



EXECUTIVE BOARD AGENDA

Thursday, September 14, 2023

3:00pm – 6:00pm

LACC, Holmes Hall, 1st Floor, Room 6 / Zoom Meeting

- I. Call to Order
- II. Flag Salute
- III. Approval of Agenda
- IV. Approval of Minutes from July 13, 2023 and August 27, 2023 meetings
- V. AFT Investigation Report
- VI. Action Items
 - a. Legal Bill
 - b. Profit & Loss
 - c. CCE Conference
 - d. Negotiations
- VII. Chapter Reports

<input type="checkbox"/> City	<input checked="" type="checkbox"/> District Office	<input type="checkbox"/> East	<input type="checkbox"/> Harbor	<input type="checkbox"/> Mission
<input checked="" type="checkbox"/> Pierce	<input checked="" type="checkbox"/> Southwest	<input type="checkbox"/> Trade-Tech	<input checked="" type="checkbox"/> Valley	<input checked="" type="checkbox"/> West
				<input checked="" type="checkbox"/> Retirees
- VIII. Executive Director/Monitor Report
 - a. BOT
 - b. PC Consultation
 - c. District Consultation
 - d. JLMBC
 - e. Additional Comments
 - i. Title IX – Advisor
 - ii. Budget - Computers
- IX. Committee Reports
 - a. COPE: Julio Ortiz, Political Coordinator
 - b. EEO: Cassandra Walker
 - c. Elections: Mark Bergquist
- X. Affiliate Reports
 - a. LA County Federation Labor Delegate – Dionne Morrissette
 - b. Activities Coordinator – Chad Baugher/Mike Romo
- XI. New Business
- XII. Adjournment

Next Executive Board Meeting: October 12, 2023

Minutes



A Union of Professionals

Staff Guild

Local 1521A

E-Board Meeting Minutes

Date: August 17, 2023

Time: 3:00pm

Attendance Reports unavailable

Executive Board Action

Call to order at 3:14pm

Approval of agenda **M/S/P** Rowena Smith-Kersaint and Teresa Dunham-Frost 28 Aye 0 Nay 0 Abstain

Approval of minutes from July 13, 2023 E-Board meeting **omitted; will present at next meeting**

VI. Action Items

- a. Grievance Review Committee (GRC) – need 2 chairs and 2 grievance reps for committee; self-nominations by Rowena Smith-Kersaint and Aleta Campbell for chairs and Phillip Highley and Lupita Narkevicius as grievance reps 30 Aye 3 Nay 0 Abstain
- b. Legal Bill – April, May, and June 2023 bills were presented **M/S/P** Michael Griggs and Aleta Campbell 24 Aye 1 Nay 0 Abstain
- c. Profit & Loss – no report submitted.
- d. Elections Committee Hearing Report
 - i. Arbitrator Award
 - a. Motion to take recommendation from arbitrator report **M/S/P** Rowena Smith-Kersaint and Mitch Polin 26 Aye 4 Nay
 - ii. Executive Director/Monitor
 - a. To make Luukia Smith the Executive Director and Monitor for AFT 1521A. The Monitor is defined as the board appointed leader responsible for financial and governance matters of Local 1521A with oversight from the executive board. Luukia will serve as the Executive Director by mutual agreement of Luukia and AFT 1521A. Luukia will serve as the Monitor until the board ratifies the election results. **M/S/P** Michael Griggs and Ruben Villanueva 26 Aye 17 Nay 2 Abstain
 - iii. Members in good standing
 - a. To authorize AFT to investigate the board's process that put three members not in-good standing, and for purposes of the election, to determine if they are or are not in good standing based on that process. The finding by the AFT would be final. **M/S/P** Tamara Washington and Michael Griggs 25 Aye 18 Nay 1 Abstain

Motion to adjourn at 5:38pm **M/S/P** Michael Griggs and Teresa Dunham-Frost

Next meeting: September 14, 2023 Location TBD

Minutes submitted by Yovanna Campos, Recording Secretary

AFT College Staff Guild, Local 1521A
Executive Board Sign-in Sheet
August 17, 2023

Officers	L.A. Pierce College
President	Melinda Ung, Chapter Chair
First Vice President	Ngan Mork
Second Vice President	Sean McDonald
Treasurer	Darlene Richarte
Recording Secretary	Jeremy Mason, Alt Del
Grievance Secretary	Vacant, Alt Del
L.A. City College	Vacant, Alt Del
Mitchell Polin, Chapter Chair	Lupita Narkevicius, Grievance Rep.
Caridad Ahorro	L.A. Southwest College
Aldie Paz	Cassandra Walker, Chapter Chair
Elonda Austin Pope	Ruben Villanueva
Jasminee Haywood-Daley, Alt Del	Safir Larios-Ramirez
Vacant, Alt Del	Shauna Carter, Alt Del
Vacant, Alt Del	Tasha Anderson, Alt Del
Vacant, Grievance Rep.	LaTanya Drake, Grievance Rep.
District Office	L.A. Trade-Technical College
Gloria Moreno, Chapter Chair	Lori Hunter, Chapter Chair
LaShawn Duffin	Monica Castillo
Olga Hernandez	Jose Rosas
Hazel Alonzo, Alt Del	Joyce Nickerson, Alt Del
Vacant, Alt Del	Vacant, Alt Del
Kimberly Davillier, Grievance Rep.	Kookie Williams, Grievance Rep.
East L.A. College	L.A. Valley College
Rowena Smith-Kersaint, Chapter Chair	Aleta Campbell, Chapter Chair
Promise Williams	Alicen Vera
Josue Ramirez	Teresa Dunham-Frost
Lynn Wood	Nino Shtromberg
Alejandro De La Parra	Maribeth Armant, Alt Del
Jennifer Estrada	Vacant, Alt Del
Rosalba Villalobos, Alt Del	Vacant, Alt Del
Julio Ortiz, Alt Del	Phillip Highley, Grievance Rep.
Stephanie Amaya, Alt Del	West L.A. College
Christine Perez, Alt Del	Maritza Medina, Chapter Chair
Irene Mah y Busch, Alt Del	Tamara Washington
Vacant, Grievance Rep.	Cha-Zette Smith
L.A. Harbor College	Marilyn Ingram, Alt Del
Nadine Muro, Chapter Chair	Vacant, Alt Del
Ken Roberts	Vacant, Grievance Rep.
Andy Labrune	Retiree Chapter
Anthony Alvarez, Alt Del	Fern Reisner, Chapter Chair
Vacant, Alt Del	Pamela Atkinson
Justin Raines, Grievance Rep.	Donald Santoianni, Alt Del
L.A. Mission College	Guests
Michael Griggs, Chapter Chair	To-Ann Haywood - WLAC
Jena Sovereign	Linda Roberts - EAST
Susan Ghirardelli	Marie C. Whittle - WLAC
Christine Dagdagan, Alt Del	
Carlos Flores, Alt Del	
Vacant, Grievance Rep.	

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A Union of Professionals

Staff Guild

Local 1521A

E-Board Meeting Minutes

Date: July 13, 2023

Time: 3:00pm

Attendance Reports unavailable

Executive Board Action

Call to order

Add June 29, 2023 Emergency E-Board minutes for approval **M/S/P** Chad Baugher and Anthony Alvarez

Remove items from 5 until the last item on agenda **M/S/P** Chad Baugher and Anthony Alvarez

Keep 14B on agenda (E-Board dates) **M/S/P** Chad Baugher and Anthony Alvarez

Approval of amended agenda **M/S/P** Alejandro de la Parra and Jennifer Estrada

Approval of minutes from June 8, 2023 E-Board meeting **M/S/P** Natalie Embrey and Rowena Smith-Kersaint

Approval of minutes from June 29, 2023 emergency E-Board meeting **M/S/P** Michael Griggs and Rowena Smith-Kersaint

VI. Action Items

- a. Labor Day Parade – Mike Romo spoke about the Labor Day parade and the request for a \$700 donation to support; will need volunteers to assist at the snow cone booth; motion to support Labor Day Parade **M/S/P** Tamara Washington and Chad Baugher
- b. Elections Committee Report – report presented to Executive Board
Motion that the Executive Board approves to have a hearing on the two points of the challenges recommended by the elections committee to be held by a neutral third party **M/S/P** Natalie Embrey and Rowena Smith-Kersaint
Amend motion to have this hearing and recommendation by August 15, 2023 **M/S/P** Hazel Alonzo and unknown
Amend motion to work with CFT to find an independent neutral party to conduct the hearing **M/S/P** Chad Baugher and unknown
- c. Executive Board meetings schedule
Motion to approve dates as listed **M/S/P** Michael Griggs and Ken Roberts
Amend motion to add back August 10th to schedule M/S Natalie Embrey and Michael Griggs
Amend motion to change August 10th to August 17th **M/S/P** Aleta Campbell and unknown

Motion to adjourn **M/S/P** Michael Griggs and unknown

Next meeting: August 17, 2023 Location TBD

Minutes submitted by Yovanna Campos, Recording Secretary

Action Items

Weinberg, Roger & Rosenfeld

A Professional Corporation

1375 55th Street

Emeryville, CA 94608

Phone No. (510) 337-1001 • Federal Tax ID #: 94-2458080

AFT College Guild, Local 1521A
3356 Barham Blvd.
Los Angeles, CA 90068

August 22, 2023

Bank ACH/Wire Payment Information

Bank Name: United Business Bank

Routing Number: 121143781

Account Name: Weinberg, Roger & Rosenfeld

Account Number: 0674096001

Bank Address: 100 Hegenberger Road, Suite 110

Oakland, CA 94621

Case: General Correspondence

Invoice No. 225497

TEA1521-1

Atty: SW

Date	Atty	Services Rendered	Hours	Amount
6/28/2023	LRS	New potential AFT client - calls internally and with union representative; review Constitution & Bylaws	0.75	206.25
6/29/2023	LRS	New client - review bylaws and respond; calls (.7)	1.70	467.50
7/11/2023	LRS	Follow up with potential new client AFT 1521A	0.25	68.75
Total for Services Rendered			2.70	742.50
Total Current Charges				742.50

Yovanna Campos

From: Tina Solorzano Fletcher <afttina@mac.com>
Sent: Wednesday, September 13, 2023 4:01 PM
To: Yovanna Campos
Subject: Announcing our 2023 CCE Conference - October 27-29 - San Francisco
Attachments: 2023 CCE Scholarship Application.pdf



Dear Classified Union Leaders,

The CCE Conference Planning Committee is pleased to announce that this year's **Classified Conference** will be held in San Francisco from October 27-29.

Program highlights!

-
-
- We will kick off our conference Friday
- evening with a **Meet**
- **and Greet** followed by dinner
- on your own.
-
-

- On
- Saturday, we have a full day of general sessions and workshops.
-
-
- We
- are also offering the
- **Blended First Aid AED**
- **and CPR Certification as a hybrid course.**
- You are required to **register**
- **in advance.**
- -
 - The course
 - equips attendees to recognize and care for a variety of first aid, breathing, and cardiac emergencies involving adults, children, and infants. It is designed for attendees who need a certification that satisfies workplace requirements.
 -
 -
 - Attendees
 - must enroll and complete the online portion of this course by October 25, 2023. The course will be available online starting October 12, 2023. The online portion of the class takes 2-3 hours to complete, it is self-paced and can be completed over several days.
 - During the conference, you will complete the hands-on performance evaluation of the course. The hands-on portion of the class takes 1.5 hours to complete.
 -
 -
 - Upon successful
 - completion, the attendee will receive a valid 2-year certificate for All Ages CPR, AED and Adult First Aid from the American Safety & Health Institute, a nationally recognized CPR, AED and First Aid provider.
 -
-
- Join
- our Saturday evening **social**
- **event.** This year the theme
- is ***Flexing***
- ***your Power with your Favorite Sports Team!***
-

Event info on the CFT website

Find all you need to know about the [Classified Conference on the CFT website](#) — tentative schedule, registration link, hotel reservation link, and more.

Register your attendance now!

[Register your attendance for the Classified Conference.](#) It's fast and easy. Conference registration fee is \$50 per attendee.

Reserve a hotel room

The Classified Conference will be held at the Hyatt Regency San Francisco. The hotel group rate is \$199/night for one or two guests. [Make your room reservations here.](#) This link is also on the CFT website, along with other hotel information and travel information for getting to San Francisco and the Hyatt Regency.

Please note: Both event registration and hotel room reservations will be open through **October 12 at 5 p.m.**

Pre-Conference Presidents Collaboration

We're planning a pre-conference event for local presidents on Friday at 2 pm. Please join us for this invaluable one-on-one with your peers!

These last two items are for local leaders only. You will not find this info on the website.

Scholarships

There are a **limited number of scholarships** available to cover the cost of registration, travel, and accommodations. The Scholarship Application is attached (as a fillable pdf). Applications must be signed by the local president or an authorized officer of the local and emailed to [Rebecca Perez](#) by September 29. Local presidents will be notified of the approved scholarship on October 2.

Gift baskets, auction, and raffle

We are asking all locals in attendance to **donate a gift basket** for our raffle on Sunday morning. Individuals may donate a new or unused item for the auction. Attendees have a chance to win in our 50/50 raffle. All proceeds help fund our conference scholarship program. Contact [CCE Northern Vice President Janet Eberhardt](#) for more information.

Please forward this email to your members who may want to attend and share this info in your union communications.

In Solidarity,

The Classified Conference Planning Committee

Council of Classified Employees

[Classified Conference 2023](#)

Profit & Loss

4:25 PM

09/13/23

Accrual Basis

AFT College Staff Guild
Profit & Loss Detail
 June 1 through September 13, 2023

Type	Date	Num	Name	Memo	Clr	Split	Debit	Credit	Balance
Expense									
Operational									
5021 - Office Supplies									
Check	06/16/2023	16948	ODP Business Solut...	Office Depot I...		1005 - General...	1,248.85		1,248.85
Total 5021 - Office Supplies							1,248.85	0.00	1,248.85
5025 - Telephone									
Check	06/06/2023	16934	Kristine Ayvazyan			1005 - General...	300.00		300.00
Check	06/06/2023	16935	Jo-Ann Haywood			1005 - General...	300.00		600.00
Check	06/06/2023	16942	Yovanna Campos			1005 - General...	300.00		900.00
Check	06/06/2023	16943	Mario Perez			1005 - General...	300.00		1,200.00
Check	06/16/2023	16956	Cassandra Walker	December 20...		1005 - General...	250.00		1,450.00
Total 5025 - Telephone							1,450.00	0.00	1,450.00
Total Operational							2,698.85	0.00	2,698.85
Organizational									
5105 - Subtotal Chapters									
5105.3 - East									
Check	06/16/2023	16951	BJ Party Supplies LLC	April 7th Clas...		1005 - General...	985.68		985.68
Total 5105.3 - East							985.68	0.00	985.68
5105.7 - Southwest									
Check	06/16/2023	16949	GRUBHUB	Invoice # 6MJ...		1005 - General...	202.17		202.17
Check	06/16/2023	16950	GRUBHUB	Invoice # 6MJ...		1005 - General...	137.80		339.97
Total 5105.7 - Southwest							339.97	0.00	339.97
Total 5105 - Subtotal Chapters							1,325.65	0.00	1,325.65
5125 - Meetings/Representation									
Check	06/16/2023	16953	Ruben Villanueva	eBoard Meeti...		1005 - General...	222.49		222.49
Total 5125 - Meetings/Representation							222.49	0.00	222.49
5172 - Leadership Training									
Check	06/16/2023	16946	CFT	CFT Summer ...		1005 - General...	3,000.00		3,000.00
Check	06/30/2023	16964	Yovanna Campos	CFT Summer ...		1005 - General...	211.63		3,211.63
Check	06/30/2023	16965	Jo-Ann Haywood	CFT Summer ...		1005 - General...	115.65		3,327.28
Check	06/30/2023	16966	Kristine Ayvazyan	CFT Summer ...		1005 - General...	189.74		3,517.02
Check	06/30/2023	16967	Mario Perez	CFT Summer ...		1005 - General...	163.64		3,680.66
Check	06/30/2023	16968	Chad Baugher	CFT Summer ...		1005 - General...	141.92		3,822.58
Check	06/30/2023	16969	Hazel I. Alonzo	CFT Summer ...		1005 - General...	310.25		4,132.83
Total 5172 - Leadership Training							4,132.83	0.00	4,132.83
Total Organizational							5,680.97	0.00	5,680.97

4:25 PM

09/13/23

Accrual Basis

**AFT College Staff Guild
Profit & Loss Detail
June 1 through September 13, 2023**

Type	Date	Num	Name	Memo	Clr	Split	Debit	Credit	Balance
Personnel									
5306 · Stipends									
Check	06/06/2023	16933	Hazel I. Alonzo			1005 - General...	2,500.00		2,500.00
Check	06/06/2023	16934	Kristine Ayvazyan			1005 - General...	2,000.00		4,500.00
Check	06/06/2023	16935	Jo-Ann Haywood			1005 - General...	2,000.00		6,500.00
Check	06/06/2023	16936	Gloria Moreno			1005 - General...	600.00		7,100.00
Check	06/06/2023	16937	Kookie Williams			1005 - General...	600.00		7,700.00
Check	06/06/2023	16938	Chad Baugher			1005 - General...	600.00		8,300.00
Check	06/06/2023	16939	Kimberly Davillier			1005 - General...	600.00		8,900.00
Check	06/06/2023	16940	Ngan Mork			1005 - General...	300.00		9,200.00
Check	06/06/2023	16941	Rowena Smith-Kers...			1005 - General...	600.00		9,800.00
Check	06/06/2023	16942	Yovanna Campos			1005 - General...	2,000.00		11,800.00
Check	06/06/2023	16943	Mario Perez			1005 - General...	2,000.00		13,800.00
Check	06/06/2023	16944	Mitchell H. Polin			1005 - General...	100.00		13,900.00
Check	06/06/2023	16945	Nadine Muro			1005 - General...	500.00		14,400.00
Check	06/16/2023	16956	Cassandra Walker			1005 - General...	600.00		15,000.00
Check	06/16/2023	16957	Troy L. Pierce			1005 - General...	2,500.00		17,500.00
Check	06/16/2023	16958	Melinda Ung			1005 - General...	300.00		17,800.00
Check	06/16/2023	16959	Jesse Saucedo			1005 - General...	600.00		18,400.00
Check	06/30/2023	16961	Lori Hunter			1005 - General...	600.00		19,000.00
Check	06/30/2023	16962	michael Griggs			1005 - General...	600.00		19,600.00
Check	06/30/2023	16963	Lupita Narkevicius			1005 - General...	600.00		20,200.00
Total 5306 · Stipends							20,200.00	0.00	20,200.00
5365 · Employee Benefits									
Check	06/16/2023	16947	OPEIU Locals 30 & ...	May 2023 Be...		1005 - General...	4,050.00		4,050.00
Total 5365 · Employee Benefits							4,050.00	0.00	4,050.00
5375 · Mileage									
Check	06/16/2023	16952	Dionne Morrissette	Mileage for A...		1005 - General...	48.22		48.22
Check	06/16/2023	16954	Mario Perez			1005 - General...	190.33		238.55
Check	06/16/2023	16955	Rowena Smith-Kers...			1005 - General...	361.30		599.85
Check	06/16/2023	16960	Troy L. Pierce			1005 - General...	83.97		683.82
Check	06/30/2023	16964	Yovanna Campos			1005 - General...	276.02		959.84
Check	06/30/2023	16965	Jo-Ann Haywood			1005 - General...	58.55		1,018.39
Check	06/30/2023	16966	Kristine Ayvazyan			1005 - General...	71.66		1,090.05
Check	06/30/2023	16967	Mario Perez			1005 - General...	44.28		1,134.33
Check	06/30/2023	16969	Hazel I. Alonzo			1005 - General...	471.72		1,606.05
Total 5375 · Mileage							1,606.05	0.00	1,606.05
Total Personnel							25,856.05	0.00	25,856.05
Total Expense							34,235.87	0.00	34,235.87
Net Income							34,235.87	0.00	-34,235.87

Campus Worksite Reports



**Gloria Moreno, Chapter Chair | La Shawn Duffin, Delegate
Olga Hernandez, Delegate | Hazel Alonzo, Alt. Delegate | Kimberly Davillier, Grievance
Representative**

Chapter Report August 2023

Chapter Executive Board

Chapter Executive Board Team Meeting – No team meeting scheduled this month.

Chapter Meeting

Chapter Member Meeting – No meeting in 08/2023

Consultations

- **PC Consultation Meetings – Friday, 08/18/2023**
 - No agenda items, meeting canceled.
- **DO HR Consultation Meeting – Thursday, 08/17/2023 @ 9:30 am**
 - VC Office canceled the meeting due to Faculty negotiations.

Unit Member Issues/Updates

- Nothing was reported.

Shared Governance/Other Committees

- WEC – no committee meetings have been scheduled.
- TPCC- no meeting scheduled in 08/2023 Anis Kochlef – AFT 1521A Committee Rep.

Interviews/Hiring Committees

- Facilities Project Manager-Friday, interviews 08/04/2023.

Upcoming Interviews:

- Employee and Labor Relations Specialist – pending interview schedule, no status provided.
- Graphic Designer - pending interview schedule.
- EPIE Instructional Effectiveness Research Analyst – process delayed. No interviews scheduled.
- SAP Functional Business Analyst – interviews scheduled for 09/15/2023.
- Sr. Accountant (A/P)-interviews 09/06/2023 (canceled)
- Sr. Network Engineer-pending interview schedule.
- Compliance Investigator, Office of Diversity-Job will repost 08/28/2023.

Other:

Thursday 08/13/2023 – Executive Board meeting Gloria Moreno-Chapter Chair, in attendance.



**Gloria Moreno, Chapter Chair | VictorHugo Ortiz, Delegate | La Shawn Duffin, Delegate
Olga Hernandez, Alternate Delegate | Hazel Alonzo, Alternate Delegate |
Kimberly Davillier, Grievance Representative**

Chapter Report July 2023

Chapter Executive Board

Chapter Executive Board Team Meeting – No Team meeting in July 2023.

Chapter Meeting

Chapter Member Meeting – Wednesday, 07/19/2023 @ 12:15 pm (Zoom)

Executive Board in attendance: Gloria Moreno-Chapter Chair, La Shawn Duffin-Delegate, Hazel Alonzo-Alt. Delegate

1. Status of 2023 Elections for District-wide Officers.
2. Information regarding Election Challenges.

Consultations

- **PC Consultation Meetings – Friday, 07/07/2023**
 - No agenda items to discuss.
- **DO HR Consultation Meeting – Thursday, 07/20/2023 @ 9:30 am (rescheduled)**
 - **Thursday, 07/27/2023 @ 9:30 am** – Canceled by VC Office due to Faculty negotiations.

Unit Member Issues/Updates

- Inquiries regarding COLA
- Inquiries regarding negotiations

Shared Governance/Other Committees

- WEC – no committee meetings have been scheduled.
- TPCC- meeting Thursday, 07/20/2023 Anis Kochlef – AFT 1521A Committee Rep.

Interviews/Hiring Committees

- Investigator – interviews 07/06/2023.
- Compliance Investigator Office of Diversity – interviews 07/07/2023.
- Sr. Payroll Systems Technician – interviews 07/14/2023.
- Risk Management Coordinator – interviews 07/27/2023

Upcoming Interviews:

- Facilities Project Manager – interviews scheduled for 08/04/2023.
- Graphic Designer - pending interview schedule.
- EPIE Instructional Effectiveness Research Analyst – pending interview schedule.



**Gloria Moreno, Chapter Chair | VictorHugo Ortiz, Delegate | La Shawn Duffin, Delegate
Olga Hernandez, Alternate Delegate | Hazel Alonzo, Alternate Delegate |
Kimberly Davillier, Grievance Representative**

Other:

Thursday 07/13/2023 – Executive Board meeting Gloria Moreno-Chapter Chair (In-person), VictorHugo Ortiz–Delegate (In-person), La Shawn Duffin-Delegate (virtual), Hazel Alonzo-Alt. Delegate (In-person) and Kimberly Davillier–Grievance Representative (Virtual), in attendance.

Member Representation Meetings:

Tuesday, 07/11/2023 Gloria Moreno - Chapter Chair, and Chad Baugher, Grievance Secretary (Step 3 Grievance)

Tuesday, 07/11/2023 Gloria Moreno-Chapter Chair (served step 3 grievance to Chancellor’s Office)



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

Chapter Report June 2023

Chapter Executive Board

Chapter Executive Board Team Meeting – Monday, 06/05/2023 @ 12:30 pm (Zoom)

Executive Board in attendance: Gloria Moreno-Chapter Chair, VictorHugo Ortiz- Delegate, Kimberly Davillier-Grievance Representative

- Discuss HR Consultation Agenda items, there were none.
- Discuss PC Consultation Agenda items, there were none.
- Discuss DO member inquiries.

Chapter Meeting

Chapter Member Meeting – No meeting in 06/2023

Email sent out to members regarding:

1. Status of 2023 Elections for District-wide Officers.
2. Membership Meeting scheduled for Sat. 06/10/2023, must register.

Consultations

- **PC Consultation Meetings – No meeting scheduled for this month.**
- **DO HR Consultation Meeting – Thursday, 06/15/2023 @ 9:30 am**

Unit Member Issues/Updates

- Toxic work environment.
- Lack of communication between Unit Supervisor and Employee.

Shared Governance/Other Committees

- WEC – no committee meetings have been scheduled.
- TPCC- meeting Thursday, 06/01/2023 Anis Kochlef – AFT 1521A Committee Rep.

Interviews/Hiring Committees

- Procurement Specialist –Tuesday, 06/13/2023
- Central Plant/Utility Infrastructure Project Manager – Friday, 06/23/2023
- Sr. Admin. Assistant – Tuesday, 06/27/2023

Upcoming Interviews:

- Employee and Labor Relations Specialist – pending interview schedule.
- Graphic Designer - pending interview schedule.
- EPIE Instructional Effectiveness Research Analyst – pending interview schedule.
- Compliance Investigator Office of Diversity – interviews scheduled for 07/07/2023.
- Investigator – interviews are scheduled for 07/06/2023.



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

Other:

Thursday 06/01/2023 – E-Board Planning meeting Gloria Moreno-Chapter Chair in attendance.

Thursday 06/08/2023 – Executive Board meeting Gloria Moreno-Chapter Chair, VictorHugo Ortiz– Delegate and Kimberly Davillier–Grievance Representative, in attendance.

Saturday 06/10/2023 – Membership Meeting Gloria Moreno-Chapter Chair in attendance. (Virtual Meeting)

Tuesday 06/27/2023 – Hiring Committee Panel Gloria Moreno, Chapter Chair

Thursday 06/29/2023 – Emergency EBoard Meeting Gloria Moreno, Chapter Chair in attendance.

Member Representation Meetings:

Monday 06/05/2023 Gloria Moreno - Chapter Chair, and Yovanna Campos-Recording Secretary

Tuesday 06/13/2023 Gloria Moreno-Chapter Chair and La Shawn Duffin-Delegate

Wednesday 06/14/2023 Gloria Moreno-Chapter Chair and La Shawn Duffin-Delegate

Friday 06/23/2023 Gloria Moreno-Chapter Chair and La Shawn Duffin-Delegate and Mary VanGinkle-Supervisor (Virtual Meeting)

Wednesday 06/28/2023 Gloria Moreno-Chapter Chair and La Shawn Duffin-Delegate

Pierce Chapter Report
September 2023

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. Working together with College President, Local Union President and HR to create a LACCD/1521A/LAPC MOU.
- IT Staff: Regarding Work hour change within shift for multiple members for different reasons.

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

- Piano Accompanist/Coach, Friday, August 25, 2023
- Life Science Lab Tech Tuesday, August 22, 2023

Other

No Report

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: August 31, 2023

Campus: LASC



Campus E-Board:

Emails

Chapter Meeting:

August 23, 2023 - discussion regarding hearing findings, pending investigation, and monitor.

Consultation:

August 18, 2023 - Campus cleanliness, geese droppings. Classified vacancies - mailroom/reprographics status. Campus emergency plan.

Unit member issues/updates:

Hostile students on 1st day. ADA accommodations issue.

SFP employee seeking to be reinstated. PC is reviewing. Reinstatement is supported by Dean and President.

Employee overstep issue with manager, dean, and VP, counseled employee on their role vs the manager and admins roles.

Shared Governance /Other Committees:

None - summer intersession

Classified Hiring Committee

Student Services Specialist - waiting for President's decision.

Life Sci and Phys Sci Lab Tech interviews

Nursing Office Assistant interviews scheduled for September

Classified Hiring:

Chemistry Lab Tech

Other:

Interview for VPSS and VP AS held. Final interview with president scheduled for 1st week of September

AFT Staff Guild Officers

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

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report



Date: Month of August, 2023

Campus: Valley

Campus E-Board:

August 23: Agenda attached - Meeting held to discuss Opening Day and start week plans and the agenda for the next Campus Membership meeting in September.

Chapter Meeting:

Not held due to fall semester start preparedness and Welcome Week events. Will resume in September.

Consultation with President:

August 21: Agenda attached - In Attendance: Campbell, Aleta; Shtromberg, Nino, Dunham-Frost, Teresa.

Unit Member Issues/Updates:

August 7: First meeting with member #2 about desk audit.

August 16: Second meeting with member #3 about working out of class.

August 25: Second meeting with member #4 about denied vacation.

August 31: Third meeting with member #1 about denied vacation.

Shared Governance/Other Committees:

August 16: Caring Campus - New Employee Orientation- Agenda and Sign-in Sheet attached. In

Attendance: Campbell, Aleta; Highly, Phillip; Vera, Alicen; Shtromberg, Nino; Dunham-Frost, Teresa, Baugher, Chad.

Classified Hiring Committee:

August 9: Interviews for Stock Control Assistant; AFT 1521A Rep, Juan Catalan; David Ayala.

August 15: Interviews for Student Services Assistant; AFT 1521A Rep, Aleta Campbell; EEO Rep, Nino Shtromberg.

Classified Hiring:

August 16: Caring Campus - New Employee Orientation- Agenda and Sign-in Sheet attached. In

Attendance: Campbell, Aleta; Highly, Phillip; Vera, Alicen; Shtromberg, Nino; Dunham-Frost, Teresa, Baugher, Chad.

Other:

August 31: Met with VP of Administrative Services to determine the location of four new AFT 1521A bulletin boards.

Respectfully submitted,

Aleta Campbell,

Valley Chapter Chair

September 7, 2023

AFT Staff Guild Officers

President: Andrea Edwards/ First Vice President: Jesse Saucedo/ Second Vice President: Maira Cruz
Recording Secretary: Yovanna Campos / Treasurer: Troy Pierce/ Grievance Secretary: Chad Baugher



A Union of Professionals
Staff Guild
 Local 1521A

*Valley
 Chapter*

CAMPUS E-BOARD MEETING

Date: Wednesday, August 23, 2023

Time: 2:00 PM

Facilitator: Aleta Campbell

Location: AFT Office/Monarch Hall

Chapter Executive Board Members:

Chapter Chair: Aleta Campbell | Grievance Representative: Philip Highley 1st
 Delegate: Alicen Vera | 2nd Delegate: Teresa Dunham-Frost | 3rd Delegate: Nino Shtromberg Alt Delegate
 1: Maribeth Armant | Alt Delegate 2: Vacant | Alt Delegate 3: Vacant

Time	Item	Owner
2:00 pm	Consultation with the President: (agenda items, attendees)	AC/TDF/NS
2:05 pm	State of our Local: Unified message to members about the Election Hearing Distribute CBA Book	AC/All
2:09 pm	State of our Chapter: Next Campus Membership meeting in August or September? New Employee Orientation, August 16 th Ways to unify our members & keep new members engaged & increase meeting attendance (events?) Number of incidences/grievances Create avatars for E-Board members, AFT posters, SM presence Hiring Committee/EEO Training – Need more certified members	All
2:20 pm	Discuss second membership meeting’s date and agenda: Are there any items you want to add/modify?	All
2:25 pm	Opening Day: 8/24/23 7:30 am, help to set up AFT 1521A table & E-Board members at the ‘Welcome’	AC/NS
2:28 pm	Committee Assignments: Suggestions	AC
2:30 pm	Recruitment of Alternate Delegates, suggestions	AC
2:32 pm	Open	All
2:57 pm	Announcements: Next AFT - E-Board, September 17, 2023, at 3:00 pm Next Campus E-Board, September?_____, 2023 Next Consultation w/President, September 18, 2023 at 3:00 pm	AC
3:00 pm	Adjournment	AC



A Union of Professionals
Staff Guild
Local 1521A

*Valley
Chapter*

Consultation with the President
August 21, 2023
3:00 pm

Rumor Control

- AFT 1521A Governance

Campus Events

- New Employee Orientation, Wednesday, August 16th
- Opening Day, Thursday, August 24th

New Business

- Concern over the number of classified complaints about supervisors

Old Business

- Staffing open positions
- Parking
 - Post new signs, mitigation plan, cite violators
- Campus Cleanliness
 - Hire more custodians
- Communication with members:
 - Location of AFT 1521A bulletin boards

Next Meeting:

September 18, 2023, at 3:00 pm

LAVC Campus E-Board

Chapter Chair: Aleta Campbell Grievance Representative: Phillip Highley
1st Delegate: Alicen Vera 2nd Delegate: Teresa Dunham-Frost 3rd Delegate: Nino Shtromberg
1st Alt Delegate: Maribeth Armant 2nd Alternate Delegate: Vacant 3rd Alternate Delegate: Vacant

BENEFITS:

Vacation: After the initial six months of employment, vacation becomes a vested right for classified employees. As a vested right, earned vacation becomes your property and is protected.

HOLIDAYS: Currently there are 13 paid holidays per year.

SICK LEAVE: Classified employees are entitled to twelve days leave of absence for illness or injury (sick leave), with full pay, for a fiscal year of service. Industrial Accident and Illness When an employee has suffered an industrial accident or illness, such employee shall be entitled to a paid leave of absence for up to sixty working days in any one fiscal year for the same accident or illness.

BEREAVEMENT LEAVE: Classified employees are entitled to bereavement leave. Classified employees are entitled to a leave of absence as a result of the death of any member of their immediate family. This leave is restricted to three days, or five days, if out of state travel is required

PAL DAY: Personal Annual Leave is one day per year to be taken by the classified employee for any reason.

ANNUAL PHYSICAL EXAM: Is one day or 8 hours to have your annual physical exam. The 8 hours can be split in half and used on different days. This absence must be certified by your health care provider.

ANNUAL EYE EXAM: Is a half day or 4 hours to have your annual eye exam. This absence must be certified by your health care provider.

PREGNANCY AND/OR FAMILY LEAVE: Classified employees may be entitled to pregnancy and/or family care leave.

- Classified employees may be entitled to leaves of absence because of pregnancy or convalescence following childbirth. Leaves of absence for this purpose, may or may not be with pay. Classified employees should reference their current collective bargaining agreements to determine what specific rights are applicable to them.

Family and Medical Leave Act Leave

Classified employees are entitled to leave under the Family and Medical Leave Act ("FMLA"). The FMLA provides 12 weeks of unpaid leave. The leave may be taken for the classified employee's own serious medical condition, to care for an immediate family member with a serious health condition, for the birth and care of a newborn child of the employee, or for the placement with the employee of a child for adoption or foster care.

JURY DUTY: Classified employees are entitled to jury duty leave. Classified employees are entitled to leave of absence with pay for the purpose of serving on a jury. The district must pay a classified employee called for jury duty at his/her regular rate of pay and generally requires the employee to turn into the district any juror's fee.

COLLECTIVE BARGAINING RIGHTS: Classified employees have the right to negotiate.

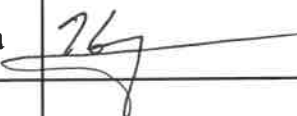




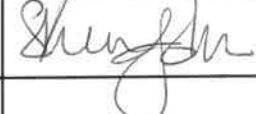


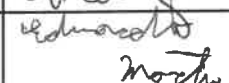
- Classified employees have the right to “...form, join and participate in the activities...” of the union. It is unlawful for a public-school employer to threaten, retaliate, interfere with or coerce classified employees because of their participation in union activities.
- Classified employees have the right to be represented by the union in

Due Process: After probationary period has ended.




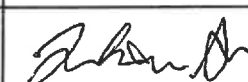
Sexual Harassment: Classified employees cannot Be sexually harassed.

Discrimination & Harassment: Classified employees cannot be denied employment/advancement for discriminatory reasons

AFT 1521A New Employees Orientation
Lunch Breakout Session, August 16, 2023 Sign-in

First Name	Last Name	Signature	Work Ext.	Work Email Address	Private Email Address	Org Unit - text
Marissa	Anderson			ANDERSME@LAVC.EDU		Admissions & Records
Hpri	Geru-Maa		5847	GERUMAH@LAVC.EDU	h.gerumaa@gmail.com	Umoja Black Scholars
Maryel	Giron			GIRONME@LAVC.EDU		Workforce Development
Natalie	Gonzalez-Santana			gonzaln@piercollege.edu		Payroll
Fernanda	Guido			GUIDOF@laccd.edu		Student Recruitment
Monica	Guzman		5967	GUZMANMC@LAVC.EDU		ASU
Olga	Hernandez		2572	HERNANOM@LAVC.EDU	hernanom729@yahoo.com	Workforce Development
Shauna	Johnson			JOHNSOSJ@LAVC.EDU	shauna.johnson3@gmail	Public Relations
Ovsanna	Kerteshyan			kerteso@LAMISSION.EDU		Financial Aid
Siddharth	Kulkarni			KULKARSS@LAVC.EDU	siddharthsemail@gmail.com	Biological Science Department
Sean Aaron	Labayna			LABAYNSA@LAVC.EDU		ARC- Computer Commons
Chaquanda	Laughlin			glaughlin@icloud.com	Laughlen@lavc.edu	Community Services Office
Eduardo	Martin		2415	dodgermartin@gmail.com		Personnel
Meaghan	Pohl			SWINTEMA@EMAIL.LACCD.EDU		Biological Science Department

AFT 1521A New Employees Orientation
Lunch Breakout Session, August 16, 2023 Sign-in

First Name	Last Name	Signature	Work Ext.	Work Email Address	Private Email Address	Org Unit - text
Krysten	Porras		2755	PORRASK@LAVC.EDU		Library
Gonzalo	Rey		5995	REYGA@LAVC.EDU	GONZALO.REY@OUTLOOK.COM	Student Recruitment
Adrian	Sotelo			punk.is.dad.84@gmail.com		Child Development Center
Julian	Sun		2727	sunjulian5@gmail.com	sunjc@LAVC.edu	EOPS

AFT 1521A New Employees Orientation
Lunch Breakout Session, August 16, 2023 Sign-in

OFFICERS

First Name	Last Name	Signature	Work Ext.	Title
Chad	Baughner	Present		AFT 1521A Grievance Secretary
Aleta	Campbell	Present		LAVC Chapter Chair
Teresa	Dunham-Frost	Present		LAVC Delegate
Philip	Highley	Present		LAVC Grievance Representative
Nino	Shtromberg	Present		LAVC Delegate
Alicen	Vera	Present		LAVC Delegate



Chapter Report August 2023

Chapter Meeting

No Chapter Meeting was held due to unavailability of officers, chapter meeting has been planned for Sept 20, 2023.

Chapter Executives

No report

Consultations

The college president monthly consultation meeting occurred Tuesday September 5, 2023 @3:00pm.

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 member inquiry regarding permanent schedule change

Shared Governance/Other Committees

Work Environment- - No report

College Council- Reviewed the purpose of College Council as a whole and how all of the campuses committees and unions collaboration are essential to its success as whole. Discussed best practices to ensure code of conduct are followed and appropriateness of discussions when in disagreement.

Budget- No Report

CCP-FIG (Classified Career Pathway-Focus Inquiry Group)- No Report.

Hirings

- Director of Climate Change- Jo Tavares

Other

-One classified (unit 1) position was lost this month, due to a worksite transfer.

Retiree Chapter President Report (September 2023)

Attention all Retirees:

OPEN ENROLLMENT for health care benefits beginning January 1, 2024 for the 2024 calendar year WILL BEGIN ON MONDAY September 18th and will end on Friday, October 13th.

It is advised that you check your current health care coverage. To do so, log into the CalPERS Website. Look for current coverage. If you need additional help, call CalPERS directly at 1-888-225-7377. This website will also allow you to make changes to your health care plan.

IF YOU HAVE NO CHANGES TO YOUR CURRENT COVERAGE, YOU DO NOT NEED TO DO ANYTHING. CalPERS only takes care of your health care benefits. DO NOT CALL THE DISTRICT OR THE UNION REGARDING CHANGES TO YOUR HEALTH CARE PLAN.

TO MAKE CHANGES TO YOUR DENTAL PLAN OR VISION PLAN, CALL THE HEALTH BENEFITS UNIT AT THE DISTRICT OFFICE. Their direct number is 1-888-428-2980.

PLEASE NOTE THE ADDITIONAL INFORMATION ATTACHED TO THIS EMAIL ABOUT THE DISTRICT SPONSORED IN-PERSON HEALTH FAIRS DURING THE OPEN ENROLLMENT PERIOD. RETIREES MAY ATTEND THE ZOOM MEETING ON SEPTEMBER 15TH, PLEASE SEE LINK ATTACHED, AS WELL AS ALL IN-PERSON HEALTH FAIRS.

PLEASE SEE LOCATION AND DATES OF ALL FAIRS LOCATED AT THE DIFFERENT CAMPUSES.

Fern Reisner
Retiree Chapter President, AFT 1521A

Here's the information on the virtual health fairs Retired Employees are encouraged to attend.

Virtual Fair – September 15, 2023 @ 10:30 AM – 1:00 PM

<https://laccd.zoom.us/join/91234567890>

Virtual Fair – October 13, 2023 @ 10:30 AM – 1:00 PM

<https://laccd.zoom.us/join/09876543210>

Also, district retirees are welcome to attend any of the in-person health fairs scheduled throughout the district. See below schedule.

2023 Open Enrollment Health Fairs

CalPERS OE 2023 | September 18 – October 13, 2023

Open Enrollment is your annual opportunity to review your current enrollments to determine the best options available to you and your family. Once you have reviewed your plan options you can make additions, changes, or deletions to your benefits, which will become effective January 1, 2024. The health plans are available on the CalPERS website at www.calpers.ca.gov.

Health Connexxtions Get Moving!

A Mountain Bike will be raffled at each of the health fairs by Health Connexxtions Expos.

If you need accommodation, due to a disability, to participate in any of the districtwide Health & Wellness Fairs, please contact Katerlia Walker at walkerkc@laccd.edu at least 5 business days in advance.

An Enrollment Station will be available to assist you with plan enrollments.

ICU CREAM SOCIAL
Refreshments will be served -- First come, First serve.

GROUP/S	DATE	VIRTUAL EVENT
Adjunct Fac	Sept. 8	Zoom Meeting
Act-Adj-Ret	Sept. 15	Zoom Meeting
Act-Adj-Ret	Oct. 13	Zoom Meeting

COLLEGE	DATE	LOCATION
Valley	Sept. 19	Monarch Hall
City	Sept. 20	Student Union 3rd Floor
Trade	Sept. 21	Culinary Arts 1st Floor
Harbor	Sept. 25	Student Union MPR
West	Sept. 28	MSA-MSB Quad Area
Southwest	Oct. 3	SOCTE Bldg MPR
Mission	Oct. 4	Arroyo Room
Pierce	Oct. 5	Building 600
East	Oct. 10	Student Union MPR
District	Oct. 11	Board Room

CalPERS Health Benefits Program
10:30 AM – 1:00 PM

Health Insurance and Benefits
DIVISION OF HUMAN RESOURCES

JOINT LABOR-MANAGEMENT BENEFITS COMMITTEE



Dear CalPERS Retiree/Beneficiary,

In June 2023, CalPERS sent a letter informing you that our third-party vendor, PBI Research Services/Berwyn Group (“PBI”), was involved in a cybersecurity breach that has affected more than 1,000 organizations and 65 million people worldwide.

If you haven't already taken advantage of CalPERS' offer of two years of free credit monitoring, we want to remind you that time is running out.

You have until **September 30** to sign up for the free credit monitoring services offered in your letter.

To help protect your identity, we encourage you to activate your membership and start monitoring your personal information. Here are the steps to follow:

- Visit the Experian IdentityWorks website at <https://www.experianidworks.com/credit>.
- Click on the purple **Get Started** button, enter the personal activation code included in your June 22 letter and use your full email address as your username.
- **You must enroll by: September 30, 2023**, as your code will expire after this date.

You can also enroll over the phone by calling 833-919-4735, Monday through Friday from 6:00 a.m. to 8:00 p.m. PT and Saturday and Sunday, 8:00 a.m. to 5:00 p.m. PT (excluding major holidays).

Please have the **CalPERS engagement number B097509** and the personal activation code in your letter ready when calling.

If you need your personal activation code, please **send an email to**

PBIquestions@calpers.ca.gov and we will resend your activation code or you can contact the CalPERS Call Center at **888 CalPERS** (or **888-225-7377**) to get your code.

You can learn more at [PBI Data Breach](#) on the CalPERS website or email any questions to

PBIquestions@calpers.ca.gov.

We encourage you to take advantage of this free service by September 30, 2023.

Sincerely,
Marcie Frost
Chief Executive Officer

Officer & Staff Reports

ARBITRATION PROCEEDING

In the Matter of Arbitration of:)
AFT College Staff Guild, Local)
1521A Election Challenges 6 & 7 by:)
Hazel Alonzo, Chad Baugher, Yovanna)
Campos, Jo-Ann Haywood, Kristine)
Ayvazyan, and Mario Perez.) **OPINION AND AWARD**
_____)

The above-named parties filed challenges to the 2023 Election of Districtwide Officers pursuant to Article VI, Section 1(h) of the Constitution of the American Federation of Teachers College Staff Guild, Local 1521A. Article VI of the Constitution and Bylaws provides that any member may challenge the election by filing a protest in writing, notarized, and delivered to the Staff Guild office and addressed to the Election Committee within ten (10) calendar days of the publishing of the uncertified results. The Elections Committee shall review each timely-received challenge in accordance with the Constitution and Bylaws and Election Rules Section 1(h).

This matter was referred to hearing before the undersigned whose charge was limited to the question of whether to sustain Challenges 6 and/or 7.

A hearing was held on August 9 and 10, 2023 via zoom. The parties—all named election challengers and all whose election was challenged—were invited to testify and to call witnesses. During hearing and prior to closing statements each party affirmed that they felt that their position was fully heard. During the course of the hearing all parties were afforded a full and complete opportunity to present evidence, to question witnesses and to develop argument. No parties were represented by counsel. All witnesses were duly sworn. The matter was considered fully submitted upon closing argument.

BACKGROUND

Candidates ran for District-wide offices of President, 1st Vice President, 2nd Vice President, Grievance Secretary, Recording Secretary, and Treasurer. Ballots were mailed to one thousand fifty (1,050) members on May 8, 2023. The results were certified on May 31, 2023 by the American Arbitration Association. Those certified results were included in documentation referring the issues to hearing and are not repeated here.

THE ELECTION CHALLENGES

Challenge 6

It is undisputed that on May 12, 2023 candidate for First Vice President Jesse Saucedo sent a district-wide email to employer-owned email addresses in an attempt to reach all voters. The email sent to employer-owned accounts stated in part:

I am reaching out to you today to remind you to exercise your right to

vote and to encourage you to cast your ballot in support of our “Better, Stronger Union” candidate slate.

- Andrea Edwards, President
- Jesse Saucedo, 1st Vice President
- Maira Cruz, 2nd Vice President
- Troy L. Pierce, Treasurer
- Write in: Melinda Ung, Recording Secretary
- Write in: Justin Raines, Grievance Secretary.

Our candidate slate is seeking to improve our union’s strength by...(details omitted). This election is a critical one, and your vote matters now more than ever. (details omitted)....if you have already received your ballot, please take a few minutes to complete it and return it days before the May 31st deadline.

Following the candidate mailing to employment email addresses, the Elections Committee issued the following statement to all candidates:

A reminder, according to the election rules it is prohibited to use employer or union resources in support of any campaign. This prohibition extends to sending emails to or from union or employer email accounts.

Challenge 7

It is undisputed that the following email exchange occurred. On April 27, 2023 Challenger Campos sent a request for processing by the election committee. The request is quoted in part:

Can you please post my candidate statement on the website and send via Constant Contact [bulk membership email]? I know I missed the deadline for the mail this past Monday.

On April 29, the election committee responded in part:

We have received your request to extend the candidate submission deadline.

Unfortunately, the deadline to submit a candidate statement at the expense of the Staff Guild has already passed: April 24, 2023. We invite you to consider the following options to reach out to members as stated in the Election rules under Candidate Rights and Restrictions, sections 4, 5, and 6. [listing distribution by mail, posters and flyers, and campaigning using personal time and resources].

Via email on April 29, Challenger Campos replied in relevant part:

I did NOT request to extend the candidate statement submission deadline. I also did NOT request for my candidate statement to be mailed out at the expense of the Staff Guild.

I requested for the submitted candidate statement to be posted on the website and sent out via Constant Contact at no cost to the Staff Guild.

(paragraph omitted)

In addition, the election rules do not have language about late submission of candidate statements. The way it is written, if you miss the deadline, you miss the mail out at the expense of the Staff Guild. It is simple to add additional candidate statements to the website and to have another Constant Contact that is more detailed and thorough for this Officer Election.

The Elections Committee made no reply to the Challenger's clarifying email.

DECISION

The operative rules for the election process are listed in the AFT College Staff Guild, Los Angeles Local 1521A Constitution; the 2023 District-Wide Officers Election Rules, and AFT 1521A Staff Guild Procedures. Candidates' distribution rights are covered under Candidate Rights and Restrictions. This source states: the Election Committee shall be [emphasis added] guided in its decisions by the publication entitled "Conducting Local Union Officer Elections: A Guide for Election Officials", [The Guide] issued by the Office of Labor-Management Standards of the U.S. Department of Labor. The rules directly relevant to the challenges are listed in the discussion below.

Challenge 6

Challengers allege that the district-wide email sent to employer-owned email addresses violated campaign rules and materially affected the election. 2023 District-Wide Officers Election Rules and AFT 1521 A Staff Guild Procedures states in relevant part: "Campaigning: Candidates must use their own time and resources for any campaigning."

The candidate testified that while he could not recall exactly where all of the emails were sent, the original distribution list he worked from included names from all employer sites. The candidate undertook a process of his own to attach employer and personal email addresses for as many voters as possible. While inadvertent, the violation of the prohibition against using employer resources is undisputed. Given the tied results for the position of 1st Vice President, the violation was meaningful and made more so by the fact that the communication was written to promote an entire slate. It is immaterial that the elections

were not officially run as slate elections.

Challenge 7

Challenger Campos alleges that the election committee inappropriately denied her request to have campaign materials distributed. Testimony was consistent that in an attempt to hold all candidates accountable to the submission deadline, the Elections Committee did not consider the request by Challenger Campos to have her materials distributed. The Guide provides that “imposing a deadline for making requests to mail literature and, as a result, refusing to comply with an otherwise reasonable request” is a common pitfall.

Without regard to the candidate-wide distribution deadline, the request by Challenger Campos to have her candidate statement distributed by Constant Contact email should have been considered as a separate request. The failure to consider the request at all is a substantial violation given the clarity of the request and the corresponding clarity of the rules requiring that no reasonable request to distribute candidate materials be declined. There are a several rules that should have compelled the Elections Committee to honor the request. The most straightforward of these is contained in Candidates Rights and Restrictions: Rule 4: Distribution of Campaigning materials, which states in relevant part:

AFT 1521A will honor any [emphasis added] reasonable request by a candidate to distribute campaign literature to members at the candidate’s expense. Requests will be honored in the order received. [Content omitted.]

CANDIDATE RIGHTS AND RESTRICTIONS

13. Except as provided in this code, the Election Committee shall be [emphasis added] guided in its decisions by the publication entitled “Conducting Local Union Officer Elections: A Guide for Election Officials”, (The Guide) issued by the Office of Labor-Management Standards of the U.S. Department of Labor (OLMS).

As such, The Guide Chapter 6: Distributing Campaign Literature is incorporated by reference. It notes that:

- A union must honor requests for distribution of literature to all members in good standing and must also honor requests for distribution to only a portion of the membership if such distribution is feasible.
- A union may not limit the number of mailings which a candidate is permitted to make. (“A request to distribute campaign material using either e-mail or regular mail is the same: the union must comply with all reasonable requests and the candidate must bear the cost.”)

-

The Guide also states:

Generally, if the candidate's request for an alternative method of distributing campaign literature is a reasonable one, the union is required to make the distribution. Accordingly, OLMS advises unions to comply with candidate's reasonable request to distribute campaign literature to the membership through e-mail if the union uses e-mail to disseminate information to its members.”

These rules work together to provide a presumption of reasonableness covering requests for distribution of campaign materials. The failure to honor the requested distribution and the failure to engage the candidate in discussion about how her request was unreasonable and could be cured is not in line with the intent of the rules.

CONCLUSION

Taken together, each of the violations undermine the certainty of the election. Out of one thousand fifty (1,050) ballots mailed on May 8, there were three hundred and seventy-three (373) envelopes returned from the AFT election. The potential for increased candidate visibility and voter engagement that could have been gained by honoring the request to distribute candidate campaign materials and the potential for change in how or which voters were engaged based on the use of the employer-owned email accounts are both factors leading to the uncertainty in the integrity of the election outcome.

AWARD

Having carefully considered the evidence presented and the arguments made it is the Award of the Arbitrator that, for the reasons stated above:

1. Challenge 6, alleging that the election was improperly influenced by inappropriate use of employer email accounts, is sustained.
2. Challenge 7, alleging that the Elections Committee unreasonably refused to distribute election materials at the request of the candidate, is sustained.
3. It is the hearing officer's recommendation that the election be rerun.

DATED: August 14, 2023

Respectfully submitted,



Brenda Suttonwills, Arbitrator

To: Luukia Smith, Monitor, Local 1521A
Local 1521A Executive Board
Local 1521A Election Committee

From: Dan McNeil, General Counsel
Legal Department

Date: September 11, 2023

Subject: AFT College Staff Guild, Local 1521A – Member Eligibility Determination

The following opinion is provided at the request of AFT College Staff Guild, Local 1521A (Local 1521A). On August 14, 2023, an independent arbitrator determined that the May 2023 Election of Districtwide Officers is required to be re-run due to certain violations of the election rules and OLMS Guidelines for Local Union Election. The AFT was asked to provide an eligibility determination for individuals who were candidates in the May 2023 election, but who have since been declared “not in good standing” by the Local 1521A Executive Board. In order to be a candidate, a member must be in “good standing.”

The members who have been declared “not in good standing” by the Local 1521A Executive Board are Maira Cruz, Andrea Edwards, and Jesse Saucedo.

The question presented to AFT is whether the members are eligible to be candidates in the re-run election? The AFT is to base its position solely on the process that was used to discipline the members and declare them “not in good standing.”

Background

While AFT is tasked exclusively with reviewing the process by which the members were disciplined, it is necessary to summarize the events that lead to the disciplinary action.

The disciplinary actions stem from the creation of a Google email account (Gmail) and Mail Chimp account that was used at East Los Angeles College (ELAC) by Local 1521A members and officials, Maira Cruz and Andrea Edwards. Maira Cruz was the interim ELAC chapter chair and Andrea Edwards was the ELAC grievance representative. Edwards was the creator and administrator of the accounts, which was used to communicate with Local 1521A members at ELAC about union events and grievances. In the 2022 Local 1521A Executive Board elections, Cruz was not elected as the ELAC chapter chair.

Beginning in June 2022, the elected ELAC chapter chair Rowena Smith Kersaint and her designees, acting on behalf of the ELAC chapter and Local 1521A, requested the passwords and access to the Gmail account and Mail Chimp account used to communicate with ELAC members. Maira Cruz, who had no access or control of these accounts, responded to the requests by directing Smith Kersaint and others to Andrea Edwards. Smith Kersaint and Edwards exchanged several emails about the accounts between July and October 2022, but Edwards steadfastly refused to turn over access to the chapter chair.

In October 2022, Edwards left ELAC to work at West Los Angeles College, and thus, no longer had any official union role at ELAC. According to Edwards, the Gmail account was deactivated on October 27, 2022; however, she programmed two email automatic email blasts to ELAC members reminding them of the November general membership meeting and Executive Board meeting.

On November 4, 2023, legal counsel to Local 1521A sent a cease-and-desist letter to Cruz and Edwards demanding that they stop using Local 1521A's name, tradename, service mark or logo. On November 7, the second programmed email was sent to the Local 1521A members at ELAC, in violation of the cease-and-desist directive from union counsel.

As a result of these events, the Local 1521A Executive Board took action to discipline Maira Cruz and Andrea Edwards.

Disciplinary Framework

A. Legal Requirements

The Labor-Management Reporting and Disclosure Act (LMRDA), 29 U.S.C.A. §§ 401-530, is a federal law that protects the rights of union members. Among other safeguards, the LMRDA grants rights to union members and protects their interests by promoting democratic procedures within labor organizations. It also imposes responsibilities on union officers. The AFT is a private sector union that is subject to the LMRDA. While Local 1521A is not technically subject to the LMRDA, the principle that a union member must be provided with due process in any disciplinary proceeding is firmly enshrined in public sector labor law and well-established in California law.¹

Section 101(a)(5) of the LMRDA states, “[n]o member of any labor organization may be fined, suspended, expelled, or otherwise disciplined except for nonpayment of dues by such organization or by any officer thereof unless such member has been (A) served with written specific charges; (B) given a reasonable time to prepare his defense; (C) afforded a full and fair hearing.” Courts have interpreted this section to require an opportunity for the charged party to present evidence and testimony; to have the hearing conducted by a neutral party, and to have a transcript made of the hearing.

Under the 1521A Constitution, “good standing” is defined as fully paid on all financial obligations to the Staff Guild.² A member is disciplined when the Executive Board declares a member “not in good standing” because the deprivation of “good standing” status impacts the member’s rights, including the right to “introduce matters before the general membership, to vote in all Staff Guild polls and elections, to be eligible for elective and/or appointive office, and to receive member services offered by the Staff Guild.”³ In addition, the election provisions for the Executive Board officers requires a member to be “in good standing” for one year preceding an election in order to be nominated for Executive Board

¹ *Cason v. Glass Bottle Blowers Ass'n of U. S. and Canada*, 37 Cal. 2d 134, 231 P.2d 6, 21 A.L.R.2d 1387 (1951); *Posner v. Utility Workers Union of America*, 47 Cal. App. 3d 970, 121 Cal. Rptr. 423 (1st Dist. 1975).

² Local 1521A Constitution, Article VI, Section 1(a).

³ Local 1521A Constitution, Article II, Section 2.

Office.⁴ Accordingly, before a member may be disciplined and declared “not in good standing” they must be afforded due process that meets standards equivalent to those described by the LMRDA.

B. Local 1521A Bylaws

In addition to the baseline due process required by the LMRDA, a local must follow its constitution and bylaws. Local 1521A has an “internal review” process for the resolution of internal disputes. The 1521A Bylaws, at Section 6, state in full:

6. INTERNAL REVIEW (Internal Disputes)

- a.** The Executive Board has established a procedure for internal review. An internal dispute refers to any member of the Staff Guild who feels aggrieved by a member of the staff guild or officer or officers of the Staff Guild. They may file a written complaint with the Executive Director.
- b.** The written complaint then starts an initial investigation handled by the Executive Director. Should the complaint be against the Executive Director, the complaint then is forwarded to the President. The findings of the initial investigative procedure will then be presented to the Executive Board even if the complaint was handled at the lowest level. If the complaint was not resolved by the Executive Director, recommendations on how to proceed are presented to the Executive Board at this time—not to exceed sixty days from the filing of the complaint.
- c.** The Executive Board by a two-thirds majority vote may authorize a hearing to be conducted by a neutral arbitrator (from an FMCS list of seven arbitrators with names alternatively struck by the Executive Director and the complainant) paid for by the Staff Guild. A court reporter may be hired by the Staff Guild to produce a transcript of the hearing and organize hearing exhibits.
- d.** After such hearing, the arbitrator shall submit their findings and recommendation to the Executive Board in writing.
- e.** With a two-thirds vote, the Executive Board may or may not adopt the recommendations of the Arbitrator. Should the recommendation not be deemed appropriate by the Executive Board, the Executive Board has the authority to determine a more suitable action after review of the hearing exhibits and transcript.
- f.** The decision of the Executive Board shall be final and binding. The member may appeal to CFT and/or AFT.

The Internal Review process has two steps: (1) an initial investigation and (2) a hearing by a neutral arbitrator. At the first step, an investigation is conducted by either the executive director or the president and the results are presented to the Executive Board. If the matter is not resolved, the Executive Board may authorize a hearing to be conducted by a neutral arbitrator. The findings of the neutral arbitrator are then adopted or revised by the Executive Board.

⁴ Local 1521A Constitution, Article VI, Section 1(a).

In the context of member discipline, step one of the Internal Review process is to investigate whether discipline is appropriate and/or necessary; if the matter cannot be resolved informally, step two requires that the member be afforded a formal hearing before a neutral third-party, with a transcript and record of the hearing. The formal hearing is not optional. This is the only way for the Local 1521A Bylaws to be interpreted in a manner that is consistent with the due process requirements for member discipline under the LMRDA.

Maira Cruz and Andrea Edwards

On December 9, 2022, Maira Cruz asked for an internal review of Rowena Smith Kersaint, the ELAC chapter chair, as a result of Smith Kersaint's demands for access to the Gmail and Mail Chimp accounts.

On December 9, 2022, the 1521A Executive Board passed a motion to put Maira Cruz and Andrea Edwards "not in good standing" for one year due to their refusal to give access to the Gmail and Mail Chimp accounts. Before being disciplined, Edwards and Cruz were not afforded notice of the charges or the opportunity to present evidence and testimony at a hearing before a neutral arbitrator. **The Executive Board's motion on December 9, 2022, did not comply with the Local 1521A Bylaws and due process requirement for member discipline.**

According to then-president Hazel Alonzo, "On January 12, 2023, per legal advice, at the Executive Board meeting, the Board voted to rescind the December 2022 motion to ban Maira Cruz and Andrea Edwards for 1 year due to not affording them the opportunity to come and present their case to the E-Board per the Internal Review process."

The Executive Board voted to add the Internal Review to agenda for the board meeting on February 9, 2023, to allow Maira Cruz and Andrea Edwards to present their case. Alonzo sent a letter to on January 26, 2023, to Cruz and Edwards advising them to appear at the February 9 meeting to "answer questions." The notice advised Cruz and Edwards that the subject of the meeting was their refusal to turn over the Gmail and Mail Chimp accounts, failure to return union records and sending unauthorized communications to members. The notice stated that they had the right to present evidence and witnesses relevant to the charges and they might be subject to reprimand or censure. The notice did not clearly say that it was a disciplinary proceeding or that it was a formal hearing.

Edwards and Cruz (by Zoom) attended the Executive Board meeting on February 9, 2023, at which they participated in the drafting of a motion to resolve the dispute over access to union records for ELAC. The motion provided that, by February 28, Cruz and/or Edwards would transfer the accounts to 1521A, that they would go through the accounts to make sure there were no union records to be documented, that the union logo and signature of the grievance representative would be removed from emails.

Edwards and Cruz failed to meet the February 28 deadline. As a result, at the March meeting, the Executive Board passed a motion to place Cruz and Edwards "not in good standing until December 2024." Before being disciplined, Edwards and Cruz were not afforded notice of the charges or the opportunity to present evidence and testimony at a hearing before a neutral arbitrator. **The Executive Board's motion at the March meeting did not comply with the Local 1521A Bylaws and due process requirement for member discipline.**

According to Alonzo, “At the April 20, 2023, Executive Board Meeting, the Board voted to rescind the March 9th motion and follow the legal recommendation to go into arbitration based on its interpretation of the local constitution.” However, on June 8, 2023, the Executive Board rescinded the April motion and reinstated the March order declaring Cruz and Edwards “not in good standing.” Before being disciplined, Edwards and Cruz were not afforded notice of the charges or the opportunity to present evidence and testimony at a hearing before a neutral arbitrator. **The Executive Board’s actions in June 2023 did not comply with the Local 1521A Bylaws and due process requirement for member discipline.**

Jesse Saucedo

Jesse Sauced was an Executive Board member in attendance at the February 9, 2023 board meeting discussed above. A fellow board member, Chad Baugher, initiated a code of conduct charge against Saucedo, due to his harassing comments and intimidating actions occurring during that board meeting.

On February 27, 2023, Local 1521A’s legal counsel sent a notice of investigation to Mr. Saucedo. The letter stated, “I am contacting you because the allegations involve you and I would like to get your version of events for the investigation.” The letter does not state that the code of conduct investigation is a disciplinary matter or that it could lead to discipline. The letter contains no notice of the right to a hearing or to present evidence.

Despite acknowledging receipt of the communication from counsel, Saucedo did not agree to meet or participate in the investigation. The investigation proceeded and concluded:

Although Saucedo’s actions constitute a breach of the CFT Code of Conduct, none of Saucedo’s actions constitute legally actionable unlawful harassment or discrimination. Accordingly, in the interest of not engaging in an expensive or prolonged disciplinary proceeding, and because there is no legal liability, it is recommended that Local 1521A take limited remediation action in response to Baugher’s complaint, as detailed here. In addition, there is no direct evidence Saucedo engaged in the recording of the meeting.

According to Alonzo, Saucedo was present at the April 20, 2023 Executive Board meeting at which the investigation report was presented and discussed during closed session. The report was released to the membership on May 25, 2023.

At the June 8, 2023, Executive Board meeting, the following motion was passed:

Based on the results of the Internal Review Investigation conducted by our legal representatives, which was released to this Executive body on and 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.

There was no indication that the Code of Conduct Investigation could lead to discipline and Mr. Saucedo was not afforded due process when he was declared “not in good standing” as a result of that investigation. **The Executive Board’s actions in June 2023 did not comply with the Local 1521A Bylaws and due process requirement for member discipline.**

Conclusion

For the reasons described above, the discipline imposed on the following members by the Local 1521A Executive Board is not valid:

Maira Cruz
Andrea Edwards
Jesse Saucedo

These members remain in “good standing” within the meaning of the AFT Local 1521A Constitution and Bylaws.⁵ Consequently, each is eligible to be a candidate for office in the re-run election of the 2023 Election of Districtwide Officers.

cc: Jeff Freitas, CFT President
Ramiro Hernandez, Regional Director, Western Region
Erica Deutsch, Bush Gottlieb

⁵ Local 1521A Constitution, Article II, Section 2 and Article VI, Section 1(a).

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

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:

LA County Federation of Labor, AFL-CIO
Representative to the House of Labor
Monday, August 21, 2023 @ 7:00 p.m.

Pledge of Allegiance.

***Code of Conduct Displayed on Projector Screen.**

Contact Person to notify of concern, Devin Osiri.

- **Congressman Brad Sherman**; Covering Sherman Oaks, & San Fernando Valley Rep., with Scott Abrams, Presented (2-1/2); Two and A Half Checks to the Labor Community Services for "Feeding Others." *the other half of the Check (Forthcoming).

- **Nomination for VP Seat 4**, Per President Wheeler as, Julie Van Winkle, Phyllis Hoffman, **Seconded It**.

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

E-Board Minutes for August, **M/S/P.** Delegate Minutes July, **M/S/P.**

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

- **On The Move**, Link displayed for any stories we would like to share in the future.

- **SEIU 721**; Video Presented, Local 360, Smart & Final will be demonstrating.

- **Devin, Political Report**; COPE Interviews next month.

- **Teaching Campaign**; Strategic Summit performed by President Wheeler, Workshop on "**Poverty and Homelessness**".

- **Steve Neal**; People's Project Ongoing, and Local "Unite Here" Hotel Workers addressing working conditions, etc.

- **Armando Olivias, Labor Community Services**; High School food donations, AME Church, and Hollywood Union Entertainment (over 2,000 people showed up). Sending help to Maui; Video shown, Covered by "Good Day LA., Fox 11 News, ABC 7, and En Vivo (Channel 52) Hispanic Telemundo Station. ILWU helped with efforts of 15-20 Pallets, and "Maui Relief Effort".
***Referred to Black Flyer ATTACHED with Honorees that Donate, Volunteer, Etc. (Saturday, September 16, 2023)**

- **Chair Thom Davis**; publicly thanked Armando Olivias, for donating 2,000 Boxes to SAG-AFTRA, his fellow employees.

- **Miguel Contreras Foundation**; Teamsters Local 396, Apprenticeships, and UPS, open to other workforce developments.

- **President Wheeler's Report**; Thanked LA County Fed., Staff for what they do. SEE ATTACHED August 17th EBoard Meeting.
***Gave remaining time over.**

- **Chris Hanan, President of Trades**; Grinder outsourcing/anti-union tactic moved to Chicago only option or severance pay for Employees (No good). We need to "**Get Loud**" with this sort of activity/responses.

Affiliates Report, See Attachments

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
August 17, 2023**

The meeting was called to order by Chair Thom Davis at 10:04 a.m.

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

FINANCIAL REPORT

It was moved, seconded, and carried to approve the Financial Report for the month of June 2023, as presented by Sister Laura Sanchez.

STRIKE SANCTIONS

It was moved, seconded, and carried to approve the following strike sanction requests:

- SEIU Local 121RN vs. Garfield Medical Center via Zoom on August 11, 2023
- SEIU Local 721 vs The City of Los Angeles via Zoom on August 7, 2023
- SAG-AFTRA vs AMPTP Member Companies via Zoom on July 13, 2023
- IBEW 11 vs Los Angeles County NECA via Zoom on July 6, 2023
- UNITE HERE 11 vs DoubleTree by Hilton San Pedro Port of LA et al. via Zoom on June 30, 2023

CHIEF OF STAFF REPORT

Brother Devin Osiri called on Sister Rosie Cruz to discuss updates on the Fed's annual MLK Breakfast being held at the Los Angeles Convention Center on January 13th and presented the invite featuring the theme "Twenty-Something Leaders". Sister Tatiana Martinez informed the Vice Presidents that the link to submit stories from their local's was live and will be collected for the Fed's *On the Move* Newsletter—to remind and share it with their members. Sister Patricia Recinos reported on the current strike actions with Unite Here Local 11, CWA, SAG-AFTRA and the WGA. She updated the Vice Presidents on the status of our day of solidarity coming up. Brother Steve Neal echoed Sister Recinos regarding the strike and rally/action support the TPP staff has been providing on the ground as well as and other mutual aid assistance efforts. Brother Armando Olivas outlined the massive number of distributions that are still taking place due to high amount striking members, shared a video regarding press coverage from the recent collection and distribution with our siblings at ILWU Local 13 for the survivors of the Maui fires all done within 24 hours, and reminded the Board of the upcoming Dolores Huerta Awards event on September 16th at the Laborers Local 300 hall. Brother Hugo Romero went over the COPE calendar and process of updating COPE members to vote in the upcoming cycle. Brother Rob Nothoff announced that the Fed's Homelessness Summit on October 13th from 9am-1pm will be held at the IBEW Local 11/ETI in Commerce.

PRESIDENT'S REPORT

President Yvonne Wheeler opened her report congratulating members of the Board on recently being elected to new roles: Vice President Chris Hannan, elected President of the State Building and Construction Trades Council of California (SBCTC); Vice President Xochitl Cobarruvias, elected Executive Vice President, and Vice President Sergio Rascon, elected Secretary Treasurer of the National Executive Officers for Labor Council For Latin American Advancement. She went on to discuss how active our members our this "Hot Labor Summer" and how she had attended rally and rally in support of our siblings on the strike lines. She announced upcoming actions on August 22nd and September 4th with Unite HERE! Local 11 and UHW, respectively. She reminded the Board of the vacancy in Seat #4 and announced the nomination of Julie Van Winkle, UTLA. She yielded her remaining time to Armando Loza, recently promoted to Executive Director of the Miguel Contreras Foundation, who thanked the Board for their continuous support.

NEW BUSINESS

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

Request to support Orange County Labor Federation with a contribution of \$4,000 to their Solidarity Awards Gala on August 10th

Request to support UFW with a contribution of \$5,000 to their Fundraiser to Support Farmworker Organizing on August 14th

Request to support Latinos in Action California with a contribution of \$1,000 to their Fundraiser on August 18th

Request to support the 50th Chicano Moratorium Committee with a contribution of \$1,500 to their 53rd Annual Commemoration of Chicano Moratorium on August 26th

Request to support Los Angeles County C.A.R.A. with a contribution of \$250 to their "L.A. Women from Then to Now" on August 26th

Request to support LCLAA—Los Angeles with a contribution of \$20,000 to their Si Se Puede Awards on September 9th

Request to support St. John's Community Health with a contribution of \$10,000 to their annual Moveable Feast gala event on September 17th

It was moved, seconded, and carried to announce the nomination of Julie Van Winkle for Seat No. 4.

Vice President Suzanne Jimenez announced that Kaiser employees are currently at the bargaining table but have not yet been successful and may need to go out on strike and invited the Board to participate in their action on Labor Day, September 4th. Vice President Peter Marley asked the Board to kindly notify the IATSE locals if/when any other local is anticipating a strike or action against one of their employers. Vice President Joe Moreno gave an update on the recent changes by an employer against his members. Vice President Xochitl Cobarruvias reminded the Board of the Si Se Puede Awards on September 9th at the Laborers Local 300 hall and that President Yvonne Wheeler would be honored that evening.

It was moved, seconded, and carried to adjourn the meeting at 11:08 a.m. in the memory of former Fed Chair, Rick Icaza.

**Los Angeles County Federation of Labor, AFL-CIO
Representative to the House of Labor Meeting Minutes
June 26, 2023**

Chair Thom Davis called the meeting to order at 7:02 p.m.

Representatives rose and pledged allegiance to the American Flag.

Chair Thom Davis administered the Oath to New Representatives.

Chair Thomas Davis announced the vacancy in Seat #4.

CREDENTIALS

Chair Davis 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

Chair Thom Davis called for a motion to approve the May 2023 House of Labor meeting minutes. It was moved, seconded, and carried to approve the May 2023 House of Labor meeting minutes.

EXECUTIVE BOARD MINUTES

Chair Thom Davis called for a motion to approve the June 2023 Executive Board meeting minutes and actions.

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

FINANCIAL REPORT

Chair Thom Davis called for a motion to approve the Financial Report for May 2023. It was moved, seconded, and carried to approve the Financial Report for May 2023, as reported.

DEPARTMENT REPORTS

Brother Devin Osiri called on Sister Tatiana Martinez who encouraged Representatives to sign up for the Fed's On the Move Newsletter and share it with their members. Sister Patricia Recinos introduced the Fed's new interns, the upcoming African American three-day organizing institute and organizing directors meeting. She also discussed upcoming actions, ULP strikes, adopting picket lines, and contributing to solidarity funds for families. She invited workers from UFCW 770 and Starbucks to speak on their ongoing negotiations. Brother Hugo Romero reported on the efforts to elect Marisa Alcares in the LA City Council District 6 seat and the upcoming COPE endorsement process. Brother Rob Nothoff announced that the Fed will hold a Homelessness Summit on October 13th. Brother Taro O'Sullivan thanked IBEW Local 11 and their members for helping sort food from the Letter Carriers' Stamp Out Hunger @ Food Drive, and announced the upcoming Dolores Huerta Awards event on September 16th at the Laborers Local 300 hall.

PRESIDENT'S REPORT

President Wheeler reminded Representatives to please join us at the following events: LCS Dolores Huerta Awards on September 16th, Dodger Union Night on September 23rd, and MLK 2024 on January 13th. She explained that the upcoming Homelessness Summit on October 13th will be hosting leaders from all over the city and county and special guest Rev. Bishop Barber. She informed the Representatives of her participation in the *Union Women Together* Conference held by the State Building and Construction Trades Council of California. She then yielded her time to leaders SEIU 99, AFSCME 685, and AFSCME UNAC who all praised President Wheeler for her support and explained their current contract negotiation issues and wins.

REPORTS OF ORGANIZATIONS

Joel Barton, IBEW 11 announced their contract will expire on June 30th and the members voted 87% in favor of a strike

Beth Cole, Labor 411 reminded Representatives of the upcoming Dodger Union Night on September 23rd

Vic Clement, Financial Essentials of Life held a drawing for a prize and invited everyone to join his session on "40 things you should know before 40"

Mike Romo, AFT 1521A invited Representatives to the Labor Day Parade on September 4th

Joe Chacon, CARA announced the Las Adelitas Event on August 26th

Ortiz, UAPD requested support for rolling pickets at NE Valley clinics corporations because they are refusing to bargain in good faith

Yolanda, SEIU 721 announced that their Imperial Region is organizing and fundraising and doing membership drives in the High Desert and although is not a Uniontown, they need our support

Celina Barron, LA Young Workers reported on the UTLA bargaining team

Jason Swanson, Teamsters 986 and LCLAA invited Representative to the Si Se Puede Awards, and monthly LCLAA meetings every second Wednesday of every month

New Representatives

Skye Tooley	UTLA
Jose Salgado	PPOA
Anne Thueson	IATSE 705
Brittney Chapman	IATSE 705
Angi Ursetta	IATSE 705
Ryan Emerson	SEIU 99
Lateefah Khabeer	UNAC/UHCP
Stella Terrell	UNAC/UHCP
Gerardo Bajamundi	UNAC/UHCP
Christine Carrillo	UNAC/UHCP
Melissa Sierra	UNAC/UHCP
Dale Frazier	UNAC/UHCP

It was moved, seconded, and carried to adjourn 8:02 p.m



Financial Report for June 2023

POLITICAL ACCOUNTS

	Fed General	The People's Project (TPP)	Solidarity Fund	Building Association	Trust Fund	COPE	Member Communications	Issues & Initiatives
REVENUE								
Per Capita/Affiliate Fees	337,369.65	-	-	-	-	37,970.32	-	-
Fundraising/Contributions	800.00	-	-	-	-	2,800.00	-	-
Grant Revenue	-	-	-	-	-	-	-	-
Interest	974.74	7,185.85	1,207.23	-	1,514.86	-	-	-
Rental Income	-	-	-	12,599.28	-	-	-	-
Other Income/Market Value Change	-	5,376.96	-	45,521.44	-	-	-	-
Total Revenue	339,144.39	12,562.81	1,207.23	58,120.72	1,514.86	40,770.32	-	-
EXPENSES								
Salaries	150,477.82	163,879.50	-	-	-	-	-	-
Salary Related Expenses	73,343.34	48,149.92	-	-	-	-	-	-
Conferences, Conventions, Meetings	91,002.51	19,655.68	-	-	-	-	-	-
Annual Events	4,562.38	-	-	-	-	-	-	-
Office & Administrative Expenses	78,611.04	15,844.26	80.00	32,359.29	-	-	-	10.00
Professional Fees	-	105,931.42	-	-	-	-	-	-
Program Expenses:								
The Peoples Project	-	-	-	-	-	-	-	-
Organizing	-	-	-	-	-	-	-	-
Strategic Campaigns	-	-	-	-	-	-	-	-
Communications	-	-	-	-	-	-	-	-
Contributions	-	-	-	-	-	-	-	-
Other Expenses/Scholarship	-	-	-	-	80.14	-	-	-
Office Upgrades/Improvements	-	-	-	-	-	-	-	-
Total Expenses	397,997.09	353,460.78	80.00	32,359.29	80.14	-	-	10.00
Net Increase / (Decrease)	\$ (58,852.70)	\$ (340,897.97)	\$ 1,127.23	\$ 25,761.43	\$ 1,434.72	\$ 40,770.32	\$ -	\$ (10.00)
CASH FLOW								
Balance as of 5/31/23	3,449,792.00	6,176,089.36	1,817,308.53	115,261.84	188,808.01	914,003.88	261,784.00	26.46
Net Increase / (Decrease)	(58,852.70)	(340,897.97)	1,127.23	25,761.43	1,434.72	40,770.32	-	(10.00)
TPP (Receivable) / Payable	(86,046.91)	86,046.91	-	-	-	-	-	-
Other Interfund (Receivable) / Payable	(38,504.67)	-	-	-	-	-	-	-
Cash Balance 6/30/23	\$ 3,266,387.72	\$ 5,921,238.30	\$ 1,818,435.76	\$ 141,023.27	\$ 190,242.73	\$ 954,774.20	\$ 261,784.00	\$ 16.46

SAG-AFTRA
ON
STRIKE!

WRITERS GUILD
ON STRIKE

**NATIONAL DAY
OF SOLIDARITY**

TUESDAY, AUGUST 22 | DISNEY STUDIOS, BURBANK

SAG-AFTRA Check-In
2100 W. Riverside Dr.

WGA Check-In
2300 W. Alameda Ave.

AFL-CIO





Labor Solidarity with Striking Garfield Medical Center Nurses

Garfield Medical Center Registered Nurses are on strike from **August 18 - August 27, 2023.**

Unsafe staffing levels, faulty equipment, and workplace hazards that put **patient care at risk** have pushed Nurses to their breaking point.

AHMC, the company that owns Garfield, has refused to address these concerns that nurses have raised repeatedly. Nurses are on a ULP strike to demand that AHMC prioritize safe patient care over profits.

LABOR SOLIDARITY DAY ON THE PICKET LINE

Friday, 8/25/23

March the picket line 9 am - 12 pm

Rally at 9:30 am

Garfield Medical Center
525 N. Garfield Ave., Monterey Park, CA 91754



Questions? Contact Union Rep/Organizer Sauti Colio colios@seiu121rn.org cell: (626) 818-7901



UNITED
FOR ALL

THIS LABOR DAY WE ARE TAKING A STAND



SEP. 4, 2023

HEALTHCARE MUST BE ABOUT PEOPLE, NOT PROFITS.

As frontline healthcare workers, we're committed to doing everything in our power to reshape how patients and workers are treated.

This labor day, we're taking a stand for a better, more equitable healthcare industry that patients and healthcare workers deserve.

LOCATION

Los Angeles - Los Feliz Elementary School - 1740 N New Hampshire Ave.

REGISTRATION BEGINS AT 8AM

SEIU-UHW.ORG





LABOR COMMUNITY SERVICES
2130 JAMES M WOOD BLVD
LOS ANGELES, CA 90006

3RD ANNUAL DOLORES HUERTA SPIRIT AWARDS

Saturday, September 16, 2023
5:00 pm - 9:00 pm

LIUNA LABORERS LOCAL 300
2005 WEST PICO BLVD
LOS ANGELES, CA 90006



OUR HONOREES



SYLVIA CARRANZA
The LA Fed
Lifetime Achievement Award



XOCHITL COBARRUVIAS
United Steel Workers Local 675
President, LCLAA Los Angeles Chapter
Workers Champions Award



JOEL BARTON
Business Manager/Financial Secretary
IBEW Local 11
Inspirational Leadership Award



INTERNATIONAL PAPER
Community Partner Award



AL CROMER
President, AFSCME Local 3634
Volunteer of the Year Award



**CHANCHANIT "CHANCEE"
MARTORELL**
Executive Director
Thai Community Dev. Center/LDS
Special Community Partner Award

SPECIAL ACKNOWLEDGEMENTS

HON. ADAM SCHIFF
Congressmember, 30th District

Sponsorship Opportunities

SPECIAL COMMUNITY HERO SPONSOR: \$50,000

Speaking Role During Awards | Sponsor Plaque Presentation | Promo Video Opportunity
Acknowledgement During Program | Logo On Step & Repeat Banner | Social Media & Website Recognition
30 Event Tickets | 5 Tickets to a VIP Private Reception

COMMUNITY HERO: \$24,000

20 Event Tickets + Social Media & Website Recognition + 4 Tickets To a VIP Private Reception

COMMUNITY ADVOCATE: \$12,000

15 Event Tickets + Social Media & Website Recognition + 3 Tickets To a VIP Private Reception

COMMUNITY FRIEND: \$6,000

15 Event Tickets + Social Media Recognition + 2 Tickets To a VIP Private Reception

COMMUNITY HELPER: \$3,000

10 Event Tickets + Social Media Recognition + 2 Tickets To a VIP Private Reception

TABLE SPONSOR: \$1,200

5 Event Tickets Passes + Event Recognition

INDIVIDUAL TICKETS: \$250

To purchase individual tickets, please visit lcs-la.org/2023dh/

For sponsorship inquiries, please contact Taro O'Sullivan at taro@lcs-la.org or (213) 290-0806

BUY YOUR TICKETS NOW!

Union Night at Dodger Stadium



Dodgers



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

Saturday
Sept. 23, 2023
6:10 PM



Click here for ticket pricing, packages, and tshirt information.
Groups that buy 50 or more tickets will be honored on the field.
Please call 323-224-1594 for more info and group rates.



Labor 411



MLK DAY 2024

SATURDAY · JANUARY 13 · 2024

THE **LA FED** HONORS

TWENTY-SOMETHING LEADERS



DR. KING WAS 26
WHEN HE LED THE MONTGOMERY BUS BOYCOTT



AMANDA GORMAN WAS 22
WHEN SHE WROTE THE HILL WE CLIMB FOR PRESIDENT BIDEN'S INAUGURATION



DOLORES HUERTA & CESAR CHAVEZ WERE 25
WHEN THEY STARTED ORGANIZING



AT THE 1968 OLYMPICS TOMMIE SMITH & JOHN CARLOS WERE 24 AND 23



TENNESSEE STATE REPRESENTATIVES JUSTIN JONES & JUSTIN J. PEARSON ARE 27 AND 28

VIP RECEPTION

8AM

BREAKFAST

9AM

PROGRAM BEGINS

10AM

SATURDAY, JANUARY 13, 2024

Los Angeles Convention Center
(Concourse Hall)

1201 S Figueroa St, Los Angeles,
CA 90015

KEYNOTE SPEAKER

TWENTY-SOMETHING
Tennessee State Representative

JUSTIN J. PEARSON



Sponsorships at all levels must be returned with payment.

CIVIL RIGHTS PIONEER: \$50,000

- 3 Tables (30 seats) at the Breakfast
- 10 Tickets to VIP Private Reception before Breakfast
- Exclusive LA Fed Merchandise
- Logo spotlight on event materials
- Social media acknowledgment on relevant platforms

WORKERS HERO: \$25,000

- 2 Tables (20 seats) at the Breakfast
- 5 Tickets to VIP Private Reception before Breakfast
- Exclusive LA Fed Merchandise
- Logo spotlight on event materials
- Social media acknowledgment on relevant platforms

WORKING FAMILIES: \$15,000

- 2 Tables (20 seats) at the Breakfast
- 3 Tickets to VIP Private Reception before Breakfast
- Logo spotlight on event materials
- Social media acknowledgment on relevant platforms

WORKERS POWER: \$5,000

- 1 Table (10 seats) at the Breakfast only
- Logo spotlight on event materials
- Social media acknowledgment on relevant platforms

TABLE SPONSOR: \$2,500

- 1 Table (10 seats) at the Breakfast only

INDIVIDUAL TICKET: \$300

- Individual Ticket to Breakfast only

EARLY BIRD SPECIAL

INDIVIDUAL TICKET: \$275

- Deadline for payment October 20, 2023

CONTACT INFORMATION

Organization: _____
 Contact Person: _____
 Mailing Address: _____
 City: _____ State: _____ Zip: _____
 Phone: _____
 Email: _____
 Enclosed is a check in the amount of \$ _____
 Please bill my Visa Mastercard \$ _____
 Account # _____
 Signature _____

PLEASE MAKE CHECK PAYABLE TO:

Los Angeles County
 Federation of Labor
 2130 W James M Wood Blvd.
 Los Angeles, CA 90006
 Attn: MLK 2024/Accounting

Online payments may be submitted to thelafed.org/payments



For additional information, please contact Rosie Cruz at events@thelafed.org or (213) 381-5611
Deadline to RSVP is November 17, 2023



JUSTICE FOR THE TAMPA 5!

On March 6th, University of South Florida police brutalized five women for protesting DeSantis's attacks on diversity in higher education. The Tampa 5 are now facing 5-10 years in prison.

The Tampa 5 will do a speaking tour across the U.S. to talk about what they experienced in DeSantis' Florida and how they are still taking a stand. Get updates on the tour and the case by signing the petition!

Next court date August 9th!

Protesting is
not a crime!

Drop the
charges!

Down with
DeSantis!

Defend
diversity!

SIGN THE PETITION
AND GET EMAIL UPDATES

<https://peoplespetitions.org/tampa5>



Follow @justiceforhetampa5





Labor Studies 127 – 1 Unit of College Credit
 at Los Angeles Trade Tech College: 400 W. Washington Blvd. LA, CA 90015

Two Saturdays: Sept. 16 & 23 at 8:30 AM - 5:20 PM
WORKERS' COMPENSATION

Instructors
SCOTT FORD & CHERYL WALLACH



Scott Ford
 Partner, Ford & Wallach



Cheryl Wallach
 Partner, Ford & Wallach

Attorneys Scott Ford and Cheryl Wallach are certified by the California State Bar as Specialists in Workers' Compensation Law and have earned the title of "SuperLawyer" in *Los Angeles Magazine*. Combined, they have handled thousands of workers compensation cases, and have trained hundreds of union members and leaders to identify unsafe workplace conditions. Together, they have authored two books that have become essential guides for workers' compensation benefits and the industry at large: *The Union Stewards Guide to California Workers' Compensation*, and *The Union Stewards Guide to California Workers' Compensation for Healthcare Workers*.

For enrollment registration questions please call or email LATTc: Kathleen Yasuda, Director; Olga Garcia, Support staff at (213) 763-7129 or LaborCenter@lattc.edu



CLASS DESCRIPTION

Online Enrollment: Scan QR code Below or visit <https://bit.ly/fw-lattc>
 (Parking is free. Pass will be emailed to your student portal upon enrollment)



- \$46/unit for California Residents
- \$19/semester (mandatory Board of Trustees Stud. Health Fee)
- \$2/semester ASO, student rep fee
- \$7/semester ASO, student mem. fee (optional may "opt out")

Labor Studies 127 - 1 Unit
Two Saturdays: Sept. 16 & 23. Meets 8:30am-5:20pm
Location: LATTc, Room TBD
Instructors: Scott Ford and Cheryl Wallach

Topics Include:

- Repetitive Stress Injuries/Cumulative Trauma
- Psychological/Emotional Disabilities Exposure to Toxins
- On the Job Claims Discrimination
- COVID-19 Claims

This in-person class provides a comprehensive understanding of the practices of Worker's Compensation. Listen, learn, discuss and ask questions as Scott and Cheryl cover all types of work-related injuries (cumulative and specific) and disabilities, the five benefits of workers' compensation, new and timely COVID-19 legislation, procedures for filing claims and appeals, and more. This class is essential and informative for union leaders, reps, stewards, activists and injured workers, and is a critically important program for learning to protect employees. Because workers' comp is also a very complex and politically-charged issue, in order to effectively represent their members, union reps must learn to navigate the legal and administrative maze of both state and federal laws and regulations. Labor Studies 127 will inform and educate about all of these issues and more. Learn how to protect the jobs of injured workers, and how to maximize their benefits.

For a free workers' compensation consultation, please contact the attorneys:
Phone: 213.380.3140 • www.FordWallach.com

LEGAL DISCLAIMER: This flyer is for informational purposes only. If you are seeking legal advice or representation, please contact us at 213-380-3140. Pursuant to Labor Code Section 5432(a), making a false or fraudulent workers' compensation claim is a felony subject to up to 5 years in prison or a fine of up to \$50,000 or double the value of the fraud, whichever is greater, or by both imprisonment and fine.



BREAKING

NEWS

Longtime AFSCME and AFT rank and file leader, and Democrat Carlos Leon enters race for 52nd Assembly District.

Carlos J. Leon's roots in the Eastside run deep. Carlos traces his family back over 100 years to East Los Angeles and the Northeast area of Los Angeles of El Sereno, Lincoln Heights, Eagle Rock, Echo Park and the city of Glendale. Carlos is a United States Army, Infantry Veteran, Union leader and activist, loving father and lifelong Democrat.

Inspired by his grandparents of the WWII era, he embraced the values of hard work, integrity, service, faith, and family. Carlos enrolled in East LA College to break the cycle of poverty, gangs and addiction that plagued many in his family. Carlos dedicated his life to help others. Whether it was as a student activist at UCLA or helping provide food and supplements to those infected and affected with AIDS/HIV Carlos J. Leon's entire career has been dedicated to community service.

Carlos is a lifelong Democrat and Union activist, leader and worker.

Democrat

CARLOS LEON

for Assembly District 52

Learn more at: CarlosJLeon.com

UNION LEADERSHIP YOU CAN COUNT ON!

A Life of Service to Others.

Carlos Leon began his career helping LA County Supervisor Gloria Molina and Senator Gloria Romero better assist and honor Veterans in need. Carlos later extended his work in those office providing support and solidarity working people and their labor unions. Carlos loved helping workers so much he changed careers.

From 2002 to 2007 Worked as Assistant Director to Steven Neal in the Labor and Community Services Program at the Los Angeles County Federation of Labor, AFL-CIO. Carlos shared his knowledge and passion as a labor studies instructor at several LA Community Colleges where he was a member of the California Faculty Association.”



Making a difference in the lives of troubled youth.

But perhaps his most impactful work has been over the past 16 years as a probation officer inside some of LA’s largest juvenile detention camps. Carlos’ hands-on approach and unwavering dedication have inspired countless young individuals to turn their lives around and strive for a brighter future.

Carlos has helped youth register to vote, helped youth cope with the many challenges some of them face, and most of all build a path to reforming their lives though education and awareness.”

Carlos Leon’s story is one of resilience, determination, and unwavering commitment to improving lives. He is a true role model and testament to the power of serving others and fighting for justice.

Vote Democrat

CARLOS LEON

Learn more at:

CarlosJLeon.com

 @leon4assembly  @leon4assembly

Website

Donate

Necesita Ayuda?

Estamos Listos Para Asistir a
Miembros de Sindicatos Y Sus
Familias Con:

- Información y referencias
- Información de alimentos /
despensas de alimentos
- Huelgas / Despidos / Asistencia a
Subempleados
- Capacitación laboral en
respuesta a desastres
- Información de Agencias Privadas
- Información de asistencia
pública
- Asistencia a veteranos
- Información sobre vivienda /
defensa de personas sin hogar
- Inmigración (Camino a la
ciudadanía)
- Desarrollo de la fuerza laboral /
referencias laborales

Para Mas Informacion:

Llamenos al
(213) 381-5611 ext. 137

Marque 2-1-1 ó
visite el sitio de internet
www.211.org



YVONNE WHEELER
PRESIDENT
LA COUNTY FEDERATION OF LABOR

ARMANDO OLIVAS
EXECUTIVE DIRECTOR
LABOR COMMUNITY SERVICES

TARO O'SULLIVAN
ASSISTANT DIRECTOR
LABOR COMMUNITY SERVICES

PILAR ARELLANO
WAREHOUSE MANAGER
LABOR COMMUNITY SERVICES

MARCOS JUAN
PROGRAM MANAGER
LABOR COMMUNITY SERVICES

ULISSES SANCHEZ
CONSULTANT
LABOR COMMUNITY SERVICES

FOLLOW US ON SOCIAL MEDIA!

 **/LaborCommunityServices**

 **@lcs_losangeles**

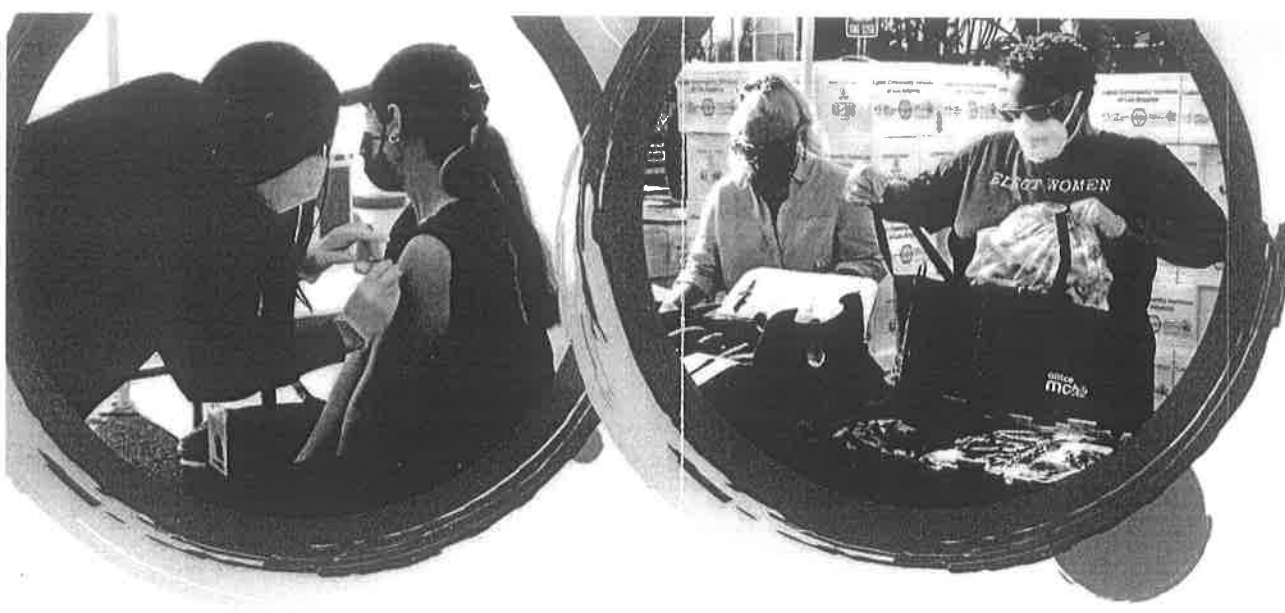


**Labor
Community
Services**
LOS ANGELES



A Proud Partner of the
Los Angeles County
Federation of Labor, AFL-CIO

WWW.LCS-LA.ORG



**LOS ANGELES COUNTY FEDERATION OF LABOR, AFL-CIO
LABOR COMMUNITY SERVICES
FOOD & EMERGENCY RELIEF PROGRAM**

NEED HELP? DIAL 2-1-1

**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.



Activities Report

Michael A. Romo, Retiree

Labor Day Rally, Banning Park, Wilmington, Monday September 4th

AFT hosted its traditional Snow Cone Booth at the Los Angeles/ Long Beach Labor Coalition's Labor Day Parade and Rally in Wilmington on September 4th.

Electrical problems delayed the start until about Noon, but for the next 3 hours we gave out about 500 snow cones non-stop (that's almost 3 per minute!) for crowds that waited in line for up to 10 minutes for a free snow cone. We went through 2 gallons of Cherry syrup and a half-gallon each of Grape and Fruit Punch syrups.

Special thanks to this year's participants: Michael Romo (retired), Rochelle Romo (D.O./ESC), Victor Hugo Ortiz (D.O. / ESC) and his wife Perla.