



EXECUTIVE BOARD AGENDA

May 11, 2023
3:00pm – 6:00pm

E3-470 Student Success Building /Zoom Meeting

- I. Call to Order
- II. Flag Salute
- III. Code of Conduct
- IV. Approval of Agenda
- V. Approval of Minutes from April 20, 2022 meeting
- VI. Election Committee Report
- VII. Action Items
 - a. Bush Gottlieb Legal Bill
 - b. Classified Appreciation Week May 21-27
 - i. *The Power of Classified; We do it all.*
 - ii. *We are CLASSIFIED: Dedicated, Determined, Dependable.*
 - iii. *We are CLASSIFIED: Confident, Committed, Capable.*
 - c. *Closed Session Item*
 - d. *Closed Session Item*
- VIII. Campus Worksite Reports

<input type="checkbox"/> City	<input checked="" type="checkbox"/> Mission	<input checked="" type="checkbox"/> Valley
<input checked="" type="checkbox"/> District Office	<input type="checkbox"/> Pierce	<input checked="" type="checkbox"/> West LA
<input type="checkbox"/> East LA	<input checked="" type="checkbox"/> Southwest	<input checked="" type="checkbox"/> Retiree Chapter
<input type="checkbox"/> Harbor	<input checked="" type="checkbox"/> Trade Tech	
- IX. Officer Reports
 - a. 1st Vice President
 - b. 2nd Vice President
 - c. Treasurer
 - d. Recording Secretary
 - e. Grievance Secretary
- X. President's Report
 - a. PC Consultation May 2, 2023
 - b. BOT May 3, 2023
 - c. JLMBC May 9, 2023
 - d. DBC May 10, 2023

Next Executive Board Meeting: June 8, 2023

e. Additional Comments

i. Negotiations

1. BAT Teams

ii. CFT Summer School (June 26-30, 2023)

iii. T-shirts, Buttons, Contracts

XI. Committee Reports

- a. Finance
- b. Constitution and Bylaws
- c. Stipend
- d. Communication

XII. Conference/Convention/Training Reports

XIII. Affiliates Reports

- a. LA County Federation Labor Delegate - Dionne Morrisette
- b. Activities Coordinator – Chad Baugher
- c. EEO – Cassaundra Walker

XIV. COPE (Political Action)

XV. New Business

Minutes



E-Board Meeting Minutes

Date: April 20, 2023

Time: 3:00pm

In Attendance via Zoom

Officers: Mario Perez

City:

District: La Shawn Duffin

East: Jennifer Estrada, Irene Mah y Busch, Josue Ramirez, Promise Williams, Lynn Wood

Harbor: Andy LaBrune, Ken Roberts

Mission: Michael Griggs

Pierce: Sean McDonald, Ngan Mork, Darlene Richarte

Southwest: Shauna Carter, Cassaundra Walker

Trade: Monica Castillo, Lori Hunter, Jose Rosas

Valley:

West: Cha-Zette Smith, Tamara Washington

Retirees:

Guests: Cyndi Maddren, Michael Romo

Executive Board Action

Call to order at 3:25pm

Approval of agenda **M/S/P** Yovanna Campos and Mitch Polin

Approval of minutes from March 9, 2022 meeting **M/S/P** Chad Baugher and Caridad Ahorro

- VI. Election Committee Report
 - a. 2 withdrawals of candidates, noted on website; Mark introduced an item from the committee to be entered into minutes (document); ballots will be mailed out May 8th and ballot counting will take place on May 31st
- VII. Action Items
 - a. Bush Gottlieb Legal Bill **M/S/P** Kristine Ayvazyan and Aleta Campbell
 - b. Zoom Licenses Contract **M/S/P** Natalie Embrey and Chad Baugher
 - c. Budget Transfers
 - i. Elections: Transfer \$12,000 from Meetings and Representation to cover election in May **M/S/P** Michael Griggs and Yovanna Campos 27 Aye 0 Nay 1 Abstain
 - ii. Legal: Transfer \$15,000 from Meetings and Representation and \$15,000 from Leadership Training for a total of \$30,000 **M/S/P** Michael Griggs and Chad Baugher 26 Aye 0 Nay 3 Abstain

Motion to go into closed session **M/S/P** Yovanna Campos and Jo-Ann Haywood

- d. Closed Session Item
- e. Closed Session Item
 - i. Per recommendation by Bush Gottlieb, Motion to rescind previous motion from March meeting's closed session **M/S/P** Josue Ramirez and Michael Griggs 24 Aye 9 Nay 2 Abstain
 - ii. Motion to follow legal recommendation to go into arbitration **M/S/P** Chad Baugher and Yovanna Campos 23 Aye 6 Nay 5 Abstain

Motion to extend meeting by 30 minutes to 6:30pm **M/S/P** Chad Baugher and Mitch Polin

- f. Closed Session Item

Motion to extend meeting until completion of closed session/rest of documents to be emailed **M/S/P** Tamara Washington and Jo-Ann Haywood

Motion to come out of closed session **M/S/P** Chad Baugher and Teresa Dunham-Frost

Motion to adjourn meeting **M/S/P** Natalie Embrey and Chad Baugher

Meeting adjourned at 6:51pm

Next meeting: May 11, 2023 Location TBD

Minutes submitted by Yovanna Campos, Recording Secretary

AFT College Staff Guild, Local 1521A
 Executive Board Sign-in Sheet
 April 20, 2023

LACC

Officers	L.A. Pierce College
Hazel Alonzo, President <i>[Signature]</i>	Melinda Ung, Chapter Chair
Jo-Ann Haywood, First Vice President <i>[Signature]</i>	Ngan Mork
Mario Perez, Second Vice President <i>[Signature]</i>	Sean McDonald
Kristine Ayvazyan, Treasurer <i>[Signature]</i>	Darlene Richarte
Yovanna Campos, Recording Secretary <i>[Signature]</i>	Jeremy Mason, Alt Del
Troy Pierce, Grievance Secretary <i>[Signature]</i>	Lupita Narkevicius, Grievance Rep.
L.A. City College	L.A. Southwest College
Natalie Embrey, Chapter Chair <i>[Signature]</i>	Cassandra Walker, Chapter Chair
Mitchell Polin <i>[Signature]</i>	Ruben Villanueva <i>[Signature]</i>
Caridad Ahorro <i>[Signature]</i>	Safir Larios-Ramirez <i>[Signature]</i>
Aldie Paz <i>[Signature]</i>	Shauna Carter, Alt Del
Elonda Austin Pope, Alt Del <i>[Signature]</i>	Tasha Anderson, Alt Del
Jasminee Haywood-Daley, Alt Del <i>[Signature]</i>	LaTanya Drake, Grievance Rep.
District Office	L.A. Trade-Technical College
Gloria Moreno, Chapter Chair <i>[Signature]</i>	Lori Hunter, Chapter Chair
Victor Hugo Ortiz	Monica Castillo
LaShawn Duffin	Jose Rosas
Kimberly Davillier, Grievance Rep.	Joyce Nickerson, Alt Del
East L.A. College	Kookie Williams, Grievance Rep.
Rowena Smith-Kersaint, Chapter Chair	L.A. Valley College
Promise Williams	Chad Baugher, Chapter Chair <i>[Signature]</i>
Josue Ramirez	Aleta Campbell <i>[Signature]</i>
Lynn Wood	Allen Aghajanian <i>[Signature]</i>
Alejandro De La Parra	Alicen Vera
Jennifer Estrada	Teresa Dunham Frost, Alt Del <i>[Signature]</i>
Rosalba Villalobos, Alt Del	Phillip Highley, Grievance Rep.
Julio Ortiz, Alt Del	West L.A. College
Stephanie Amaya, Alt Del	Jesse Saucedo, Chapter Chair <i>[Signature]</i>
Christine Perez, Alt Del <i>[Signature]</i>	Tamara Washington
Irene Mah y Busch, Alt Del	Maritza Medina <i>[Signature]</i>
L.A. Harbor College	Cha-Zette Smith, Alt Del
Nadine Muro, Interim Chapter Chair <i>[Signature]</i>	Marilyn Ingram, Alt Del
Ken Roberts	Retiree Chapter
Andy Labrune	Fern Reisner, Chapter Chair
Anthony Alvarez, Alt Del	Pamela Atkinson
Justin Raines, Grievance Rep.	Donald Santoianni <i>[Signature]</i>
L.A. Mission College	Guests
Michael Griggs, Chapter Chair	<i>[Signature]</i> (Dianne H. Amisette) WLAC
Patricia Carter	
Jena Barnes	
Susan Ghirardelli, Alt Del	
Christine Dagdagan, Alt Del	
Vacant, Grievance Rep.	<i>[Signature]</i> Mark Bergquist, Elections

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

April 27, 2023

Invoice# 106630

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

Billed through March 31, 2023
Our file # 11521 00000 LD

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

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

VIA EMAIL

Balance forward as of bill dated March 27, 2023	\$10,591.48
Net balance forward	\$10,591.48

BILLING SUMMARY

Total fees	\$8,925.00
Total costs	\$98.00
Total charges for this bill	\$9,023.00
Net balance forward	\$10,591.48
Total balance now due	\$19,614.48

RE: RETAINER (\$750.00/month)

Matter 01000

FEES

03/01/2023	LD	Meeting with ED re pending investigations and next steps	0.3 hrs.
03/03/2023	LD	Meeting - CFT/Alonzo/ED	1.0 hrs.
03/07/2023	LD	Review and revise complaint letter and send comments to ED	0.2 hrs.
03/13/2023	ED	Phone call with Hazel Alonzo re outstanding issues; email exchange with MEP and LD re same	1.0 hrs.
03/13/2023	LD	Review and respond to email from Alonzo re discipline	0.2 hrs.
03/27/2023	ED	Draft email/text to Hazel Alonzo re XXX reinstatement; exchange re same with Hazel and JW	0.3 hrs.
03/28/2023	ED	Phone call from Hazel Alonzo re various pending matters	0.7 hrs.
03/28/2023	ED	Draft email to XXXXXX re XXXXXX buy out; texts with Hazel Alonzo and JW re same	0.3 hrs.
03/29/2023	ED	Phone call with counsel re XXXXXX reinstatement; follow-up emails/texts	1.0 hrs.
	Erica Deutsch		3.30 hrs

Lisa Demidovich	1.70 hrs		
Total fees for this matter	<u>5.00 hrs</u>		<u>\$750.00</u>

RE: XXXXX DLSE CLAIM

Matter 29005

FEES

03/08/2023	KA	Research deadlines for motions and discovery for trial	1.9 hrs.	No charge
03/10/2023	NG	Calendar litigation deadlines and reminders	0.4 hrs.	No charge
03/17/2023	KA	Phone - ED re discovery for XXXX trial	0.3 hrs.	\$75.00
	Kathy Amiliategui		2.20 hrs	250.00/hr
	Nelly Guzman		0.40 hrs	125.00/hr
	Total fees for this matter		<u>2.60 hrs</u>	<u>\$75.00</u>

COSTS

03/21/2023	Attorney service/courier: Express Network - filing at L.A. Superior Court (2/8/23)	\$49.00
03/21/2023	Attorney service/courier: Express Network - filing at L.A. Superior Court (2/8/23)	\$49.00
	Total costs for this matter	<u>\$98.00</u>

RE: INTERNAL INVESTIGATION

Matter 32001

FEES

03/17/2023	JW	Review email from JC XXX re no decision today; draft email to XXXXX re same	0.2 hrs.	\$50.00
03/23/2023	JW	Review arbitrator's decision; draft email to LD re same	0.3 hrs.	\$75.00
03/23/2023	JW	Draft email to XXXXX summarizing decision and next steps; texts with ED and LD re same	0.7 hrs.	\$175.00
03/30/2023	JW	Review texts from XXXXX and ED re corrections to decision; send text re same	0.2 hrs.	\$50.00
03/31/2023	JW	Review invoice from JC XXXXX; draft email to XXXXX re same	0.2 hrs.	\$50.00
	Jason Wojciechowski		1.60 hrs	250.00/hr
	Total fees for this matter		<u>1.60 hrs</u>	<u>\$400.00</u>

RE: ELECTION CHALLENGE

Matter 32004

FEES

03/13/2023	MEP	Review and respond to email from XXXXX	0.2 hrs.	\$50.00
03/15/2023	MEP	Phone call with XXXXX	0.5 hrs.	\$125.00
03/17/2023	MEP	Phone call with XXXXX	0.2 hrs.	\$50.00
03/21/2023	MEP	Phone call with XXXXX	1.0 hrs.	\$250.00
03/21/2023	MEP	Phone call with XXXXX; review of constitution and bylaws	0.6 hrs.	\$150.00
03/22/2023	MEP	Review and respond to email from XXXXX; review of election rules and draft notice re officers during election	0.9 hrs.	\$225.00
	Michael E. Plank		3.40 hrs	250.00/hr
				<u>\$850.00</u>

Total fees for this matter 3.40 hrs \$850.00

RE: INTERNAL COMPLAINTS AND INVESTIGATIONS 2023

Matter 33001

FEES

03/01/2023	ED	Review and respond to email from XXXXX re complaint	0.3 hrs.	\$75.00	
03/01/2023	ED	Draft report re incorporate XXXXX notes	1.4 hrs.	\$350.00	
03/01/2023	DR	Review/respond to email from ED re assignment	0.3 hrs.	No charge	
03/02/2023	ED	Draft close of investigation letters for XXXXX and XXXXX; call with XXXXX re same	1.5 hrs.	\$375.00	
03/02/2023	DR	Review materials from client, research bargaining unit, research PERB law re union involvement in discrimination claims	3.1 hrs.	No charge	
03/03/2023	ED	Meeting with XXXXX re investigation; notes for investigation; meeting with XXXXX and CFT re email list issue	1.5 hrs.	\$375.00	
03/03/2023	ED	Meeting with XXXXX, LD, XXXXX re XXX and XXX issues; review emails from XXXX and XXXX; discuss with LD	1.4 hrs.	\$350.00	
03/06/2023	ED	Review and revise recommendation and letter re XXXX internal review request; follow-up emails to XXXX re all open reviews	1.0 hrs.	\$250.00	
03/06/2023	DR	Draft correspondence to client and member re dispute involving Title IX claim; review ED comments re same	2.7 hrs.	\$675.00	
03/07/2023	ED	Review and revise memo re XXXXX complaint	0.5 hrs.	\$125.00	
03/07/2023	DR	Review/respond to email from ED re title IX issues, research case law, revise letters to client and member re same	2.1 hrs.	\$525.00	
03/09/2023	ED	Draft report re investigation (XXXX)	1.5 hrs.	\$375.00	
03/10/2023	ED	Review emails re Board meeting and determinations; follow-up re recommendation; finalize letter to XXXXX re closing investigation	0.8 hrs.	\$200.00	
03/14/2023	ED	Review and respond to email from XXXXX re closed investigation; email exchange re same	0.3 hrs.	\$75.00	
03/14/2023	ED	Review and revise letter to XXXXX; edit and finalize	0.2 hrs.	\$50.00	
03/15/2023	ED	Review and respond to email from NG re call from XXX; review message from XXXX; follow-up with XXXX re same	0.3 hrs.	\$75.00	
03/15/2023	ED	Review and respond to email from XXXX	0.2 hrs.	\$50.00	
03/15/2023	ED	Review and respond to email from NG re call from XXXX; follow-up with XXXX re same	0.3 hrs.	\$75.00	
03/17/2023	ED	Phone call with XXXXX; notes re call; draft report	2.0 hrs.	\$500.00	
03/17/2023	ED	Draft email (text) to XXXX re follow-up on XXXX calls	0.2 hrs.	\$50.00	
03/20/2023	ED	Draft investigation report; review internal policy re meetings	2.2 hrs.	\$550.00	
03/30/2023	ED	Draft investigation report XXXX; research re mediation and recommendations	3.3 hrs.	\$825.00	
03/31/2023	ED	Draft report re XXXX investigation	3.7 hrs.	\$925.00	
		Dexter Rappleye	8.20 hrs	250.00/hr	\$1,200.00
		Erica Deutsch	22.60 hrs	250.00/hr	\$5,650.00
		Total fees for this matter	<u>30.80 hrs</u>		<u>\$6,850.00</u>

***Campus
Worksite
Reports***



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

Chapter Report April 2023

Chapter Executive Board

Chapter Executive Board Team Meeting – Tuesday, April 11, 2023 (In-Person)

Executive Board in attendance: Gloria Moreno-Chapter Chair, La Shawn Duffin-Delegate

- Set date and plan details for Button Distribution and Meet/Greet Event.
- Discussed HR Consultation meeting issues and set agenda for meeting.
- Discussed DO member inquiries.

Chapter Meeting

Chapter Member Meeting – Button Distribution/Meet & Greet (In lieu of monthly Chapter Meeting) Tuesday, 04/25/2023

Executive Board in attendance: Gloria Moreno-Chapter Chair, VictorHugo Ortiz-Delegate, LaShawn Duffin-Delegate

Guests: JoAnne Hayward, 1st VP

24+ members in attendance

1. Button Distribution.
2. Contract Distribution for Members who requested one.
3. Negotiations Update.
4. 2023 Elections for District-wide Officer
5. Member questions/concerns.

Consultations

- **PC Consultation Meetings – Friday, 04/14/2023 @ 10:30 am Official meeting was canceled (Communicated through email)**

Executive Board in attendance: Gloria Moreno – Chapter Chair

Discussed:

- How additional qualifying experience is calculated to substitute the degree requirement.
- Hiring Notifications are going out prior to exam and eligibility list being established.

- **DO HR Consultation Meeting – Tuesday, March 28, 2023 @ 2:30 pm**

Executive Board in attendance: Gloria Moreno - Chapter Chair

Discussed:

- Revisited discussion on: Work Environment Committee meetings, Harassment Flyers on Boards need updated information, Hiring Committees – Some Hiring Committee Chairs are not sure if they are interviewing for permanent or provisional positions. Requested status.
- Status on roll out of New HR information on LACCD website.
- Health Benefits Department – Employees/Retirees not able to contact a live person. Voice mail messages and email are not being replied to on a timely manner. **(New Item)**
- Requested list of ESC open positions. **(New Item)**



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

Unit Member Issues/Updates

- Toxic Work Environment.
- Department lack of hiring for open positions.
- Member Disciplinary Action Meeting.

Shared Governance/Other Committees

- WEC – no committee meetings have been scheduled. Waiting on VC to assign District Management to committee and suggest dates for committee meetings
- TPCC- meeting Thursday, 04/06/2023 (canceled) Anis Kochlef – AFT 1521A Committee Rep.

Interviews/Hiring Committees

- Database Systems Specialist – Thursday, 04/20/2023.
- Finance Project Manager – Thursday, 04/27/2023
- Grant Coordinator – Friday, 04/28/2023.

Upcoming Interviews:

- Employee and Labor Relations Specialist – waiting for interview date.
- Technology Service Specialist – waiting for interview date.
- Health Benefit Manager – waiting for interview date.

Other:

April 12, 2023 – Board of Trustee Meeting

District Office Executive Board Members in attendance:

- ✚ Gloria Moreno – Chapter Chair (In-Person)

Member Representation Meetings:

Monday, 04/10/2023 Gloria Moreno - Chapter Chair and Member

Monday, 04/24/2023 Gloria Moreno - Chapter Chair and Member

Monday, 04/24/2023 Gloria Moreno - Chapter Chair and Member

Monday, 04/24/2023 Gloria Moreno - Chapter Chair and La Shawn Duffin - Delegate

Tuesday, 04/25/2023 Gloria Moreno - Chapter Chair, La Shawn Duffin - Delegate, Leisa Biggers - Director of HR and Member

Tuesday, 04/25/2023 Gloria Moreno – Chapter Chair, La Shawn Duffin – Delegate, Member

Wednesday, 04/26/2023 Hazel Alonzo - President, Gloria Moreno - Chapter Chair, La Shawn Duffin - Delegate

Thursday, 04/27/2023 Gloria Moreno - Chapter Chair, La Shawn Duffin - Delegate and Member

The month of April has been quiet but good at Mission College we have captured the majority of our enrollment levels even before pandemic numbers. We hosted The District's first Dream resource Center Summit for providers assisting our endocumented students. We had the vice president of administration and student services doing us for our last chapter meeting to hear from them in regards to the colleges procedure for approving or denying work from home request. The college is planning to hold a active shooter training in May. My fellow election committee members and I are working on the District wide election. We have met with the candidates and went over rules and our developing questions for our upcoming candidates forum that would take place May 2nd and forth. We are preparing for graduation which will be on June 10th. Our chapter will be electing a new grievance representative in June because our previous representative promoted. The spring may bring change but along with the uncertainty of change it also comes with the promise of new opportunities.

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: April 30, 2023

Campus: LASC



Campus E-Board:

Via emails Week of 04/19/2023

Chapter Meeting:

April 26, 2023

Consultation:

April 21, 2023

Unit member issues/updates:

Employee ADA accomodations issues. Office harassment issues. FMLA issue with supervisor.

Shared Governance /Other Committees:

04/13 - Technology Planning, 04/17 - SEAPAC, 04/20 - Professional Growth, 04/25 - Academic Senate

Classified Hiring Committee

None

Classified Hiring:

None

Lead Support Services position request at PC

Other:

Hired Registrar



A Union of Professionals

Campus Report – April 2023

LATTC Chapter Chair – Lori Hunter

President's Consultation: Will be held May 11, 2023 (April consultation was cancelled due to prior admin. commitment). Consultation topics will include work environment issues: Campus elevators continued malfunctioning/repairs; Continued concerns with campus cleanliness (specifically campus parking structures), Car vandalism/theft, homeless presence, Employee Recognition Luncheon prep updates (Chaired by Staff Guild members); continued issues with hostile work environments – Academic Affairs (positive updates) and Student Services divisions.

Campus Activities and Events:

- **Made in Trade Newsletter highlights:**
 - Employee Recognition Luncheon – May 24th: event celebrating employee years of service (10, 15, 20, 25, 30, 35, and 40 years); the originator, Helen Beard (former LATTC Staff Guild Chapter Chair) will be on hand to give a brief history of the 30-year annual celebration origin
 - LATTC Hosts 3rd Annual Culinary Cup Competition on May 12th and included: LATTC, LA Harbor and LA Mission colleges highlighting flavors of Southeast Asia

Member Concerns:

- Hostile work environment re-surge – DSPS concern with faculty member not respecting work boundaries of classified staff – discussion with management pending.
- Hostile work environment – Cosmetology dept. faculty expectation of classified duties and depart. Duties – Update: new Dean has set up a meeting to assist with positive resolution between the classified and faculty members in the dept. Staff Guild and Faculty union leaders have been invited to attend.
- Member issue with promotional exam process. 2nd VP Mario Perez is fielding this concern with the Personnel Commission
- Formal student complaint against a member being processed; Staff Guild is facilitating a positive resolution for the specific member and the dept., ex. mediation and discussions on better resources for employees

Classified Hirings:

- Accounting Asst. – interviews on April 14, 2023
- Student Services Aide – Student Services V.P. Office – pending
- Student Services Assistant (provisional) - pending

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



Date: May 1, 2023

Campus: LAVC

Campus E-Board:

- In the month of April, our campus E-Board did not meet due to time constraints with PSRP as well as very little going on around our campus

Chapter Meeting:

- Chapter meeting was postponed until May, and in its place a Newsletter of events was sent out

Consultation:

- There was no Presidents Consultation this month that required the attention of our campus President

Unit member issues/updates:

- Confidential matter involving our Media Service Technicians with supervisors. Meet May 17th with Campus and Regional Supervision

Governance /Other Committees:

- WEC – Part of the North Campus Road has been barricaded, taking away from Staff and Student parking in front of the LARC and Music Building. Estimated to be blocked off for the next couple of years with the building of Admin 2 building
- Anti-Racism Committee – there has been debate about the Land Acknowledgement proposal. The committee agreed late last year to have a plaque erected on campus in honor of the Tataviam tribe, and now the president is attempting to change the statement to exclude the word “Guest” with “Caretakers” which has cause several debates as to what is right with the word. The motion has been sent to IEC which meets May 2nd.

Classified Hiring Committee:

- None for the month of April

Classified Hiring:

- Isaac Flores – Gardener – M&O
- Daniel Arellano – Heating & Air Conditioning Technician – M&O
- Marissa Anderson – Admissions & Records Assistant – Admissions & Records
- Monica Guzman – Administrative Assistant – ASU
- Siddharth Kulkarni – Secretary – Biological Sciences

Other:

- Working with the Presidents Office to put together a CPR and CERTs training for Classified and Campus Staff

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 April 2023

Chapter Meeting

No report.

Chapter Executives

No report.

Consultations – College President

The monthly college president consultation meeting occurred on Monday, April 24.

Unit Member Issues/Updates

- Continue to field member objections to online working modalities, e.g. ConexEd- “Live Chat”.
- Fielding members requests for update on Remote Work negotiations.
- Represented and supported member with Letter of Reprimand.
- Continue to support and assist member with overtime compensation issues.
- Assisting member with Tuition reimbursement claims.

Shared Governance/Other Committees

Budget – The college budget report expressed the deficit is down to \$152, 961 from \$861,281 that was projected at end of January 2023. Discussion followed relating to Cost-of-Living Adjustment (COLA), describing that COLA’s non-application to Student Equity Achievement (SEA), Strong Workforce, Federal programs, and other one-time programs. The VPAS denoted, with 93% of West budget bound to salaries the college budget balance goal is unsustainable. Irrespective to the \$4.2M Covid Block grant funds, the budget will not be balanced using these funds, announcing more information would follow on how the money would be spent in the future. District assessments were discussed as well as Districtwide accounts, It was stated District/Campus Safety was a hot topic as that expense is projected to increase next fiscal year.

Work Environment – In following up with last month’s Safety and Security presentation from LACCD’s Safety and Emergency Manager the college VPAS indicated that West’s emergency management plan is not yet fully completed. Expressing that in the event of a lock-down/ active shooter emergency occurrence would be deferred to local authority command.

College Council – A Faculty Guild lead revision of the college’s “Participatory Governance Handbook” (PGH) with the use of the term “Shared Governance” along with organizational charts which would include Work Environment was discussed and moved to be part of the workgroup.

Hirings

- Instructional Assistant, Industrial Technician
- SFP Program Technician

Other

By now all retirees should have received their COLA for 2023. PERSONALLY, I am appalled at the small amount that we were given. 2% is not nearly enough to compensate for the amount of inflation that we are facing.

On a brighter note, I want to bring to your attention some additional benefits that you may not have been aware of such as the SmileWay Wellness Benefits which is part of the Dental Dental Plan and specifically addresses Delta Dental members with certain chronic conditions such as diabetes, heart disease, HIV/AIDS, rheumatoid arthritis or stroke. The telephone number for Delta Dental to help you set up SmileWay is 1(866)499-3001 . Please make sure you tell them that you are a senior and need help with applying for this benefit.

As we get more information on the additional benefits (effective January 1, 2024) for Delta Dental, we will disseminate pertinent information.

When you order new glasses through the VSP plan (by the way we have very good benefits) those retirees who have chosen this plan are eligible for computer glasses. VSP can be reached at 1(800) 877-7195 for additional information.

Lastly, if you know of any retiree who has not contacted Glen, Irene or Scott at the Union Office (323)851-1521 with their CURRENT contact information such as email address, post office address, telephone number, etc. please encourage them to do so, so that we may keep them informed of the latest benefits they are entitled to. Folks, by not taking advantage of all the benefits available to you, you are leaving money on the table that we all have worked hard for throughout the years.

Respectfully submitted,
Fern Reisner, President
AFT1521A Retiree Chapter

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

.....
Chapters & Chairs

City College
Natalie Embrey

District Office
Gloria Moreno

East LA College
Rowena Smith-Kersaint

Harbor College
Nadine Muro

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

April 4th Consultation:

- We addressed the effects of EAP/ELR on our members and how they are facilitated. The pros and con. When there is ongoing conflict in an office, it is useful to utilize EAP services. Mediation is also available to provide resolution and service to our members. This could also include one on one support services.
- ESC is in the process of hiring a PD Coordinator, which will help facilitate workshops and activities for our members at that location.
- After a brief audit of our worksite Staff Development funds, the union realizes the funding is not correct. We have requested updates on Staff Development expenses for the last five years for each worksite.
- We discussed and requested information on how many classified employees currently have Adjunct Assignment.
- We requested staffing levels for classified compare to administrator.
- We also address the issue of FA Techs serving as outreach staff.

I also attended the following meetings:

- JMBC – 4/11/23

Here is a brief overview of some of the meeting discussion.

Delta Dental Utilization: Paid claims have decreased by 2.4% PEPM. Provider discounts have grown by 26% on a PEPM basis over the last 5years. These discounts have resulted in \$4.8 million in savings. 87% of members utilizing the plan received at least one cleaning and 67% of utilizers had paid claims of less than \$600 during 2022. This indicates that the calendar year maximums are currently meeting member needs.

A financial overview shows that claims paid and administrative costs have stayed consistent from 2021 to 2022. Network utilization has remained stable and 94% of utilization is with an in-network PPO or Premiere provider. This indicates that members are understanding how their plan works and where they will receive the most savings.

- Negotiations Team mgt – 4/11/23 | 4/19/23 | 4/21/23
Our team continues in our diligence during negotiations to make sure members get the very best we deserve.
- Other meetings attended:
Officers Meeting | BOT | PC Consultation
Finance Committee | PSRP Conference

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!

May 2023

EXECUTIVE BOARD REPORT-GRIEVANCE SECRETARY

Guild Members,

Since last report, have been working and consulting with Grievance Representatives, Chapter Chairs, Guild Officers, as well as individual Unit I Members to address complaints, issues of concern and grievances.

Member Representation

- Assisting with member ODEI and A information.
- Working with member on ADA Appeal issue.
- Work with member schedule adjustment
- Consult with Grievance Representatives on issues
- Work with Chapter Chairs on pending issues.
- Travel to campuses for in person meetings/consultations.
- Assist Chapter Chair Basis inquiry
- Assist Chapter Chair adjustment of schedule issue
- Assist member information campus interview

Committees/Meetings

- Steering Committee (Officers) cancelled
- Consultation with Management
- Executive Board Meeting (LACC)
- Negotiating Team Meeting
- Negotiating Meeting With LACCD
- Safety and Security Oversight Committee Meeting (cancelled)

Miscellaneous

- PC Rules Research
- ADA Rules Research

- Travel various chapters in person meets

This is a very brief snapshot for the month of April 2023. If you would like to contact me, you may do so at anytime TPierce@aft1521A.org, or (323) 868-1180 cellular.

Fraternally,

Troy L. Pierce, Grievance Secretary

Profit & Loss

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

**LA County Federation of Labor, AFL-CIO
Representative to the House of Labor
Monday, April 24, 2023 @ 7:00 p.m.**

Pledge of Allegiance.

***Code of Conduct Read Aloud.**

Delegates sworn in; Congratulations were given, and List of New Delegates to be sworn in @ the next E-Board Meeting, displayed on projector screen. **M/S/P.**

E-Board Minutes for April, **M/S/P.** Delegate Minutes March, **M/S/P.**

- **Michelle, Secretary, Financial Report;** For March 2023, *ATTACHED*, **M/S/P.**

- State of City Address from Mayor Karen Bass; **REASON** for County Fed. Meeting Date Change this Month.

- **Devin, Political Report;** CD6 Special Election Watch, and May 10th **COPE.**

Hugo, LA Democratic Convention, fees may be covered. April 28th Deadline to Register

***Turquoise Flyer**

- **Jocelyn, Worker's United Organizer;** Amazon, Palmdale marched, and Amazon, Bell Gardens unionized.
May Day 2023 Coming up.

- **Armando Olivias, Labor Community Services;** Food for strikers, Easter Meals Local 11; Gift Card, Dominguez College, Students; 4.25.23 Maywood/Southgate. Coachella Valley, Truck load to workers; In Norwalk beginning of this Month. IBEW Local came out on motorcycles, barbequed, and had menudo in the morning for strikers. Letter Carriers Food Drive, May 15th – July 28th, Volunteers Needed for Food Sorting. ***Red/Blue Flyer**

- **President Wheeler's Report;** Sad News of Lancelot, Only Son of Jane Austin's passed away at 22 years old, Hit & Run Driver. ***Moment of Silence.** Miguel Contreras Event, Tuesday, May 16th. Coalition with Mayor Bass. Chief of Staff, Wesson has moved on and Devin Osori will serve as Interim for this position. Cecelia Myra Cruz, UTLA President, the 2nd Largest Union in the Country spoke of 35,000 folks showed up/out for March/Strike in Rain. 33 Bargaining sessions, and 11 months later, results in agreement. Lift up others while fighting. 22.9% Compounded over 3 Years, class staffing/size, support for immigrant, and special ed students; 11-Pages Long.

- **Susan Monado;** Whittier College, Settled, Wage Increase for 6-Months and the rest later, 27 Day Strike, Fed supported with Food.

- **Flying Food Group, Airline Catering, Unite Here 11;** AirFrance, Japan Airlines Employees, 15 Days so far of Striking. Teamsters Committed to not crossing the line. Employees are being locked in their jobs, to keep from striking. Experiencing Carpel Tunnel, Wrist Injuries; "individuals" performing the work of two people.

Affiliates Report

Si Se Puede on 9.9.23, Check AB1308/Over 1,000 UPS Action; Negotiations, Possible Strike. **Please refer to attached flyers,** The American Dream Documentary, 4.27, LATTTC Grievance Handling Skills Class, April 29th & May 6th, Letter Carriers' Food Drive, 5.15-7.28, LA Fed CA Democratic Party Convention Caucus, 5.26/27, and SAVE THE DATE Blue Tie Gala, 7.13.

Respectfully Submitted,

Dionne M. Morrissette, AFT1521A

LA County Fed. Of Labor, AFL-CIO

Representative to the House of Labor,

Delegate

**Los Angeles County Federation of Labor
Executive Board Minutes
April 13, 2023**

The meeting was called to order by Chair Thom Davis at 10:03 a.m.

Members Present: Abogado, Aguilar, Barton, Brown, Cobarruvias, Corona, Green, Hannan, Hernandez, Huerta, Jiménez, Le, Liang, Marley, Minato, Moreno, Nakamura, O'Keefe, Palombi, RaPue, Rivera, Vasquez, Waddell
Members Excused: Austin, Lima, Hinson, Ramirez, Rascón, Robles
Members Absent: Arias, Austin-Stewart, Cobos, De La Cruz, Dougherty, Gillotte, Griswold, Harkey, Hsieh, Mineros, Morales, Straeter, Villalvazo

FINANCIAL REPORT

It was moved, seconded, and carried to approve the Financial Report for the month of March 2023, as presented by Santos Leon, who explained line items regarding last month's income and expenses.

CHIEF OF STAFF REPORT

Brother Devin Osiri provided updates on the races in Los Angeles City Council Districts 6 and 14. He announced the next COPE Board meeting will be held on May 10th. Brother Rob Nothoff included updates on this year's May Day actions around the City, Los Angeles City Hall's Municipal Lobbying Ordinance and the upcoming Southern California Teamsters Solidarity Rally. Brother Steve Neal highlighted the organization's strike support efforts and announced that they will be working with the Los Angeles County's Department of Public Works on workforce development projects in the future. Brother Taro O'Sullivan reported that the food distributions in Norwalk were heavily attended and supported by IBEW Local 11; and reminded the Board of the upcoming *Letter Carriers' Stamp Out Hunger*® Food Drive on May 13th.

PRESIDENT'S REPORT

President Wheeler announced the tragic passing of Vice President, Jane Austin's son, Lance A. Lott, and asked the Board to keep her and her family in their thoughts and prayers. She shared Lance's memorial information and encouraged the Board to support her in any way they can.

President Wheeler informed the Board that the April House of Labor meeting would be moved from April 17th to April 24th per Executive Board Poll conducted earlier this week. She highlighted that the reason for this change was that Mayor Karen Bass will be holding a State of the City meeting and all labor leaders should attend and support. She also confirmed that Mayor Karen requested a meeting with the Coalition of Los Angeles City Unions and it will be held on April 28th and the Fed.

President Wheeler yielded her remaining time to UTLA President Cecily Myart-Cruz who spoke about the need to organize against the efforts of the anti-union privatization of education, particularly in the BIPOC community.

It was moved, seconded, and carried to close the meeting in memory of Vice President Austin's son, Lance A. Lott.

NEW BUSINESS

It was moved, seconded, and carried to approve the following items as one:

Request approval to support the James R. Hoffa Memorial Scholarship Fund with a contribution of \$5,000

Request approval to support the Working Californians Research Fund with a contribution of \$15,000 to their Night Honoring Mayor Karen Bass on April 6th

Request approval to support the LAANE with a contribution of \$5,000 to their Women for a New Los Angeles on May 5th

Request approval to support the Laborers Local 300 with a contribution of \$4,500 to their 2023 Scholarship Fundraiser Dinner on June 8th

Request approval to support the Capital & Main with a contribution of \$2,500 to their 5th Annual Exposés Media Awards on June 15th

Request approval to support the United Farm Workers with a contribution of \$5,000 to their 2023 Gala on December 14th

Vice President Liang provided an update on the current status of the Local's contract negotiations and AB 695. Vice President Waddell informed the Board that eligible LACCD employees will now receive healthcare benefits.

It was moved, seconded, and carried to adjourn the meeting in memory of Lance A. Lott at 11:05 a.m.



**Los Angeles County Federation of Labor, AFL-CIO
Representative to the House of Labor Meeting Minutes
March 20, 2023**

Vice President Joel Barton called the meeting to order at 7:01 p.m.

Representatives rose and pledged allegiance to the American Flag.

Vice President Joel Barton administered the Oath to New Representatives.

CREDENTIALS

Vice President Barton announced the names of the Representatives to be sworn in at the next meeting to be up on the Screens. See attached list of Representatives.

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

MINUTES OF PREVIOUS MEETING

Vice President Barton called for a motion to approve the February 2023 House of Labor meeting minutes. It was moved, seconded, and carried to approve the February 2023 House of Labor meeting minutes as corrected.

EXECUTIVE BOARD MINUTES

Vice President Barton called for a motion to approve the January 2023 Executive Board meeting minutes and actions.

It was moved, seconded, and carried to approve the January 2023 Executive Board meeting minutes and actions.

FINANCIAL REPORT

Vice President Barton called for a motion to approve the Financial Report for February 2023. It was moved, seconded, and carried to approve the financial report for February 2023, as reported.

DEPARTMENT REPORTS

Vice President Barton invited Jocelyn Ruiz-Gomez to introduce Sister Veronica Gonzalez, a Starbucks employee, and Evelyn Zepeda representing Workers United in their fight for their right to organize. Sister Gonzalez stated that as of today, over 350 stores around the U.S. have held union elections and encouraged Representatives to support their efforts on the picket line this coming week and announced that the interim Starbucks CEO, Howard Schultz, stepped down from his position about two weeks ahead of his previously announced schedule.

Brother Armando Olivas, Labor Community Services (LCS) emphasized the upcoming SEIU Local 99 strike will affect all LAUSD employees and that LCS is gearing up to be of assistance in whatever capacity they can. He reported that the food distributions and PPE distributions in different regions have been heavily attended. He reminded Representatives of the upcoming events including the *Letter Carriers' Stamp Out Hunger @ Food Drive* on May 13th and the upcoming Dolores Huerta Community Service Awards in the fall.

PRESIDENT'S REPORT

Vice President Xochitl Cobarruvias reported that the Fed will be hosting its first annual *Miguel Contreras Cinco de Mayo* Event on May 5th and outlined the award recipients. She invited SEIU Local 99 and UTLA leaders to speak ahead of the strike in opposition to LAUSD in their current contract negotiations. She announced the resignation of Sister Karla Vasquez; and announced that



Sister Michelle Gnanakone had returned to the Fed and will resume her role as the Executive Assistant to the President.

REPORTS OF ORGANIZATIONS

Shea Scullin, SAG-AFTRA asked Representatives to attend the Starbucks action on 3/22 at Hollywood and Highland during this week's action in solidarity with Workers United

Vic Clement, SOFA reminded Representatives that their members may be in need of financial assistance and/or education and encouraged them to contact him for more information

Joe, CARA requested Representatives to join rally on 3/17

Carmella Swanson, OPEIU 277/LCLAA encouraged Representatives to attend membership meetings on 2nd Wednesday of every month at USW local 675 in Maywood, announced the next *Sí Se Puede* Awards, and the upcoming May Day Coalition

Alex Raza, Cesar Chavez Commemorative Committee San Fernando Valley highlighted his support SEIU Local 99 and UTLA, as a retired teacher, reminded Representatives to join their annual Cesar Chavez March on 3/26

Michael Davis, AFSCME Local 685 updated Representatives on current contract negotiations, that they are currently at an impasse

Celina Barron, IBEW Local 11/Young Workers Delegate encouraged locals to activate their younger members to join LAYW

Michael Romo, AFT 1021A asked Representatives to support the upcoming Liberty Hill Centennial on 5/7 in San Pedro in honor of Upton Sinclair

Joe Ayala, NABET/CWA Local 53 announced new date for their rally at 4/27, where they will be debuting a documentary on the history of the Disney legacy

Granny, SEIU 721 highlighted her recent advocacy activity and encouraged Representatives to engage more with senior/retired members of their unions

dooner, IATSE 800 asked Dick Wickland to address Representatives and announced it was his birthday

Celina Barron, CLUW announced the Young Workers Conference on 5/7

New Representatives (March 2023)

Ty Tasker	AFSCME Local 910
Blanca Garduno	CWA Local 9400
Rudy Morales	IAM 1484
Carlos Preza	USW 1945
James Grant	USW 1945
Frank Torres	UNAC/UHCP

It was moved, seconded, and carried to adjourn at 7:52 p.m.





Financial Report for March 2023

POLITICAL ACCOUNTS

	Fed General	Solidarity Fund	Building Association	Trust Fund	COPE	Member Communications	Issues & Initiatives
REVENUE							
Per Capita/Affiliate Fees	421,445.20	-	-	1,980.00	54,732.40	-	-
Fundraising/Contributions	820.00	-	107,240.00	-	-	25,000.00	-
Grant Revenue	598,517.99	-	-	-	-	-	-
Interest	960.84	967.15	-	336.96	-	-	-
Rental Income	-	-	12,599.28	-	-	-	-
Other Income/Market Value Change	-	-	415.39	(28.94)	8,571.40	-	-
Total Revenue	1,021,744.03	967.15	120,254.67	2,288.02	63,303.80	25,000.00	-
EXPENSES							
Salaries	207,783.14	-	-	-	-	-	-
Salary Related Expenses	127,529.55	-	-	-	-	-	-
Conferences, Conventions, Meetings	23,324.80	-	-	-	-	-	-
Annual Events	21,876.38	-	-	-	-	-	-
Office & Administrative Expenses	135,509.52	35.00	11,739.65	180.00	2,607.50	-	10.00
Professional Fees	69,735.11	-	-	-	38,666.39	-	-
Program Expenses:							
The Peoples Project	598,517.99	-	-	-	-	-	-
Organizing	13.23	-	-	-	-	-	-
Strategic Campaigns	1,000.00	-	-	-	-	-	-
Communications	17,212.89	-	-	-	-	-	-
Contributions	15,000.00	-	-	5,000.00	900.00	-	-
Other Expenses/Scholarship	6,245.05	-	-	-	-	-	-
Office Upgrades/Improvements	107,240.00	-	140,160.00	-	-	-	-
Total Expenses	1,330,987.66	35.00	151,899.65	5,180.00	42,173.89	-	10.00
Net Increase / (Decrease)	\$ (309,243.63)	\$ 932.15	\$ (31,644.98)	\$ (2,891.98)	\$ 21,129.91	\$ 25,000.00	\$ (10.00)
CASH FLOW							
Balance as of 2/28/23	12,161,133.44	1,838,587.82	143,625.71	190,838.10	632,508.15	257,266.10	56.46
Net Increase / (Decrease)	(309,243.63)	932.15	(31,644.98)	(2,891.98)	21,129.91	25,000.00	(10.00)
Net Non-Cash Transactions	(272,147.57)	-	(416.20)	-	-	-	-
Cash Balance 3/31/23	\$ 11,579,742.24	\$ 1,839,519.97	\$ 111,564.53	\$ 187,946.12	\$ 653,638.06	\$ 282,266.10	\$ 46.46

KPFK 90.7 FM PRESENTS
THE DOCUMENTARY DISNEY DOESN'T WANT YOU
TO SEE!

THE AMERICAN DREAM

and Other Fairy Tales

Directed by Abigail E. Disney & Kathleen Hughes

THURSDAY, APRIL 27
2520 WEST OLIVE AVE., BURBANK
6PM RECEPTION WITH FOOD AND DRINK
7PM DOCUMENTARY SCREENING

ZOOM Q&A TO FOLLOW WITH ABIGAIL DISNEY

TICKET PRICES:

Reception + Screening - \$75

Screening Only - \$25

All proceeds to benefit KPFK FM.
Contributions to a nonprofit may be
tax-deductible.



For questions,
contact DAN McCORRY
323-719-2173

opeiu-153
afcioclc





PLEASE POST

LS 105 - Grievance Handling Skills (class #25284)

Instructor: Lou Zigman, Arbitrator

LOU ZIGMAN

Arbitrator Lou Zigman teaches grievance and arbitration. Lou created and pioneered the popular weekend classes 30 years ago and was honored as the Instructor of the Past Decade.



Labor Studies 105
Grievance Handling Skills, class #25284
1 unit of College Credit

(2 Saturdays)
April 29 & May 6, 2023
8:30am to 5:20pm
Los Angeles Trade Technical College
Building F5 Room 201
(School of Liberal Arts pathway building)
** Must attend both Saturdays **

In this past-paced, humorous two-Saturday class, union officers, reps, stewards and activists will gain the skills and confidence to represent co-workers and enforce the collective bargaining agreement. Expert arbitrator Lou Zigman will demonstrate the various steps and stages of the grievance and arbitration process and offer tips on HOW TO REPRESENT your bargaining unit members professionally, effectively and ethically.

TOPICS INCLUDE:

- The Role of the Union Rep
- Duty of Fair Representation
- Weingarten and Management Rights
- Resolving Grievances with Management Short of Arbitration
- Using Grievances to build an Effective Relationship for Labor and Management



Must pre-enroll ONLINE at least one week before class starts via CCCApply:

To enroll online, scan the QR code, or visit:

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

ENROLLMENT FEES:

- \$46/unit for California Residents
- \$19/semester (mandatory board of trustees) Student Health Fee
- \$2/semester ASO, student rep fee
- \$7/semester ASO, student membership fee; optional may "opt out"
- Make Checks payable to LATTTC



Free Parking for weekend Labor Studies classes during class hours (parking pass emailed to student portal)

The Labor Center: Kathleen Yasuda, Director * Olga Garcia, Support Staff
400 W. Washington Blvd., Los Angeles, CA 90015 * (213) 763-7129 Laborcenter@lattc.edu



VOLUNTEERS NEEDED

**FOOD SORTING
MONDAY - SATURDAY
8 AM - 12 PM | 1 PM - 4 PM**

**MAY 15TH - JULY 28TH
WAREHOUSE 1D, SALVATION ARMY BELL COMPLEX
5600 K STREET, BELL, CA 90201**

Sign up at lcs-la.org/stamp-out-hunger

For more info, contact Marcos Juan
marcos@lcs-la.org | (323) 620-3030





LA Fed California Democratic Party Convention Caucus Interest Form

**Please join us on May 26 and/or May 27
(times TBD) to ensure the Labor Movement's
voices are heard at the CA Democratic Party
Convention caucus meetings. Meetings will
take place at the JW Marriot and the Los
Angeles Convention Center.**

**Friday, May 26th and Saturday, May 27th
Los Angeles, CA
Specific Times TBD
Upon Caucus Schedule Release**

For Interest or Questions

Form: <https://bit.ly/laborcadem2023>

Email: michael@thelafed.org



ON STRIKE



SAVE THE DATE!

LABOR 411 FOUNDATION'S
FIFTH ANNUAL BLUE TIE GALA



HONORING TRAILBLAZERS
IN AMERICA'S BURGEONING
ETHICAL CONSUMER MOVEMENT

THURSDAY, JULY 13, 2023

6 PM RECEPTION / 7 PM PROGRAM

ANDAZ HOTEL
WEST HOLLYWOOD

8401 SUNSET BLVD,
WEST HOLLYWOOD 90069

OUR ETHICAL HONOREE



YVONNE WHEELER

PRESIDENT, THE LA COUNTY FEDERATION OF LABOR

CHAMPION OF CHANGE AWARD

FOR TICKETS AND SPONSORSHIP OPPORTUNITIES:

GET YOUR TICKETS NOW!

PLEASE JOIN US! RSVP BY JUNE 21, 2023

WWW.LABOR411FOUNDATION.ORG/

SAVE THE DATE

Union Night at Dodger Stadium



Join us as the Los Angeles Dodgers
face division rival San Francisco Giants

Saturday
Sept. 23, 2023
6:10 PM



Ticket pricing, packages, and t-shirt information coming soon.
Groups that buy 50 or more tickets will be honored on the field.

Labor 411 &
FOUNDED





Districtwide EEO Committee Meeting

April 19, 2023
2:00pm – 2:30pm
Via Zoom

MEETING MINUTES

1. Introductions (Committee members present introduced themselves):

Natalie Mason-Kinsey, Director ODEIA
Teyanna Williams, Vice Chancellor HR
Eric Kim, Associate General Counsel
Sandra Lee, AFT1521 Representative (Southwest College)
Ron Delahoussaye, Director Personnel Commission
Cassandra Walker, 1521A Representative (Southwest College)
Shawn Tramel, HR Administrative Analyst/Academic Recruitment Representative
Greg Mazzarella, HR Administrative Analyst/Reports Representative
Regina Smith, Chancellor's Equity & Justice Fellow

2. Goals

Title V Overview Presentation by Teyanna Williams (See attached power point slides)

3. Member Items

*Greg Mazzarella and Shawn Tramel are advisory committee members and wanted to know if their attendance is required for every meeting, or only on as-needed basis. (TW will follow-up with them personally regarding this matter)

*Questions regarding student participation on this committee (NMK will follow-up on this matter)

*ODEIA representative will be Mr. Cody Hunt for the next meeting as he starts working for the District on May 1, 2023.

Proposed Next Meeting: May 16, 2023 2pm to 3pm * Recommendation to move all meetings to 3pm start for 1 hour on the 3rd Wednesday of each month (other recommendations/suggestions for meeting times may be sent to Natalie Mason-Kinsey)

Proposed Upcoming Meetings for Academic Year 2023-2024

June 20, 2023	2pm-3pm
September 19, 2023	2pm-3pm
October 17, 2023	2pm-3pm
November 21, 2023	2pm-3pm
December 19, 2023	2pm-3pm
January 16, 2024	2pm-3pm
February 20, 2024	2pm-3pm
March 19, 2024	2pm-3pm
April 16, 2024	2pm-3pm
May 21, 2024	2pm-3pm

Date: April 19, 2023

LACCD EEO Committee Report - April 2023



EEO Meeting:

04/19/2023 via Zoom

Agenda

1. Introductions
2. Goals
3. Member Items

Everyone introduced themselves, and what role, or position they held. Natalie Mason-Kinsey is the new Director of Diversity, Equity, and Inclusion.

Teyanna Williams, Vice Chancellor of Human Resources, gave an overview of the updates to Title V. DEI has been changed to DEIA to include accessibility. DEIA standards must be included in all District employee evaluations, and job announcements. Employees and job applicants must show demonstrated, or progress toward proficiency, in the DEIA competencies.

Our goal is to revise the District EEO Plan

Upcoming Meetings for Academic Year 2023-2024

June 20, 2023	2pm-3pm
September 19, 2023	2pm-3pm
October 17, 2023	2pm-3pm
November 21, 2023	2pm-3pm
December 19, 2023	2pm-3pm
January 16, 2024	2pm-3pm
February 20, 2024	2pm-3pm
March 19, 2024	2pm-3pm
April 16, 2024	2pm-3pm
May 21, 2024	2pm-3pm

Next EEO Meeting

05/16/2023@ 2 pm

AFT Staff Guild Officers

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



EEO Advisory Committee Updates

Teyanna Williams

Vice Chancellor, Human Resources

Title 5 Updates



Section 53425

Ability to Work with Diverse Individuals and Communities

All District employees shall demonstrate the ability to work with and serve individuals within a diverse community college campus environment as required by local policies

Section 53601

Chancellor's Publication of DEIA Competencies and Criteria

The Chancellor shall adopt and publish guidance describing DEIA competencies and criteria in collaboration with system stakeholders

Title 5 Updates



Advancing DEIA in Evaluation and Tenure Review Processes Section 53602 (a)

District governing boards shall adopt policies for the evaluation of employee performance, including tenure reviews, that requires demonstrated, or progress toward, proficiency in the locally-developed DEIA competencies or those published by the Chancellor pursuant to section 53601.

Section 53602 (b)

The evaluation of district employees must include consideration of an employee's demonstrated, or progress toward, proficiency in DEIA-related competencies that enable work with diverse communities. District employees must have or establish proficiency in DEIA-related performance to teach, work, or lead within California community colleges.

Title 5 Updates



Steps to Advance DEIA Principles in Community College Employment

1. Include DEIA Criteria as a minimum standard for evaluating performance
2. Ensure that evaluators have a consistent understanding of how to evaluate on DEIA competencies and criteria
3. Set clear expectations regarding employee performance related to DEIA principles
4. Place significant emphasis on DEIA competencies in employee evaluation
5. Ensure professional development opportunities support employee development of DEIA competencies
6. Ensure that the evaluation process provides employees the opportunity to demonstrate DEIA competency and understanding
7. Include proposed or active implementation goals to integrate DEIA principles as a part of the District's EEO Plan

Title 5 Updates



Steps to Advance DEIA Principles in Community College Employment

- Faculty Members shall employ teaching, learning and professional practices that reflect DEIA and anti-racist principles
- Administrators shall include DEIA and anti-racist principles into existing policies and practices, funding allocations, decision-making, planning and program review processes (data-driven and equity focused)

Next Steps



Develop Implementation/Action Plan

- Review Current Evaluation Policies and Criteria
- Review EEO Plan
- Develop DEIA-related Professional Development Training Plan

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:
