save the Labor movement.



5380 Poplar Boulevard · Los Angeles, CA 90032





RACISM HAS NO PLACE IN THE HOUSE OF LABOR!

HOUSE OF LABOR DELEGATES:

PLEASE SIGN ON TO THIS RESOLUTION DRAFTED BY IATSE LOCAL B-192
TO BE PRESENTED TO THE EXECUTIVE BOARD.

YOU CAN SIGN ON TO THIS RESOLUTION BY SCANNING THIS QR CODE
OR VISITING <https://tinyurl.com/HOL-RESOLUTION>

DEADLINE TO SIGN ON IS NOV. 7



Please see the other side of this flier for the text of this important resolution.



**PLEASE
POST**

SPRING 2023 starts Feb 6, 2023 – June 5, 2023

3-UNIT ONLINE CLASSES (16 weeks) 3 hrs. & 10 mins./week
 • Courses will be conducted completely online, no in person or campus meetings

LS 1 – U.S. Labor History	E. Wills	class#17828
LS 2 – Collective Bargaining	Akel & Klipple	class#17841
LS 3 – Labor Law	J. Young	class#17835
LS 4- Labor in America	E. Wills	class#24944
LS 10 – Identity & Diversity in Lab.	E. Wills	class#24242

3-UNIT OFF CAMPUS EVENING CLASS(16 weeks)
 6:00 pm to 9:10 pm (free parking)

Tuesday

LS 9 – Union Organizing Strategies M. Bell & M. Hart class#23552
 UFCW 324: 8530 Stanton Ave in Buena Park, CA

Wednesday

LS 21 - Working Class in Cinema M. Hatcher class#19350
 Teamsters 1932: 433 N Sierra Way in San Bernardino, CA

Thursday Evening:

LS 4 – Labor in America M. Hatcher class#24458
 Teamsters 952: 140 S. Marks Way in Orange County

1-UNIT WEEKEND CLASSES AT TRADE TECH FROM 8:30 AM — 5:20 PM
 Building E3, Room 205 (NEW Culinary Arts Building)
 Free Parking: Olive Street parking structure for Labor Studies weekend classes only, during class hours only. Must display Guest Parking Permit issued in class.

Class	Dates	Instructor	Class #
LS 123 – Steward Training	2/25 & 3/4	M. Hatcher	class #19578
LS 113 – Union Leadership	3/11 & 3/18	A. Sanchez	class#24415
LS 103 – Labor Relations Law	4/15 & 4/22	Levy & Levy	class#24299
LS 125 – Labor Arbitration	4/29 & 5/6	L. Zigman	class#24413
LS 132 – Strategic Bargaining	5/13 & 5/20	J. Walker	class#24236

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

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

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

For further information contact LATTTC Labor Center at www.laborcenter@lattc.edu or call (213) 763-7129

- Develop Union Leadership Skills
- Earn an AA Degree or Certificate in Labor Studies
- Network with Union Activists & Leaders

3-UNIT CLASSES AT TRADE TECH

DAY CLASS

LS 1 U.S. Labor History* (Class#24944)
 Monday/Wednesday
 10:10 to 11:35am
 Room E3-205
 Instr: J. Galvez

LS 21 Working Class in Cinema* (Class#24942)
 Tuesday/Thursday
 10:10 to 11:35am
 Room E3-205
 Instr: M. Chen

ENROLLMENT FEES:

CA Residents \$46/unit
 ASO Rep fee \$2/semester
 ASO Membership \$7/sem
 **membership fee, optional but must opt out.
 Health Fee \$19/semester
 * Off-Campus Labor Studies classes exempt
 MAX MONT
 SCHOLARSHIP: For Labor Studies classes only.



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TO ARRANGE TOY DROP OFF, CONTACT MARCOS JUAN AT (323) 620-3030 OR MARCOS@LCS-LA.ORG

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:
