

#### **AGENDA**

#### **Executive Board Meeting**

Thursday, July 13, 2023, | 3:00 PM
West Los Angeles College GC Building, Room 160 | Zoom
<a href="https://cft.zoom.us/j/81698369352">https://cft.zoom.us/j/81698369352</a> Meeting ID: 816 9836 9352

1.	Call to Order			
2.	Flag Salute			
3.	Adopt Agenda			
4.	. Approval of Minutes: June 8, 2023 (Regular)			
5.	Introductions of Guest Attendee:			
	i. Bush Gottlieb, a Law Corporation			
	ii. American Federation of Teachers   AFT National			
	iii. California Federation of Teachers   CFT			
6.	Action Items:			
0.				
	a. Mr. Mike Romo:			
	b. Elections Committee:			
7.	Chapter Reports			
	☐ City ☐ District Office ☐ East ☐ Harbor ☐ Mission			
	oxtimes Pierce $oxtimes$ Southwest $oxtimes$ Trade-Tech $oxtimes$ Valley $oxtimes$ West $oxtimes$ Retir	ees		
8.	Officers Reports			
	a. Treasurer			
	b. 1st Vice President			
	c. 2 <sup>nd</sup> Vice President			
	d. Recording Secretary			
	e. Grievance Secretary			
9.	President's Report			
	a. BOT			
	b. PC Consultation			

- c. JLMBC
- d. DBC
- e. Additional Comment(s)
  - i. Negotiations
- 10. Committee Reports
  - a. Constitution/Bylaws
  - b. Finance
  - c. Stipend
  - d. Communication
- 11. Conference/Convention/Training Reports
  - a. CFT Summer School
- 12. Affiliate Reports
  - a. L.A. County Federation Labor Delegate Dionne Morrisette
  - b. Activities Coordinator Chad Baugher
  - c. EEO Cassaundra Walker
- 13. COPE Political Coordinator- Julio Ortiz
- 14. New Business
  - a. CFT Training
    - i. Worksite Leaders Series
    - ii. Local Union Plans that Get Results
    - iii. Train the Trainer: Worksite leaders
  - b. Executive Board Meetings 2023-2024 Schedule proposal
- 15. Adjournment

### Minutes



#### **E-Board Meeting Minutes**

Date: June 8, 2023

Time: 3:00pm

#### In Attendance via Zoom

Officers: Kristine Ayvazyan, Mario Perez

City: Caridad Ahorro

District:

East: Jennifer Estrada, Irene Mah y Busch, Josue Ramirez, Rosalba Villalobos, Promise Williams

Harbor:

Mission: Christine Dagdagan, Susan Ghirardelli, Michael Griggs

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

Ung

Southwest:

Trade: Monica Castillo, Lori Hunter, Jose Rosas, Kookie Williams

Valley: Alicen Vera

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

Retirees: Pamela Atkinson, Sheila Jeter-Williams

Guests: Mark Bergquist, Luukia Smith

#### **Executive Board Action**

Call to order at 4:24pm

Approval of agenda M/S/P Chad Baugher and Rowena Smith-Kersaint

Approval of minutes from May 11, 2023 and May 16, 2023 meetings **M/S/P** Chad Baugher and Mitch Polin

#### VI. Election Committee Report

a. 373 ballots were counted for the 2023 District-wide Officer election on May 31, 2023; witnessed by candidates in-person and online; uncertified and certified AAA results were emailed via Constant Contact; posted to Guild website after access is restored; election challenge period closes on June 12, 2023; 5 election challenges submitted as of 3pm today; clarification and correction will be sent to members after confusion; review of election challenges is a priority
Note from President Hazel Alonzo: any and future Constant Contacts need prior approval from President; created confusion amongst membership; results are not certified; violation of Constitution & Bylaws, certification is done by Executive Board, not AAA; retraction is expected before end of E-Board meeting by 6pm

#### VII. Action Items

- a. Bush Gottlieb Legal Bill no bill this month
- b. Tentative Budget budget was sent yesterday morning for review; M/S/P Yovanna Campos and Rowena Smith-Kersaint; questions about COPE account and PIPE account; retiree is a separate line item on budget; will be sent to members Saturday for notice and action in July
- c. Constitution & Bylaws Revision will be sent to members Saturday for notice and action in July
  - i. Grievance Secretary language under Section 6 vacancies; history of grievance secretary and Ruby Newbold changes, revert to appointment with vote; there will be an interview/selection process similar to Grievance Review Committee (comes to Board to sit on panel); questions about the section under Vacancies; same as appointing a vacant alternate/delegate to the campus; there is a process that can be followed to remove a position; language needs to be approved by E-Board and then membership M/S/P Chad Baugher and Michael Griggs 26 Aye 12 Nay
  - ii. Article IV: Executive Board Section 3 Grievance Reps M/S/P Chad Baugher and VictorHugo Ortiz 28 Aye 10 Nay
  - iii. Section 6 Internal Review strike c., d., and e.; history about process was given; E-Board would be presented with the charges against officer/members; arbitrator was added as a neutral party under Ruby Newbold; the words *may* do not mean *shall*, it is an option; there is a cost associated with arbitration; the Executive Board is the final decision and it is binding
    - Motion to table internal review language M/S Cha-Zette Smith and Kimberly Davillier 23 Aye, 15 Nay; did not pass, needed a 2/3 vote to pass
    - M/S/P to approve Internal Review language strike-throughs 20 Aye 18 Nay 2 Abstain

Motion to go into closed session M/S/P Rowena Smith-Kersaint and VictorHugo Ortiz

Motion to extend meeting by 1 hour M/S/P Anthony Alvarez and Rowena Smith-Kersaint

- a. Closed Session Item discussion
  - i. Based on the results of the Internal Review Investigation conducted by our legal representatives, which was released to this Executive body on April 20th and to the membership body on May 25th, I motion that Jesus "Jesse" Saucedo be placed in "Not Good Standing" effective immediately. This will exclude him from representing Local AFT 1521A in any capacity within the LACCD, CFT, or AFT National until December 31, 2024. On the findings of and I quote, "it is apparent that Saucedo was agitated at the meeting, was aggressive, used inappropriate and threatening language, and that Baugher was reasonably intimidated and felt unsafe. Saucedo's conduct falls under the CFT definition of harassment". This report was conducted with several witnesses and a refusal to participate from Jesus Saucedo himself.

The report found that Saucedo was in violation of CFT Code of Conduct, AFT 1521A Code of Conduct, and is unbecoming of serving in any leadership role that represents the members of Local 1521A.

M/S Chad Baugher and Rowena Smith Kersaint

- a. Call the question **M/S** Susan Ghirardelli and Rowena Smith-Kersaint 28 Aye 8 Nay did not pass, needed a 2/3 vote to pass
- M/S/P Natalie Embrey and Mitch Polin to allow 2 more speakers for each side 35 Aye 5 Nay
- Motion to extend meeting by 30 minutes M/S/P VictorHugo Ortiz and Mitch Polin
- d. M/S/P Chad Baugher and Rowena Smith Kersaint 33 Aye 11 Nay 1 Abstain
- b. Closed Session Item discussion

Motion to rescind motion from April 20 that required local to go into arbitration after internal review process

M/S/P Victor Hugo Ortiz and Aleta Campbell 26 Aye 9 Nay 2 Abstain

c. Closed Session Item discussion

Motion to reinstate March 9, 2023 motion: Due to not meeting the mutually agreed upon deadline by February 28th of motion made in February 2023 E-Board, that both Andrea Edwards and Maira Cruz be put in not good standing within the ranks of AFT 1521A until December 31st, 2024

M/S/P Michael Griggs and Chad Baugher 25 Aye 10 Nay 0 Abstain

Motion to come out of closed session M/S/P Victor Hugo Ortiz and Aleta Campbell

Motion to adjourn  ${\bf M/S/P}$  Rowena Smith-Kersaint and Aleta Campbell

Meeting adjourned at 7:23pm

Next meeting: July 13, 2023 Location TBD

Minutes submitted by Yovanna Campos, Recording Secretary



#### **E-Board Meeting Minutes**

Date: June 29, 2023

Time: 11:00am

#### In Attendance

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

City: Elonda Austin-Pope, Caridad Ahorro, Natalie Embrey, Jasminee Haywood-Daley, Mitch Polin

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

East: Stephanie Amaya, Alejandro de la Parra, Jennifer Estrada, Irene Mah y Busch, Julio Ortiz, Christine Perez, Josue Ramirez, Rowena Smith-Kersaint, Rosalba Villalobos, Promise Williams, Lynn Wood

Harbor: Anthony Alvarez, Andy LaBrune, Nadine Muro, Ken Roberts

Mission: Jena Barnes, Carlos Flores, Susan Ghirardelli, Michael Griggs

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

Ung

Southwest: Shauna Carter, LaTanya Drake, Ruben Villanueva, Cassaundra Walker

Trade: Monica Castillo, Jose Rosas

Valley: Chad Baugher, Aleta Campbell, Teresa Frost-Dunham, Nino Shtromberg, Alicen Vera

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

Retirees:

Guests: Dionne Morrissette, Donald Santoianni

#### **Executive Board Action**

Call to order at 11:09am

Aware about the emails that are being sent by the President-Elect; she is asking members to contact AFT National; cannot police that; members have forwarded emails about why this is happening and why the emails are being sent; outside of our control; the elections are currently at the local level with the Elections Committee; the process is not being followed by sending out these emails by the President-Elect; AFT National is not involved at this time since the Elections Committee has not provided an update; this is why we have been trying to safeguard membership information and ask that people return member data when they vacate their offices; though she may be the President-Elect, she does not have the authority to send out emails to members; violations of closed sessions continue to happen

Motion to release closed session information relevant to elections and emails regarding discipline or bad conduct from members by the July 8<sup>th</sup>, 2023 meeting from July 1<sup>st</sup>, 2022 **M/S** Andy LaBrune and VictorHugo Ortiz

Call the question 36 Aye 1 Nay 1 Abstain

M/S/P Andy LaBrune and VictorHugo Ortiz 30 Aye 5 Nay 3 Abstain

Motion to have an agenda item on the July 13, 2023 executive board meeting to provide actual language of all challenges filed regarding the 2023 Officer Election, include recommendation(s) from Election Committee; provide E-Board time at the Executive Board meeting of July 13, 2023 to discuss and allow to take action as needed and a decision must be finalized at the July 13, 2023 Executive Board

M/S/P Gloria Moreno and Mitch Polin 24 Aye 13 Nay 2 Abstain

Motion to have CFT President and Secretary-Treasurer present at the July 13, 2023 Executive Board Meeting

M/S Chad Baugher and Rowena Smith-Kersaint 35 Aye 3 Nay 0 Abstain

Motion to extend meeting by 10 minutes **M/S/P** Rowena Smith-Kersaint and Yovanna Campos 20 Aye 11 Nay 0 Abstain

M/S/P Chad Baugher and Rowena Smith-Kersaint 35 Aye 3 Nay 0 Abstain

Motion to extend meeting by 10 minutes M/S/P Chad Baugher and Gloria Moreno 45 Aye 2 Nay 0 Abstain

Meeting adjourned at 1:27pm

Next meeting: July 13, 2023 Location TBD

Minutes submitted by Yovanna Campos, Recording Secretary

### Action Items

LOS ANGELES/LONG BEACH



HARBOR LABOR COALITION



March Starts At: Broad & E. St. In Wilmington La March Comienza En: Broad Y E. St En Wilmington

Assembly Begins At 8 AM | March Departs At 10 AM Formacion Empieza 8 AM | La Marcha Sale 10 AM

Rally at Banning Park at 12 PM | Speakers, Music, Shuttle Buses, Hot Dogs, Soft Drinks, & More! Renunion en Banning Park 12 PM | Voceros, Musica, Autobuses de Transporte, Hot Dogs, Sodas, y Mucho Mas!



#### **MONDAY/LUNES - SEPTEMBER 4, 2023**

Mail to: Labor Day Committee: 7844 Rosecrans Ave. Paramount, CA 90723

Phone: 562.481.7275 or Visit Us At www.lalblaborcoalition.com or



Dear Sisters and Brothers:

On Monday, September 4, 2023, the Los Angeles/Long Beach Harbor Labor Coalition will celebrate the **44**<sup>th</sup> **Annual Labor Solidarity Parade and Picnic Rally**. The American Labor Movement has been responsible for building the middle class. Thanks to the efforts of labor unions, workers have achieved higher wages, more reasonable hours, safer working conditions, health benefits, and aid when retired or injured. Labor unions were also instrumental in ending the practice of child labor. We have exerted a broad influence on American life, reshaping the political, economic, and cultural fabric of the country. Even those who do not belong to a union benefit when more people are in unions. But, above all, "the labor movement has afforded working people a voice in our democracy" and an opportunity to share in the American dream! Please join us on September 4, 2023, as we keep our forty-four-year tradition alive as indicated by our theme "Union Labor Built the American Dream"

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

- Ask your Union to endorse the 44<sup>th</sup> Annual Labor Day Parade, Picnic and Rally
- > Please donate \$700 or more to help cover rising costs and expenses as a sponsor
- Mobilize members and supporters to join us for the March for Solidarity
- Bring your union banners, t-shirts, vehicles/floats
- If you are interested in reserving a booth for the rally, please contact **Heidi Barragan (562) 552-4850**In Solidarity,

Larry Barragan, Chairman

City \_\_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_\_\_ Fax \_\_\_\_\_ Email \_\_\_\_\_

# Campus Worksite Reports

Good morning my fellow chapter chairs,

I hope that you are doing well as we get more into summer and prepare for new exciting year both at our respective campuses and the Union. This past month at Los Angeles Mission College has been relatively quiet. The month of June kicked off with our graduation celebration which was keynoted by Luz Rivas. We were also honored that Chancellor Rodriguez was able to address the graduating class. All of the speeches given that day seem to have a common theme of belief equals accomplishment. Because many of the faculty are on Summer break the majority of our committees have taken advantage of that break as well but we are energized to reconvene in the fall. Our next chapter meeting will be held on July 27th. The last chapter meeting was very well attended with a robust discussion regarding hiring vacancies and remote work. The La Mission College executive board and myself will be having a planning meeting July 20th to prepare for the membership meeting. For my committees that have met this summer primarily the elections committee we spent the weeks after the election going through the various challenges, crafting responses and with the help of legal counsel creating a report for this executive board to vote on. As a first time member on this committee it has been very gratifying and educational to say the least but isn't that what life is:-) in conclusion I am excited for the direction Mission College continues to move

towards and I am hopeful for the direction of this Union going forward. Coming together is difficult but all things are doable when togetherness is the guiding force. Thank you

Michael J Griggs,

Los Angeles Mission College chapter chair



#### Pierce Chapter Report July 2023

#### **Chapter Meeting**

• Chapter eboard meeting held on Thursday, June 29, 2023

#### Consultation

- Tuesday, June 13, 2023
  - Discuss Pool Status

#### **Unit Member Issues/Updates**

- Multiple meetings with College President, (5) Pool Lifeguard staff, Lifeguard supervisor, Dean and VPSS. Pool is closed discussing next steps to discuss the status of employment.
- Personnel Commission: Salary Reallocation for Clerical Accounting and Procurement Technician Classes
- IT Staff

#### **Shared Governance/Other Committees**

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

#### **Hiring Committees**

- CDC Assistant, Friday, June 30, 2023
- Senior Administrative Assistant, Wednesday, June 21, 2023

#### Other

No Report

#### **AFT Staff Guild Executive Board**

#### AFT Staff Guild, Local 1521A Chapter Report

Date:	-	aft
Campus:	-	M
Campus E-Board:		
<u>Chapter Meeting:</u>		
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:	July 1, 2023	
Campus:	LAVC	



#### **Campus E-Board:**

• In the month of June, our campus E-Board did not meet due to illness and personal emergencies of campus E-Board members

#### **Chapter Meeting:**

• Chapter meeting was attended by Our Union President, 2<sup>nd</sup> VP and Recording Secretary. During our meeting it was expressed with the construction on campus and students not being ticketed for parking in Staff Parking, the staff are limited to how much parking is available to them. The campus membership also expressed concern for the campus cleanliness in their offices, and when Janitorial do wax the floors, they are not cleaning the floors first but waxing over the dirt, which maintains the appearance of filth.

#### **Consultation:**

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

#### Unit member issues/updates:

•

#### **Governance / Other Committees:**

• WEC – The Theater Arts building is scheduled for demolition.

#### **Classified Hiring Committee:**

- Chemistry Laboratory Technician
- Human Resources Assistant
- Payroll Assistant
- Child Development Center Food Services Aide
- Student Support Services/Representative

#### **Classified Hiring:**

- Ovsanna Kerteshyan
- Adrian Stelo
- Chaquanda Laughlin

#### Other:

• AFT T-Shirts, Buttons and Fans have been passed out to majority of the campus classified members

#### **AFT Staff Guild Officers**

#### Report from Retiree's chapter to Executive Board, July, 13, 2023

"CalPERS has sent out notification to all retirees and their beneficiaries regarding a cybersecurity DATA BREACH at their third-party provider PBI Research Services/Berwyn Group (PBI) involving the MOVEIT TRANSFER APPLICATION, WHICH IS USED BY CalPERS to ensure accuracy in its payments to retiree and beneficiaries."

The cybersecurity breach involves your personal information. Please read this notice carefully, as it provides up-to-date on what happened and what they are doing, as well as information on how you can obtain free credit monitoring."

Your personal information that was downloaded included: full name, date of birth and Social Security number.

What CalPERS is doing is enhancing the security of its' members benefits. In addition, CalPERS is offering a complimentary 24-month membership of Experian's Identity Works. To activate your membership and start monitoring your personal information please follow the steps below:

- 1. Ensure that you enroll by: September 30, 2023 (your code will not work after this date).
- 2. Visit the Experian IdentityWorks website to enroll: <a href="https://www.experianidworks.com/credit">https://www.experianidworks.com/credit</a>.
- 3. Provide the activation code provided on notification letter. DO NOT CONTACT THE UNION FOR THIS OR ANY PART OF THE PROCESS. <u>You must deal directly with Experian.</u>

CalPERS has set up a dedicated page on its website if you have additional questions, members can visit <u>calpers.ca.gov/PBI</u> or email their questions to <u>PBIquestions@calpers.ca.gov</u>. You can also call the dedicated call center toll free Monday through Friday 6am-8pm or Saturday and Sunday from 8am-5pm PT at (833)919-4735.

Regards, Fern Reisner President, AFT 1521A Staff Guild Retiree Chapter

# Officer & Staff Reports



3356 Barham Boulevard • Los Angeles, CA 90068 T: 323/851-1521 • F: 323/851-8572 tpierce@aft1521a.org

July 13, 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 repayment issue.
- Prep Step I Grievance-Vacation issue-awaiting initial good faith meet
- Explain discrimination/harassment procedure
- Provide information on reclassification/interview appeal.
- Address Title IX inquiry
- Consult with delegate on issue
- Work with Chapter Chairs on pending issues.
- Travel to campuses for in person meetings/consultations.

#### **Committees/Meetings**

- Steering Committee (Officers) cancelled
- Consultation with Management
- Consultation with Personnel Commission
- Emergency Executive Board Meeting (ZOOM)
- Membership Meeting (ZOOM) Saturday
- Negotiating Team Meeting (ZOOM)
- Negotiating Meeting w/LACCD (ZOOM)
- Attend Chapter Meeting WLAC (ZOOM)

#### Miscellaneous

- PC Rules Research
- BoT Rules Research
- Travel various chapters in person meets

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

Fraternally,

Troy L. Pierce, Grievance Secretary

#### AGREEMENT BETWEEN

AMERICAN FEDERATION OF TEACHERS COLLEGE STAFF GUILD LOCAL 1521A, CFT/AFT, AFL-CIO

#### AND THE LOS ANGELES COMMUNITY COLLEGE DISTRICT

#### EXTENSION OF 2020-2023 COLLECTIVE BARGAINING AGREEMENT

This document reflects agreement between the AMERICAN FEDERATION OF TEACHERS COLLEGE STAFF GUILD LOCAL 1521A, CFT/AFT, AFL-CIO (hereinafter called "1521A") and the LOS ANGELES COMMUNITY COLLEGE DISTRICT (hereinafter known as "LACCD"), (hereinafter collectively called "the Parties") regarding an extension of the term of the 2020-2023 Collective Bargaining Agreement ("CBA") between the parties.

The Parties agree:

The CBA that expires on June 30, 2023, is hereby extended to August 31, 2023 in order to allow 1521A time to certify local election results which impact the 1521A bargaining team. The current CBA will remain in effect unless and until either party gives ten (10) days written notice to terminate this Agreement, until August 31, 2023, or until the date of ratification and adoption of an agreement for a successor CBA, whichever is first.

On behalf of 1521A,

Pocusigned by:

Hayu llowso
F86916F67EEA4B2...
Hazel Alonzo

6/30/2023 | 3:56:09 PM PDT

On behalf of LACCD,

DocuSigned by:

Tiyanna Williams
256890FC62DE459...
Teyanna Williams

6/30/2023 | 3:56:57 PM PDT

# Committees Reports

## Profit & Loss

# Affiliates/ Committees/ COPE Reports

## New Business



#### 2023-2024

#### **Executive Board Meeting Schedule**

#### Fall 2023

Thursday, August 10	<del>3:00 р.т.</del>	<del>TBD</del>
Thursday, September 14	3:00 p.m.	TBD
Thursday, October 12	3:00 p.m.	TBD
Thursday, November 9	3:00 p.m.	TBD
Tuesday, December 14	3:00 p.m.	TBD

#### **Spring 2024**

Thursday, January 11	3:00 p.m.	TBD
Thursday, February 8	3:00 p.m.	TBD
Thursday, March 14	3:00 p.m.	TBD
Thursday, April 11	3:00 p.m.	TBD
Thursday May 9	3:00 p.m.	TBD
Thursday, June 13	3:00 p.m.	TBD
Thursday, July 11	3:00 p.m.	TBD

#### **Agenda Setting Deadlines for Executive Board Meetings**

10-Days before	7-Days before	5-Days before	Date of Executive
Reminder to submit	Deadline to submit	Agenda sent to	Board Meeting
reports	reports	EBoard Members	
7/27/23	8/1/23	8/3/23	August 10, 2023
8/31/23	9/5/23	9/7/23	September 14, 2023
9/28/23	10/3/23	10/5/23	October 12, 2023
10/26/23	10/31/23	11/2/23	November 9, 2023
11/30/23	12/5/23	12/7/23	December 14, 2023
12/28/23	1/2/24	1/4/24	January 11, 2024
1/25/24	1/30/24	2/1/24	February 8, 2024
2/29/24	3/5/24	3/7/24	March 14, 2024
3/28/24	4/2/24	4/4/24	April 11, 2024
4/25/24	4/30/24	5/2/24	May 9, 2024
5/30/24	6/4/24	6/6/24	June 13, 2024
6/27/24	7/1/24	7/3/24	July 11, 2024

Calendar on website @ www.aft1521a.org 2023-24 EBoard Mtg Calendar