



EXECUTIVE BOARD AGENDA

Thursday, October 12, 2023

3:00pm – 6:00pm

ELAC, Campus Student Center, 2nd Floor, MPR F5-201 / Zoom

- I. Call to Order
- II. Flag Salute
- III. Approval of Agenda
- IV. Approval of Minutes from September 14, 2023 meeting
- V. Action Items
 - a. Legal Bill
 - b. Profit & Loss
 - c. Grievance Rep - WLAC
- VI. Chapter Reports

<input type="checkbox"/> City	<input checked="" type="checkbox"/> District Office	<input checked="" type="checkbox"/> East	<input type="checkbox"/> Harbor	<input checked="" 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 type="checkbox"/> Retirees
- VII. Executive Director/Monitor Report
 - a. BOT
 - b. PC Consultation
 - c. District Consultation
 - d. JLMBC
 - e. Additional Comments
 - i. CCE Conference
 - ii. Negotiations
- VIII. Committee Reports
 - a. COPE: Julio Ortiz, Political Coordinator
 - b. EEO: Cassandra Walker
 - c. Elections: Mark Bergquist
- IX. Affiliate Reports
 - a. LA County Federation Labor Delegate – Dionne Morrissette
 - b. Activities Coordinator – Chad Baugher
- X. New Business
- XI. Adjournment

Minutes



E-Board Meeting Minutes

Date: September 14, 2023

Time: 3:00pm

In Attendance via Zoom

Advisors: Andrea Edwards

City:

District: Hazel Alonzo, Kimberly Davillier, LaShawn Duffin, Gloria Moreno

East: Alejandro de la Parra, Irene Mah y Busch, Julio Ortiz, Josue Ramirez, Promise Williams, Lynn Wood

Harbor: Andy LaBrune, Justin Raines, Ken Roberts

Mission: Christine Dagdagan, Michael Griggs, Ana Iniguez, Jena Sovereign

Pierce: Jeremy Mason, Ngan Mork, Darlene Richarte, Melinda Ung

Southwest: Shauna Carter, Ruben Villanueva, Cassaundra Walker

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

Valley:

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

Retirees: Pamela Atkinson, Mike Romo

Guests: Mark Bergquist, Ana Maria Diaz, Jo-Ann Haywood

Executive Board Action

Call to order at 3:12pm

Approval of agenda **M/S/P** Chad Baugher and Jennifer Estrada

Approval of minutes from July 13, 2023 E-Board meeting **M/S/P** Chad Baugher and Mitch Polin

Approval of minutes from August 17, 2023 E-Board meeting **M/S/P** Michael Griggs and Teresa Dunham-Frost (mark Alejandro de la Parra as present)

V. AFT Investigation Report

- a. 3 motions were taken at the August meeting; report received from AFT this week; AFT Legal found that the process was not followed correctly; Randi, Fed, and Evelyn's name was not on document; Luukia had a phone call with Dan McNeil, Randi Weingarten, and Jeff Freitas so Randi could explain; the outcome of this investigation needed to be done before the re-run of the elections could be done; Randi deputized Dan McNeil and gave him the authority to do the investigation on AFT's behalf; can move forward with the re-run of the election since these 3 individuals are in "good standing" per AFT's Legal opinion; the bylaws of AFT allows someone to appeal this decision and then it will go through the full-blown investigation that AFT does; it doesn't stop an individual from filing an appeal with AFT; it will take 3-5 months to conduct the full investigation; the opinion letter only speaks to the process that was used to discipline the members; Dan McNeil was not instructed to find out if there was merit to putting these 3 individuals "not in good standing"; AFT did not follow their own Bylaws by side-stepping to offer this opinion to the Local, therefore an appeal can be filed in order for the Executive Council to take action

VI. Action Items

- a. Legal Bill – have not received bill from July and August; bill from Weinberg, Roger & Rosenfeld **M/S/P** Chad Baugher and Michael Griggs 1 Nay
- b. Profit & Loss – report submitted for June 2023 **M/S/P** Chad Baugher and Aleta Campbell 4 Nay
- c. CCE Conference – CCE Conference will be held from October 27-29 at the Hyatt Regency San Francisco; conference begins at 3pm on Friday and ends at 12pm on Sunday; proposing to send 10 people, one from each worksite, email Luukia and Irene if interested in attending; estimated costs are about \$750 for double occupancy; the costs are to be paid by each attendee and submit for reimbursement; send 10 people, one from each worksite, on a first-come, first-served basis **M/S/P** Michael Griggs and Aleta Campbell; Constant Contact will be sent out to members with deadlines and requirements for attending 1 Abstain
- d. Negotiations – some want to resume negotiations and others want to wait until after the election has been re-run; **M/S/P** Michael Griggs and Aleta Campbell to begin negotiations before re-run of election; Luukia spoke to District and some dates have been scheduled for meetings (September 28, November 3, and November 17); team has remained mostly the same except for the change in officers and 2 changes in campus reps; Martha Figueroa, CFT field rep, will be chief negotiator; concerns about the CFT field rep being the chief negotiator since they do not know our district or our members; the team needs time to prepare; team will meet next week; concerns about the change in officers that could happen after the re-run of elections; the ballot that

was voted on earlier this year is going to be the exact same ballot; so if the results of the election falls out differently than it has today (the officers that are in place today), it would mean that the people that were on the committee before, would be the people that would be on the committee after; so no matter how this election plays out, you would have been on the negotiation team before or you will continue to be on the committee 26 Aye 16 Nay

- VII. Chapter Reports
 - a. City – pending, East – not sure, Harbor – pending, Mission – submitted, Trade – no report submitted, will submit later
- VIII. Executive Director/Monitor Report
 - a. BOT – passed final budget; disciplinary action of a FA Assistant at Mission; 10-day suspension reduced to 5 days; Personnel Commissioner Hope Singer re-appointed
 - b. PC Consultation – training on PC rules; Admin Intern update; FA Assistants and Techs will get classifications reviewed
 - c. District Consultation – CMA/unrepresented discussion to AFT 1521A and SEIU 721
 - d. JLMBC – fully funded by 2026
 - e. Additional Comments
 - i. Title IX – Advisor – concerns about 1521A trained to be advisors; need a form to separate duties; is a 1-day training enough? Is it an HR role? Compensation? Liability?
 - ii. Budget – Computers – 2 computers were purchased in an emergency; approximately \$1,300 for both
- IX. Committee Reports
 - a. COPE – report submitted
 - b. EEO – report submitted
 - c. Elections – new committee members added: Lynn Wood, Natalie Embrey, Gloria Moreno; missing a rep from West and Trade
- X. Affiliate Reports
 - a. LA County Federation Labor Delegate – report submitted
 - b. Activities Coordinator – report submitted

Meeting adjourned at 6pm

Next meeting: October 12, 2023 Location TBD

Minutes submitted by Yovanna Campos, Recording Secretary

Action Items

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

September 27, 2023

Invoice# 107472

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

Billed through August 31, 2023
Our file # 11521 00000 ED

Attn: Andrea Edwards, President,
andrea.a.a.edwards@gmail.com

cc: Troy Pierce, tpierce@aft1521a.org
Martha Figueroa, mfigueroa@cft.org
Luukia Smith, lsmith@cft.org
VIA EMAIL

Balance forward as of bill dated August 14, 2023	\$11,100.63
Payment(s)--last payment deposited September 25, 2023	\$11,100.63
Net balance forward	\$0.00

BILLING SUMMARY

Total fees	\$11,600.00
Total costs	\$9.20
Total charges for this bill	\$11,609.20
Total balance now due	\$11,609.20

RE: GENERAL

Matter 00000

FEES

08/01/2023	ED	Research re CA Penal Code and email exchange with C. Baughner re same	1.0 hrs.	\$250.00
08/01/2023	SY	Research re recording conversations	2.4 hrs.	\$600.00
08/02/2023	SY	Research re Section 362 exception for public officials	0.7 hrs.	\$175.00
08/10/2023	SY	Research re faculty member's role in providing reasonable accommodations	4.6 hrs.	\$1,150.00
08/11/2023	SY	Draft memorandum re faculty member's role in providing reasonable accommodations	1.5 hrs.	\$375.00
08/14/2023	SY	Research re conflict between reasonable accommodation and MOU	2.3 hrs.	\$575.00
	Erica Deutsch		1.00 hrs	250.00/hr
	Sara Yufa		11.50 hrs	250.00/hr
				\$250.00
				\$2,875.00

Total fees for this matter	12.50 hrs	\$3,125.00
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COSTS

08/31/2023	Printing		\$9.20
	Total costs for this matter		<u>\$9.20</u>

RE: RETAINER (\$750.00/month)

Matter 01000

FEES

08/17/2023	ED	Meeting - Board meeting and prepare; calls with J. Frietas and MEP; review materials	3.7 hrs.	
08/25/2023	ED	Review and respond to email from LACCD re scheduling a meeting	0.2 hrs.	
	Erica Deutsch		<u>3.90 hrs</u>	
	Total fees for this matter		3.90 hrs	<u>\$750.00</u>

RE: BUTLER DLSE CLAIM

Matter 29005

FEES

08/31/2023	ED	Draft email to counsel with settlement proposal	0.3 hrs.	\$75.00
	Erica Deutsch		<u>0.30 hrs</u>	250.00/hr
	Total fees for this matter		0.30 hrs	<u>\$75.00</u>

RE: ELECTION CHALLENGE

Matter 32004

FEES

08/02/2023	ED	Phone call with A. Edwards re District refusal to honor release time requests/unilateral change; edit follow up letter to district	1.2 hrs.	\$300.00
08/02/2023	SY	Draft letter re release time	2.8 hrs.	\$700.00
08/08/2023	ED	Phone calls with MEP and A. Edwards re hearing re challenges; review Constitution and bylaws	1.3 hrs.	\$325.00
08/09/2023	ED	Appear at election challenge hearing	3.0 hrs.	\$750.00
08/09/2023	MEP	Meeting - election challenges	3.2 hrs.	\$800.00
08/10/2023	ED	Review district letter re release time	0.2 hrs.	\$50.00
08/12/2023	ED	Meeting with T. Pierce and A. Edwards re release time and past practice; follow up email	2.0 hrs.	\$500.00
08/13/2023	MEP	Review Constitution	0.2 hrs.	\$50.00
08/14/2023	JCV	Draft reply letter to T. Williams re 1521a's release time	0.2 hrs.	\$25.00
08/15/2023	ED	Phone calls with J. Frietas; MEP; A. Edwards; review arbitrator decision re election; review Constitution and bylaws; research LMRDA; research re-run protocols; follow-up calls and discussions re same with J. Frietas and MEP	3.3 hrs.	\$825.00
08/15/2023	MEP	Review of arbitration award	0.4 hrs.	\$100.00
08/15/2023	MEP	Phone calls with ED and J. Freitas	1.3 hrs.	\$325.00
08/15/2023	JCV	Various emails to ED re letter to T. Williams, finalize letter and assemble enclosure	0.2 hrs.	\$25.00
08/17/2023	MEP	Executive Board meeting	2.7 hrs.	\$675.00

08/24/2023	ED	Phone call with L. Smith re various pending issues		0.5 hrs.	\$125.00
08/31/2023	ED	Phone calls with AFT GC and L. Smith re election challenge issues and member standing issues		1.3 hrs.	\$325.00
	Erica Deutsch		12.80 hrs	250.00/hr	\$3,200.00
	Judy C. Valenzuela		0.40 hrs	125.00/hr	\$50.00
	Michael E. Plank		7.80 hrs	250.00/hr	\$1,950.00
	Sara Yufa		2.80 hrs	250.00/hr	\$700.00
	Total fees for this matter		<u>23.80 hrs</u>		<u>\$5,900.00</u>

RE: INTERNAL COMPLAINTS AND INVESTIGATIONS 2023

Matter 33001

FEES

08/11/2023	ED	Review and respond to emails re incident at office involving M. Cruz and Y. Campos; call and emails re same		1.5 hrs.	\$375.00
	Erica Deutsch		1.50 hrs	250.00/hr	\$375.00
	Total fees for this matter		<u>1.50 hrs</u>		<u>\$375.00</u>

RE: TIM DAVIS WAGE CLAIM

Matter 33004

FEES

08/01/2023	ED	Review and revise letter		0.4 hrs.	\$100.00
08/01/2023	KA	Finish drafting position statement, edit statement, finalize and submit to Labor Commissioner		2.5 hrs.	\$625.00
08/15/2023	SY	Research re re-run election		2.6 hrs.	\$650.00
	Erica Deutsch		0.40 hrs	250.00/hr	\$100.00
	Kathy Amiliategui		2.50 hrs	250.00/hr	\$625.00
	Sara Yufa		2.60 hrs	250.00/hr	\$650.00
	Total fees for this matter		<u>5.50 hrs</u>		<u>\$1,375.00</u>

AFT College Staff Guild
Profit & Loss
 July 1 through October 12, 2023

	Jul 1 - Oct 12, 23
Income	
4005 · Dues	371,914.62
Total Income	371,914.62
Gross Profit	371,914.62
Expense	
Operational	
5005 · Equipment	179.85
5021 · Office Supplies	1,136.02
5174 · Staff Equipment	2,839.53
Total Operational	4,155.40
Organizational	
5105 · Subtotal Chapters	
5105.1 · City	270.96
5105.7 · Southwest	773.56
Total 5105 · Subtotal Chapters	1,044.52
5111 · Conferences	1,745.92
5115 · Good & Welfare	204.75
5125 · Meetings/Representation	700.00
5135 · Union Elections	2,150.00
5155 · Negotiations Fund	230.53
5172 · Leadership Training	796.01
Total Organizational	6,871.73
Per Capitas	
5205 · AFT	47,230.86
5210 · CFL	3,252.20
5215 · CFT	112,558.46
5220 · LACFL	851.20
Total Per Capitas	163,892.72
Personnel	
5305 · Salaries	960.00
5306 · Stipends	0.00
5365 · Employee Benefits	24,480.00
5375 · Mileage	773.65
Total Personnel	26,213.65
Services	
5515 · Legal	50,410.05
Total Services	50,410.05
Total Expense	251,543.55
Net Income	120,371.07

Officer's Report

September 14, 2023

Executive Board Report – Treasurer August 2023

Good day Brothers and Sisters; Siblings,

As of last report:

- Travel to US Bank to gain access to accounts (Staff Guild)
- Gain Paychex access and process OPEIU Staff payments
- Process payment to keep CFT-reimbursement -Staff payments
- Contact with OPEIU Rep regarding employee union dues
- Attend two (2) day Election Challenge Arbitration
- Attend Executive Board Meeting
- Attend Officer's Meeting
- Board of Trustees Committee assigned to canceled-no notice

Month of August 2023 report is brief. If need any clarifications, call me at (323) 851-1521.

Fraternally,

Troy L. Pierce

October 12, 2023

Executive Board Report – Treasurer September 2023

Good day Brothers and Sisters; Siblings,

As of last report:

- AFT Office provide AT&T cell to L. Smith
- Process OPEIU Staff payments
- PC Consultation attendance
- Attend Officer's Meeting
- Attend Executive Board Meeting
- Provide to monitor/int. exec. director bills and reimbursements
- Travel to San Jose for CFT Committee (Safe & Supportive Schools)

Month of September 2023 report is brief. If need any clarifications, call me at (323) 851-1521.

Fraternally,

Troy L. Pierce

October 3, 2023

EXECUTIVE BOARD REPORT-GRIEVANCE SECRETARY

Guild Members,

Since my last report, I have been working and consulting with Grievance Representatives, Chapter Chairs, Guild Officers as well as individual Unit 1 Members to address complaints, issues of concern and grievances.

Immediate issue at hand

Member Representation

- Consult with Grievance Representatives on issues.
- Work with Chapter Chairs on pending issues.
- Travel to campuses for in person meetings/consultations
- Grievance Filed: LAVC
- Grievance Filed: WLAC
- Assist members with On-the-Job Harassment/Discrimination
- Assist members with understanding B-Shift hours and Shift Alterations

Committees/Meetings

- Consultation with Management
- Consultation with Personnel Commission
- Executive Board Meeting
- Negotiations – Resumed
- Legislative & Public Affairs Committee (Canceled)

Miscellaneous

- PC Rules Research
- BoT Rules Research
- Travel various chapters in person meetings.
- Title IX Representative Training
- QuickBooks Purchasing Research

This is a very brief snapshot for the month of October 2023. If you would like to contact me, you may do so at anytime CBaugher@AFT1521A.org or (323) 580-6959 (213) 713-6777 office/cellular.

Fraternally,

Chad Baugher, Grievance Secretary

In Strength and Unity!

Campus Worksite Reports



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

Chapter Report September 2023

Chapter Executive Board

Chapter Executive Board Team Meeting – Tuesday, 09/12/2023

Chapter Meeting

Chapter Member Meeting – No meeting in 09/2023

Consultations

- **PC Consultation Meetings – Friday, 09/29/2023**
 - No agenda items, meeting canceled.
- **DO HR Consultation Meeting – Thursday, 09/21/2023 @ 9:30 am**
Gloria Moreno, Chapter Chair and Kimberly Davillier, Grievance Rep. in attendance.
 - Status of previous Agenda items.

Unit Member Issues/Updates

- Nothing was reported.

Shared Governance/Other Committees

- WEC – no committee meetings have been scheduled.
- TPCC- No meeting 09/2023

Interviews/Hiring Committees

- SAP Functional Business Analyst – interviews 09/15/2023.
- Sr. Accountant (A/P)-interviews 09/06/2023 (canceled)
- Executive Assistant Economic and Workforce Development – interviews 09/28/2023

Upcoming Interviews:

- IT Technology Project Manager – interviews scheduled for 10/04/2023.
- Supervising Software Systems Engineer – interviews scheduled for 10/06/2023.
- Assistant Technology Services Specialist – interviews scheduled for 10/09/2023.
- Sr. Employee and Labor Relations Specialist – interview schedule, 10/09/2023 & 10/11/2023.
- Supervising Accounting Technician – interviews scheduled for 10/11/2023.
- Sr. Network Engineer – interviews scheduled for 10/19/2023.
- Dean of Curriculum and Instructional Support Services – Screening Committee scheduled for 11/15/2023, 11/29/2023, 11/30/2023 & 12/01/2023.



Other:

Thursday 09/07/2023 – PC Board Meeting Gloria Moreno-Chapter Chair in attendance.

Monday 09/11/2023 – Executive Board Planning Meeting Gloria Moreno-Chapter Chair in attendance.

Thursday 09/14/2023 – Executive Board meeting Gloria Moreno-Chapter Chair, La Shawn Duffin-Delegate, Hazel Alonzo-Alternate Delegate, Kimberly Davillier-Grievance Representative in attendance.

Friday 09/22/2023 – Elections Committee Gloria Moreno-Chapter Chair in attendance

Wednesday 09/27/2023 – Member Representation Gloria Moreno-Chapter Chair and Hazel Alonzo-Alternate Delegate in attendance.

Friday 09/29/2023 – Status meeting Gloria Moreno-Chapter Chair, Chad Baugher-Grievance Secretary, Kimberly Davillier-Grievance Representative in attendance.

Friday 09/29/2023 – Elections Committee Meeting Gloria Moreno-Chapter Chair in attendance.

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: _____

Campus: _____



Campus E-Board:

Chapter Meeting:

Consultation:

Unit member issues/updates:

Shared Governance /Other Committees:

Classified Hiring Committee

Classified Hiring:

Other:

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:

LAMC CHAPTER REPORT:

Hello everyone,

The month of September was yet another successful one for us in terms of enrollment as far as numbers for the second 8 weeks classes. We are excited for our upcoming Oktoberfest which will be held on October 7th from 4:00 p.m. to 7:00 p.m. this event is similar to our yearly food and wine Festival which has become a real San Fernando Valley showcase. All of the food will be prepared by our culinary arts students. We are also preparing to open our new student services building! A very large number of my members will be housed in the. There have been concerns about comfortable workspace for classified staff? I have also started the process to request maybe having a designated chapter office there because the majority of chapter members will be housed in there. Thursday September 28th we held our monthly chapter meeting and concerns were raised about the effectiveness of the space allocated to classified staff in the new building so this is among the items that will be discussed in October's meeting with the campus president. As for my committee duties on the campus level I served on a hiring committee for a child development center assistant and another for a assistant in the adult basic education office at the union level I am one of the nine representatives serving on the elections committee for the district wide elections in response to our parent affiliate recommendations to reconvene our officer election period the committee and myself are working with the current election rules with the help of legal and creating a timeline that we hope to bring to the executive board within the coming months at at mission codes we are very happy to hear that negotiations have reconvened and that members may be able to see a cost of living increase within the near future thank you and as always with respect and honor Michael Griggs

Pierce Chapter Report
October 2023

Chapter Meeting

- Chapter meeting held on Friday, September 8, 2023

Consultation

- Canceled by College President

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

- Child Development Center Assistant; Thursday, September 14, 2023
- Administrative Assistant; Thursday, September 21, 2023
- Administrative Assistant; Friday, September 22, 2023

Other

No Report

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: September 29, 2023

Campus: LASC



Campus E-Board:

September 13, 2023

Chapter Meeting:

September 20, 2023

Consultation:

Canceled by President. Not in office and unable to reschedule for September.

Unit member issues/updates:

Chem tech reported issue with chemicals, but was criticized for

ACRs not being signed within 3 day period, but supervisor told employee they couldn't take the days requested. Reminded supervisor that they needed to check their email daily and the employee was taking vacation on the days requested.

Employee reinstated. Department has requested the list for her classification to hopefully bring the employee back. Dean trying to use Trainer to staff Welcome Ctr

Shared Governance /Other Committees:

Budget 09/15, College Council 09/15, Tech Planning 09/14, SEAPAC 09/18, WEC 09/26

Classified Hiring Committee

Mental Health Coordinator - canceled no one on list

Upcoming in October: Sr. Admin Asst and SFP Tech

Classified Hiring:

None

Other:

Active Shooter Training 09/28

VP of Student Services and VP Admin Services hired.

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 September 2023

Campus: Valley

Campus E-Board: September 19: Agenda attached - Meeting held to discuss the state of the Union and Campus; plans and the agenda for the next Campus Membership meeting in October.

Chapter Meeting: Not held due to schedule changes and Negotiations meetings. Will resume in October.

Consultation with President: September 18: Agenda attached - In Attendance: Campbell, Aleta; Shtromberg, Nino.

Unit Member Issues/Updates: September 1: Third meeting with member #3 about working out of class.

September 5: Fourth meeting with member #1 about denied vacation.

September 5: Second meeting with member #4 about changes to their work schedule.

September 7: Third meeting with member #4 about changes to their work schedule.

September 11: First meeting with member #10 about claim of insubordination and hostile work environment.

September 12: First meeting with member #11 about hostile work environment.

September 15: Fourth meeting with member #3 about working out of class and bi-lingual differential.

September 22: September 12: First meeting with member #12 about hostile work environment.

September 31: Fourth meeting with member #1 about denied vacation.

Shared Governance/Other Committees: September 11: Team Leadership meeting; September 27: Caring Campus meeting.

Classified Hiring Committee: September 12: Interviews for **Sub & Relief** Administrative Assistant; Rep, Holladay-Collins, Jaime.

September 25: Interviews for Secretary Business Department; AFT 1521A Rep, Vera, Alicen.

Classified Hiring:

Other: September 8: ODEIA Title IX Training; September 13: Evaluation Workgroup meeting; September 21, 26 & 28: AFT 1521A Negotiations Committee Meetings.

Respectfully submitted,

Aleta Campbell,
Valley Chapter Chair
October 2, 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: Tuesday, September 19, 2023

Time: 2:00 PM

Facilitator: Aleta Campbell

Location: AFT Office/Monarch Hall, Room 108

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
2:05 pm	State of our Local: AFT Investigation Report & Election Rerun Negotiations CCE Conference, Oct. 27 - 29, 2023, San Francisco	AC/PH/TDF
2:10 pm	State of our Chapter: Committee Assignments/Reports E-Board Member Management Groups Distribute T-shirts, office keys and CBA Book Newsletter Launch Bulletin Boards' Locations & AFT poster Members engagement activities, Recruit alternate delegates Number of incidences/grievances Hiring Committee/EEO Training - Need more certified members	All
2:20 pm	Membership meeting's agenda: Items to add/modify? Day/Time?	All
2:25 pm	Create avatars of E-Board members for our poster	All
2:45 pm	Announcements: Next Campus Membership meeting, Sept. 20 at 2:00 pm Next Hiring/EEO Committee Trainings, Sept. 26 at 1 pm & 3:30 pm. Next AFT - E-Board, Oct. 12, 2023, at 3:00 pm Next Consultation w/President, Oct. 16, 2023 at 3:00 pm Next Campus E-Board, Oct. 17, 2023	AC
2:57 pm	Open	All
3:00 pm	Adjournment	AC



A Union of Professionals
Staff Guild
Local 1521A

*Valley
Chapter*

Consultation with the President
September 18, 2023
3:00 pm

Rumor Control

- Staff sense a concerted effort from supervisors to limit use of benefits in AFT 1521A Agreement
- AFT 1521A Governance

Campus Events

- Opening Day, inclusion of classified

New Business

- Plan to change the culture between supervisors and classified staff
- Caring Campus/Opening Day Event and other 'all-campus' events – more inclusion for classified
- Obsolete California Labor Law Posters
- Training for supervisors on AFT 1521A Agreement

Old Business

- Concern over the number of classified complaints about supervisors
- Staffing open positions
- Parking
 - Post new signs, mitigation plan, cite violators
- Campus Cleanliness
 - Hire more custodians – when will custodial job openings post?
- Communication with members:
 - Location of AFT 1521A bulletin boards

Next Meeting:

October 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



Chapter Report September 2023

Chapter Meeting

Chapter Meeting was held on Wednesday September 20, 2023 at 12pm to 1pm.

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 members inquiries regarding additional duties stemming from short staffing.
- Fielding member inquiry regarding permanent schedule change
- Fielding member inquiry regarding "Open Enrollment"

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.- Next mtg 10/5/23

Budget- First meeting of term will be held 10/5/2023

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

Hirings

- Monica Morales- Admissions & Records Asst
- Kathleen Weislein- SFP Program Director- Dual Enrollment
- Natalie Manriquez- Admissions & Records Asst
- Jason Montoya- Financial Aid Asst
- Lashondra Williams- Sr Administrative Asst

Other

-4 worksite transfers occurred at the end of August.

***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:

Date: October 5, 2023



LACCD EEO Committee Report – September 2023

EEO Meeting:

September 27, 2023

Agenda - Attached

1. EEO Training
 2. EEO Campus Liaisons
 3. Annual EEO Plan (draft and component 13 activities attached)
- EEO training held September 26th.
 - Process, checklist, and guidelines to be developed for searches/hiring committees to ensure they are run the same districtwide, and people know what their role is, and when to do things
 - List of campus EEO liaisons (see agenda) responsible for lists, and trainings(?)
 - Draft EEO Plan for review – July 2021 – June 2022., for 22-23 implementation. Report was due 10/02/23, but we rec'd an extension from CCCCCO. We haven't rec'd data from Biddle, HR and PC working to get info to Biddle.
 - Group discussion of draft plan. Data and plan review for October's meeting.

AFT Staff Guild Officers

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



Districtwide EEO Committee Meeting

September 27, 2023

3:00pm – 4:00pm

Via Zoom

<https://laccd.zoom.us/j/82437425541>

Meeting ID: 824 3742 5541

AGENDA

1. EEO Training

September EEO Training held September 26, 2023.

Date for October EEO Training coming soon.

2. Campus EEO Liaisons

Los Angeles Mission College, Ronn Gluck

East Los Angeles Community College, Angelica Toledo

Los Angeles Harbor Community College, Pio Castillo

Los Angeles City College, Naira Sargsian

Los Angeles Trade Technical College, April Aragon

Los Angeles Pierce College, Mary Fellows & Mofe Doyle

Los Angeles Southwest College, Amanika Lott

Los Angeles Valley College, Tom Aduwo

West Los Angeles Community College, VACANT

3. Annual EEO Plan

*We did receive an extension of the original October 2, 2023 deadline from the CCCCCO because we have not yet received the data. HR and PC representatives are working diligently on providing the necessary data to the vendor.

*Group discussion of narrative and appendices for EEO Plan

EEO PLAN COMPONENT 13

DISTRICT & COLLEGE ACTIVITIES DEMONSTRATING ON-GOING COMMITMENT TO EEO/EMPLOYMENT DIVERSITY

Developed in collaboration with Liebert Cassidy Whitmore

IMPLEMENTATION → SELECTED METHODS ↓	Who	What/When	Effectiveness Metrics & Review
<ul style="list-style-type: none"> • This template includes a comprehensive list of all non-mandatory strategies provided in Title 5, Section 53024.1, as well as additional suggested strategies generated by the DEIA Task Force. Districts may also draw from locally-developed strategies. • Strategies are organized under the following categories: <ul style="list-style-type: none"> ➤ pre-hiring ➤ hiring ➤ post-hiring • While no specific strategy is mandatory, the EEO Plan must include at least one strategy from each category. • To use this template: <ul style="list-style-type: none"> ➤ delete strategies that your district will not be implementing during the life of the 3-year Plan; and ➤ insert locally-developed strategies not specifically listed in the space provided. 		<ul style="list-style-type: none"> • Describe strategy here • Specify what steps will be taken in which year or years of the 3-year plan to implement the strategy. <p>Suggested format:</p> <p>Y1: </p> <p>Y2: </p> <p>Y3: </p>	

IMPLEMENTATION 	Who	What/When	Effectiveness Metrics & Review
PRE-HIRING			
Provide training to employees, students & trustees.* *This applies if you are planning training that goes beyond mandatory training for hiring committees. (53024.1(d))			
Convey in publications and website the district's commitment to diversity & EEO. (53024.1(j))			
Review and update District EEO/DEI policy statement.* (53024.1(k)) *Cross-reference Plan Component 3			
Providing EEO/diversity enhancement resources and assistance to other districts. (53024.1(m))			
Addressing diversity issues in a transparent and collaborative fashion. (53024.1(o))			

IMPLEMENTATION →	Who	What/When	Effectiveness Metrics & Review
Recurring activities related to improving student access and student success—with a nexus to EEO hiring.			<p>Note: In order to include these activities in the EEO Plan a clear link should be drawn between these efforts and improving employment equity, diversity and inclusion. For example: cluster hiring to support specific groups of underserved students (e.g. African American, Latinx, Asian, etc.) could be included, if you conclude that this will give candidates from underrepresented groups greater opportunities to be recognized as highly qualified.</p> <p>In addition, as with other student-focused activities, a nexus to EEO will depend on showing that these activities are highly publicized to job applicants and are part of the district/college “face” and thus become part of your recruitment efforts.</p>
Inclusion of (lawful) EEO deliverables in CEO and other administrator performance goals.			
ADD ADDITIONAL/ ALTERNATIVE STRATEGIES IN ADDITIONAL ROWS HERE.			
HIRING			
Consistent and ongoing training for hiring committees. (53024.1(c)) *Cross reference Plan Component 8.	Include both: <ul style="list-style-type: none"> • Who is responsible for ensuring committees are trained; and • Who gets training 		

IMPLEMENTATION 	Who	What/When	Effectiveness Metrics & Review
Maintain updated job descriptions and job announcements. (53024.1(f))			
Board of trustees receives training on elimination of bias in hiring and employment at least once every election cycle. (53024.1(g))			
Assess "sensitivity to diversity" of all applicants. (53024.1(l))			Note: Describe mechanisms for giving meaningful consideration to applicants' demonstrated sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, gender, sexual orientation, and ethnic backgrounds of community college students.
Maintaining updated curricula, texts, and/or course descriptions. (53024.1(n))			
Dedication of specified staff to EEO.			
Incentives for hard-to-hire areas/disciplines.			

IMPLEMENTATION →	Who	What/When	Effectiveness Metrics & Review
Focused outreach and publications.			
Procedures for addressing diversity throughout hiring steps and levels			*Note: Hiring procedures are regulated separately in Title 5 and should be detailed in a separate document. EEO Plan should reference, align with and support hiring procedures, not supplant or reiterate them.
Recruitment efforts and strategies such as: <ul style="list-style-type: none"> • Use of demographic data • Job Fairs • CCC Registry • Relationships with external organizations & colleges 			
ADD ADDITIONAL/ ALTERNATIVE STRATEGIES IN ADDITIONAL ROWS HERE.			
POST-HIRING			
Conduct campus climate surveys & use this information. (53024.1(a))			
Conduct exit interviews & use this information. (53024.1(b))			

IMPLEMENTATION 	Who	What/When	Effectiveness Metrics & Review
Professional development, mentoring, support and leadership opportunities for new employees. (53024.1(e))			
Timely and thoroughly investigate all harassment & discrimination complaints & take appropriate corrective action in all instances where a violation is found. (53024.1(h))			Note: distinguish between the separately required complaint procedures for addressing: 1) discrimination and harassment (which supports inclusive work environments); and 2) violations of the hiring process (which supports elimination of bias).
Survey applicants who decline offers & use the information. (53024.1(p))			
Describe strategies developed to address any adverse impact identified in the process of carrying out the requirements of Component 10 of the EEO Plan.			Note: if this is added after adoption of your 3-year EEO Plan, also provide notification to the State Chancellor of your plan modification.
Describe strategies developed to address any underrepresentation identified in the process of carrying out the requirements of Components 11 & 12 of the EEO Plan.			Note: if this is added after adoption of your 3-year EEO Plan, also provide notification to the State Chancellor of your plan modification.
ADD ADDITIONAL/ ALTERNATIVE STRATEGIES			

IMPLEMENTATION →	Who	What/When	Effectiveness Metrics & Review
IN ADDITIONAL ROWS HERE.			



Equal Opportunity Plan
for
Los Angeles Community College District

770 Wilshire Boulevard
Los Angeles, CA 90017

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LOS ANGELES COMMUNITY COLLEGE DISTRICT

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

Equal Employment Opportunity Plan

Introduction

The Los Angeles Community College District (LACCD or the District) is the largest community college district in California and among the largest in the nation. Currently, the Los Angeles Community College District enrolls around 205,000 full and part-time students at its nine college campuses. The Los Angeles Community College District is a leading educator in California for Latinx and African-American students, including DACA students. The District's 9 college campuses combined educate more Latinx and African-American students than the University of California system and all nine college campuses are designated as Hispanic Serving Institutions.

The Student Success Program provides two full years of free tuition, free laptop computers, priority registration and access to educational and financial aid counseling for first-time, full-time students who enroll in the program. Nearly 30,000 students enrolled and more than 4,250 students graduated with their Associate Degrees since the program first began in 2017. Research shows that an education at LACCD's colleges is an important source of economic stability and upward mobility for some of the neediest residents of Los Angeles County. LACCD graduates with an Associate Degree earn, on average, 33% more than those who only have a high school diploma.

The Los Angeles Community College District is firmly committed to achieving excellence through teaching, scholarship, active learning and diversity. Our values include a respect for all people, and we strive to build alliances with the community and to encourage innovation, experimentation and creativity. Our policies and programs seek to affirm the worth and personal dignity of every member of the University community in order to contribute to a campus climate of civility, collegiality, tolerance and reasoned debate.

- EEO Plan implementation period: July 1, 2022 through June 30, 2023
- Transaction period: July 1, 2021 through June 30, 2022

Definitions

PROTECTED GROUPS

Coverage under Equal Employment Opportunity laws and regulations applies to:

Women and minorities who are recognized as belonging to or identifying with the following race or ethnic groups: Blacks/African Americans, Hispanics/Latinos, Asians/Pacific Islanders, and American Indians/Alaskan Natives.

Any veteran who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs, or who was discharged or released from active duty because of a service-connected disability.

Recently separated veterans: any veteran currently within three-years of discharge or release from active duty.

Veterans who received an "Armed Forces Medal."

Other protected veterans who served on active duty in the U.S. military, ground, naval or air service during a war or in a campaign or expedition for which a campaign badge has been authorized, under the laws administered by then Department of Defense.

An individual with a disability: 1) a person who has a physical or mental impairment that substantially limits one or more of his/her major life activities; (2) has a record of such impairment, or (3) is regarded as having such an impairment.

PROGRAM TERMINOLOGY

The terms, "comparison of incumbency to availability," "deficiency," and "problem area," appearing in this EEO Plan, are terms LACCD is required by government regulations to use. The criteria used in relation to these terms are those specified by the government. These terms have no independent legal or factual significance whatsoever. Although LACCD will use the terms in total good faith in connection with its EEO Plan, such use does not necessarily signify that LACCD agrees that these terms are properly applied to any particular factual situation and is not an admission of non-compliance with Equal Employment Opportunity (EEO) laws, regulations, and objectives.

The comparison of incumbency to availability contained herein is required by Government regulations to be based on certain statistical comparisons. Geographic areas and sources of statistics used herein for these comparisons were used in compliance with Government regulations, as interpreted by Government representatives. The use of certain geographic areas

and sources of statistics does not indicate LACCD's agreement that the geographic areas are appropriate in all instances of use or that the sources of statistics are the most relevant. The use of such geographic areas and statistics may have no significance outside the context of this EEO Plan. Such statistics and geographic areas will be used, however, in total good faith with respect to this EEO Plan.

The grouping of job titles into a given job group does not suggest that LACCD believes the jobs so grouped are of comparable worth.

Whenever the term "goal" is used, it is expressly intended that it "should not be used to discriminate against any applicant or employee because of race, color, religion, gender, or national origin," as stated in Title 41 Code of Federal Regulations, Part 60-2.30.

This EEO Plan is not intended to create any contractual or other rights in any person or entity.

RELIANCE ON EEOC'S GUIDELINES

Although LACCD does not believe any violation of Title VII of the Civil Rights Act exists, it has developed this EEO Plan in accordance with and in reliance upon the EEOC's Guidelines on Affirmative Action, Title 29 Code of Federal Regulations, Part 1608.

Policy Statement

It is the policy of The Los Angeles Community College District, pursuant to federal and state laws, to prohibit harassment and discrimination against any employee or person seeking employment on the basis of race, color, national origin, religion, sex, gender identity, gender expression, physical or mental disability, marital status, age, sexual orientation, genetic information, or status as a veteran. This policy applies to all employment practices, including recruitment, screening, evaluation, selection, promotion, transfer, merit pay increase in salary, training, demotion or separation, and all other conditions and privileges of employment.

Identification of District Officer with Delegated Responsibility and Authority to Implement and Enforce the EEO Plan

As part of its efforts to ensure equal employment opportunity to all individuals, LACCD has designated specific responsibilities to various staff to ensure the EEO Plan focuses on all components of the employment system. To that end, the Chancellor, Vice Chancellor for Human Resources, Presidents, Director for the Office of Diversity, Equity, Inclusion & Accessibility, have undertaken the responsibilities described below.

Chancellor

The primary responsibility and accountability for implementing the EEO Plan rests with the Chancellor. This person is responsible, through the Director of the Office for Diversity, Equity, Inclusion and Accessibility, for adherence to LACCD's policy of equal employment opportunity and affirmative action. This role includes, but is not limited to, the following duties:

1. Designate appropriate personnel with the responsibility for overseeing, administering, implementing, and monitoring LACCD's EEO Plan. Ensure that these personnel are identified in writing by name and job title.
2. Ensure that those designated personnel responsible for all EEO Plan components are given the necessary authority and top management support and staffing to successfully implement their assigned responsibilities.

Vice Chancellor for Human Resources

The Chancellor has delegated authority to the Vice Chancellor for Human Resources, for overall supervision of the EEO Plan. The Vice Chancellor for Human Resources, in conjunction with other the Director of the Office for Diversity, Equity, Inclusion & Accessibility, College Presidents and other administrators, ensures that all relevant policies and procedures are adhered to.

1. Impart the personal direction that insures total involvement and commitment to equal employment opportunity programs through LACCD's EEO Plan.
2. Presenting needed recommendations and procedural changes to the University administration concerning equal employment opportunity and affirmative action and ensuring the administration is kept informed of its compliance status.
3. Informing LACCD administration of the latest developments in the equal employment opportunity environment.

Director of the Office for Diversity, Equity, Inclusion & Accessibility

The Chief Diversity Officer's responsibilities include, but are not limited to, the following:

1. Assisting in the modification and development of LACCD's policies as necessary to ensure the enhancement of equal employment opportunity for all employees and potential employees within current equal employment opportunity guidelines.
2. Assisting the LACCD community in arriving at solutions to equal employment opportunity and affirmative action problems.
3. Reviewing results of audit and reporting systems to assess the effectiveness of the LACCD's EEO programs and recommend corrective actions where necessary.
4. Ensuring the EEO Plan is updated as required by law.
5. Providing guidance, such as individual and group consultation and training, in taking proper action to prevent employees from being discriminated against and harassed on the basis of a protected status.
6. Providing District-wide guidance, as necessary, to conduct all actions required to meet LACCD's equal employment opportunity commitments.
7. Identifying problem areas and developing procedures, goals and objectives to resolve such problems.
8. Conducting periodic audits of hiring and promotion patterns and the University sponsored activities to identify and remove impediments to the attainment of affirmative action goals and objectives and ensure that all employees are encouraged to participate in accordance with policies on nondiscrimination.
9. Assisting in review and revision of policies, procedures, and rules to ensure they are not in violation of federal and state laws or regulations.
10. Periodically analyzing applicant flow to determine the mix of individuals applying for employment by race, ethnic origin and gender.
11. Consulting with the Office of Human Resources and Personnel Commission on advertising strategies, media and electronic venues through which to best attract qualified applicants including women and minorities, individuals with disabilities and military veterans.

College Presidents

Each member of the President's Cabinet and immediate staff, deans, department chairs, directors, managers and supervisors will be responsible within their area of authority to ensure compliance with equal employment opportunity programs and effective implementation of the Equal Employment Opportunity Plan. All members of the LACCD community who are involved in the recruitment, selection, evaluation and promotion of faculty and staff employees shall:

1. Aggressively adhere to LACCD's equal employment opportunity policy.
2. Support and assist in the successful implementation of the Equal Employment Opportunity Plan.

3. Assign employees to significant jobs that might lead to greater personal growth and value, and counsel them with respect to what is needed for upward mobility within the employment structure.
4. Ensure that all interviews, offers of employment and/or wage commitments are consistent with LACCD's policy regarding equal employment opportunity.
5. Implement the internal promotion and transfer of all employees under their supervision consistent with EEO Plan goals and objectives.
6. Assist in identifying problem areas and provide needed information for establishing and meeting district-wide EEO goals and objectives.

Plan Component 5: EEO Advisory Committee

a. Recommended

Title 5, section 53005 requires that each district establish an EEO Advisory Committee to assist in developing, revising and implementing district EEO programs and plans. While the regulations do not require that the EEO Advisory Committee be referenced in the EEO Plan, it is recommended because the Committee is integral to EEO Plan development.

b. Guidance

Providing information about the EEO Plan Advisory Committee within the EEO Plan can facilitate community understanding of and compliance with the EEO Plan. Useful information includes: how the Advisory Committee is formed; steps/processes utilized to ensure that the Advisory Committee is composed of a diverse membership and includes members from district stakeholder groups; and how the EEO Advisory Committee will receive the training required under Section 53005 and the schedule of such training.

Plan Component 6: The Procedure for Filing Complaints Pursuant to Section 53026

a. Required

Section 53003(c)(4) requires that district EEO Plans describe the procedure for filing complaints pursuant to section 53026.

b. Guidance

Because the line between an “EEO complaint” and a “discrimination complaint” is inherently blurred, it is likely that the employee(s) designated to receive EEO complaints will also receive complaints asserting unlawful discrimination. Therefore, it is critical that the employee(s) designated to receive EEO complaints under section 53026 be able to distinguish between the two. They also must be able to navigate both complaint procedures, know their timelines, and be able to redirect individuals to the discrimination complaint procedure when indicated. Finally, because discrimination complaints must be processed, investigated, and reported on strict timelines, it is essential that EEO complaint officers review all complaints swiftly, so discrimination complainants can be redirected in a timely fashion. The EEO Plan should spell out the timelines and process for review in this component.

Plan Component 7: The Process for Notifying All District Employees of the Provisions of the EEO Plan and District Policy Statement

a. Required

Section 53003(c)(5) requires that districts describe their process for notifying all district employees of the provisions of the EEO Plan and the policy statement required under section 53002.

b. Guidance

Districts may consider the following strategies to facilitate the notification process: Incorporate notification into your mandatory hiring committee and sexual harassment trainings; dedicate a section on district and college websites to the EEO Plan that provides information about the EEO Plan provisions and EEO complaint procedures; and include this notification in on-boarding or orientation materials.

The Process for Ensuring that District Employees Who Participate on Screening or Selection Committees Receive Training

LACCD trains all employees involved in any way with the recruitment, selection, promotion, disciplinary actions, training, and related processes of individuals with disabilities or protected veterans to ensure commitment with the District's stated equal employment opportunity goals in accordance with Section 53003(c)(6).

PLAN COMPONENT 9: THE PROCESS FOR PROVIDING ANNUAL WRITTEN NOTICE TO COMMUNITY-BASED AND PROFESSIONAL ORGANIZATIONS

a. Required

Section 53003(c)(7) requires that districts describe in their EEO Plans a process for providing annual written notice to appropriate community-based and professional organizations concerning the district's EEO Plan and the need for assistance from such organizations in identifying a qualified and diverse pool of applicants

b. Guidance

Written notice may include mailings and electronic communications. Permissible general recruitment strategies included communication with private, community-based and professional organizations that are dedicated to supporting particular groups, so long as the collective scope of each recruitment is broad-based.

Plan Component 10: A Process for Gathering Information and Periodic Longitudinal Analysis of the District’s Employees and Applicants

a. Required

Section 53003(c)(8) requires that district EEO Plans provide a process for gathering information and periodic, longitudinal analysis of the district’s employees and applicants, broken down by number of persons from monitored group status in each job category to determine whether additional diversification measures are required, and to implement and evaluate the effectiveness of those measures. The EEO Plan must also reflect that the district will conduct a data review as part of its plan renewal.

This requirement ensures that EEO Plans memorialize how districts will comply with the requirements of Section 53006 to conduct longitudinal analyses of district employment trends and utilize this data to identify and mitigate the causes of any adverse impact.

b. Guidance

Districts should have processes for gathering and analyzing data about the district’s existing workforce and applicant pools. This includes, for example, data that allows a district to compare the composition of initial applicant pools, qualified pools, and applicants recommended for interview. It also includes data that allows districts to track the composition and diversity of who is hired and retained over time, disaggregated by college, discipline, job category and other measures relevant to your particular organization.

Demographic data about your applicants and employees provides the information you need in order to conduct adverse impact analyses. Adverse impact exists where the selection rate for a monitored group is less than four-fifths (or 80%) of the selection rate for the group with the highest rate.

This data should be differentiated from the data districts are also required to gather and analyze pursuant to section 53003(c)(9) and 53006 (discussed below)—commonly referred to as “availability data”. Availability data provides the information needed to conduct underrepresentation analyses.

In addition to the required review as part of EEO Plan renewal, districts should consider conducting periodic data reviews more frequently based on district size, demographics, and other unique factors.

Plan Component 11: A Process for Utilizing Data to Determine Whether Monitored Groups Are Underrepresented Within District Job Categories

a. Required

Section 53003(c)(9) requires that District EEO Plans describe how they will utilize data available from reliable public and private sources to determine whether monitored groups are underrepresented within district job categories.

This requirement ensures that EEO Plans memorialize how districts will comply with the requirements of Section 53006 to conduct longitudinal analyses of district employment trends and utilize this data to identify the causes of any underrepresentation.

b. Guidance

In contrast to the data described in Component 10, this data allows for comparison of the percent of a “monitored” group in a job category with their projected representation based on availability in the workforce. Representation below 80% constitutes underrepresentation. The Chancellor’s Office is developing further guidance, which will be made available through the Vision Resource Center, to assist districts identify, locate, and utilize existing external data sources.

Plan Component 12: Methods for Addressing Underrepresentation

a. Required

Section 53003(c)(10) requires that districts identify the methods they will employ to address any underrepresentation identified pursuant to section 53003(c)(9).

b. Guidance

District strategies to mitigate any identified adverse impact are organized under Component 10. However, if a district sees significant overlap in its strategies to address adverse impact and its strategies to address underrepresentation, they may be addressed together in Component 12. However, district strategies should be clear as to whether they are designed to address adverse impact, underrepresentation or both; how the method is designed to address the identified problem(s); and how the effectiveness of the method will be evaluated.

Plan Component 13: Selection of Specific Pre-Hiring, Hiring, and Post-Hiring EEO Strategies and Schedule Identifying Timetables for Their Implementation (Multiple Methods Integration)

a. Required

Section 53003(c)(1) requires that district EEO Plans include specific pre-hiring, hiring, and post-hiring strategies that the district intends to implement each year over the life of the EEO Plan. Section 53003(c)(2) requires that district EEO Plans include a schedule identifying timetables for implementation of the identified strategies.

This requirement ensures that EEO Plans memorialize how districts will implement the strategies selected, including, but not limited to those listed in Section 53024.1.

b. Guidance

A district's strategies may include options listed in section 53024.1 and/or other practices informed by the district's workforce and applicant analyses. To assist districts memorialize the strategies they intend to implement, and thus demonstrate compliance with this requirement, a template is attached to this Model Plan as Appendix A.

The template is organized by pre-hiring, hiring and post-hiring categories. We recognize that these terms, and related strategies, overlap. Thus, to facilitate uniform use of these terms, we summarize how they are understood and applied by the State Chancellor:

- “pre-hiring” strategies: strategies that support the equitable and inclusive environment that helps to attract and retain candidates from underrepresented groups and other nontraditional candidates.
- “hiring” strategies: strategies that promote development of diverse and qualified candidate pools and/or eliminate bias in hiring decisions.
- “post-hiring” strategies: strategies that gather and utilize hiring and workforce data, support new employees, or manage and respond to EEO complaints.

The template also includes space to identify the district's timetable for execution; and space to indicate who is responsible for carrying out the measure and how the district will evaluate its effectiveness.

Appendix A - Plan Component 13 Template

**Los Angeles County Federation of Labor, AFL-CIO
Representative to the House of Labor Meeting Minutes
August 21, 2023**

Chair Thom Davis called the meeting to order at 7:00 p.m.

Representatives rose and pledged allegiance to the American Flag.

Chair Thom Davis administered the Oath to New Representatives.

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 June 2023 House of Labor meeting minutes. It was moved, seconded, and carried to approve the June 2023 House of Labor meeting minutes.

EXECUTIVE BOARD MINUTES

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

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

FINANCIAL REPORT

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

DEPARTMENT REPORTS

Brother Devin Osiri called on Sister Tatiana Martinez informed the Vice Presidents that the link to submit stories from their locals 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 SEIU 721, Teamsters 630, and SAG-AFTRA. 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 Summit on Poverty and Homelessness on October 13th. 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 Representatives of the upcoming Dolores Huerta Awards event on September 16th at the Laborers Local 300 hall.

PRESIDENT'S REPORT

President Yvonne Wheeler opened her report congratulating members of the Fed's Executive 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 are this "Hot Labor Summer" and how she had attended rallies 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 Representatives of the vacancy in Seat #4 and announced the nomination of Julie Van Winkle, UTLA. She yielded her remaining time to hear negotiation updates from CWA, SAG-AFTRA, SEIU 721, AFSCME UNAC, Teamsters 396, Unite HERE Local 11 and IATSE. President

Yvonne Wheeler then welcomed Los Angeles Trade Tech Labor Studies graduates to be presented their certificates of completion.

REPORTS OF ORGANIZATIONS

Cherri Senders, Labor 411 will be sponsoring the House of Labor meeting BBQ and reminded Representatives about Union Night at Dodgers Stadium

Brian Kaufman, AFSCME 2620 won their contract fight and employees who has reached a certain status based on time served received bonuses

Kathleen Yasuda, AFT 1521 encouraged Representatives to attend Labor Studies classes at Los Angeles Trade Tech on workers compensation

Leslie Simmons, IATSE 839 gave an update on contracts with Disney

Nicole Fefferman, UTLA and Joaquin Miramontes, SEIU 721 asked for support in their high school program in teaching students how to negotiate and bargain

Monica Sundseth, CWA Council 12 informed Representatives of action on August 31st at LAX Terminal 7 at 10 a.m.

Julie Van Winkle, UTLA encouraged Labor Moment in LA to stand up against LGBTIQ hate

Theresa Velasco, SEIU 721 asked for volunteers for their Day of Service on 9/11

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

Joe Ayala, NABET/CWA 53 discussed their contracts with radio station and reminded that he reports on Friday from 10-11am on 90.7FM where they take calls from listeners

New Representatives

CFA Pomona
Faye Wachs

Operating Engineers Local 12
Gabriel Beard

California Nurses Association
Kadie Manion
April Vargas
Miguel De La Rosa
Kenny Sylvain
Jose Estrada

UTLA
Ayde Bravo
Karla Griego
Mel House
Leonard Newsome
Shannon Paaske
April Thomas

Engineers & Architects Association
Roy Samaan

Utility Workers Local 132
Brian Alanis
Randy Bravo

Glendale Teachers Association
Taline Arsenian
Emily Rogers

Teamsters 986
Mike Valdez

IAM District Local 725
Jon Osterhout
David Brewer

Unite Here Local 11
Jose Munoz
Parker Shea

A moment of silence was respectfully observed in honor of Rick Icaza.

It was moved, seconded, and carried to adjourn 8:46 p.m. in honor of former Fed Chair Rick Icaza.

**Los Angeles County Federation of Labor
Executive Board Minutes
September 21, 2023**

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

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

COPE ENDORSEMENT

It was moved, seconded, and carried to approve the COPE Endorsement Recommendations, as presented by Brothers Devin Osiri and Hugo Romero.

FINANCIAL REPORT

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

STRIKE SANCTION

It was moved, seconded, and carried to approve strike sanction for California Nurses Association vs Cedars-Sinai Marina del Rey Hospital on September 1, 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, encouraged all Vice Presidents to attend and share the invite with their "Twenty-Something" members. Sister Tatiana Martinez reminded the Vice Presidents the Fed's *On the Move* Newsletter is available to share our affiliates' stories. Sister Patricia Recinos reported on continued strike activity and celebrated successful and ongoing organizing institutes. Brother Hugo Romero reviewed the COPE calendar for the rest of the year and thanked the Executive Board for their expeditious approval of the COPE Board's recommendations. Brother Rob Nothoff prompted Vice Presidents to please register for Fed's upcoming Summit on Poverty and Homelessness at the IBEW Local 11/ETI in Commerce on October 13th. Brother Steve Neal gave an update on the status of TPP's scheduled wind down process of the program on track to end December 31, 2023. Brother Armando Olivas outlined the massive number of distributions that are still taking place due to high amount striking members, shared updates from their annual fundraiser, an upcoming Labor Studies course (LS-136 at LA Trade Tech "When the Paycheck Stops"), and their continuing Maui relief efforts. Brother Dorian Esters updated the Board on MCF's ongoing mission to stabilize and re-introduce their programming efforts soon.

PRESIDENT'S REPORT

President Yvonne Wheeler opened her report by updating the Board on the United Auto Workers negotiations with GM and Stellantis, in addition to a pending strike at two of the union's Southern California plants. She went on to discuss how active our members are this "Hot Labor Summer/Year" and how she continues to attend rallies in support of our siblings on the strike lines. She congratulated LCLAA-LA on their successful event and praised LCS for their accomplishments at their annual Dolores Huerta Spirit Awards. She also reminded the Board to attend and register for the Summit on Poverty and Homelessness on October 13th and mark their calendar for the annual upcoming MLK Breakfast on January 13th.

NEW BUSINESS

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

Request to support CARECEN with a contribution of \$1,000 to their 40th year celebration on September 28th

Request to support Taste of Soul with a contribution of \$1,200 to their 2023 Annual Family Festival on October 21st

The Board welcomed Cherri Senders, Labor 411, who discussed selling out Union Night at Dodger Stadium (10,000 union members and their families will be in attendance and President Yvonne Wheeler will throw out the first pitch), the upcoming and rescheduled Blue Tie Gala where President Wheeler will be honored, and how they will now be sponsoring the monthly House of Labor BBQ to show how efficient it is to support union products at whatever event you're hosting.

vice President Joe Barton announced that he will be starting a GoFundMe campaign in support of Brother Ray Cordova considering his ongoing health battle and failure of his insurance coverage. Vice President Lou Villalvazo requested continued support in their ongoing fight against Smart & Final and an action that will take place on September 22nd. Vice President Suzanne Jimenez announced that they are still at the bargaining table but have not yet been successful and may need to go out on strike. She thanked the Fed and the Board for their support and participation at their action on Labor Day, September 4th.

It was moved, seconded, and carried to approve a pending, amended version of a resolution "urging that Cuba be removed from U.S. list of state sponsors of terrorism". Once the revised resolution is prepared and submitted for review and continuity with the Board's amendment, the Board will present it to the Representatives for approval.

It was moved, seconded, and carried to adjourn the meeting at 10:54 a.m.



Financial Report for July & August 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	765,141.38	-	-	-	-	26,446.86	-	-
Fundraising/Contributions	146,048.98	-	-	-	-	-	-	-
Grant Revenue	-	-	-	-	-	-	-	-
Interest	-	7,185.85	2,490.58	-	347.16	-	-	-
Rental Income	-	-	-	6,300.44	-	-	-	-
Other Income/Market Value Change	1,527.74	5,376.96	-	-	-	-	-	-
Total Revenue	912,718.10	12,562.81	2,490.58	6,300.44	347.16	26,446.86	-	-
EXPENSES								
Salaries	337,606.99	491,567.63	-	-	-	-	-	-
Salary Related Expenses	38,623.19	42,343.91	-	-	-	-	-	-
Conferences, Conventions, Meetings	4,000.00	19,655.68	-	-	-	-	-	-
Annual Events	-	-	-	-	-	-	-	-
Office & Administrative Expenses	77,538.56	62,122.71	70.00	14,355.64	-	-	-	20.00
Professional Fees	98,430.00	984,913.10	-	-	-	-	-	-
Program Expenses:								
The Peoples Project	-	-	-	-	-	-	-	-
Organizing	4,500.00	-	-	-	-	-	-	-
Strategic Campaigns	7,735.22	-	-	-	-	-	15,000.00	-
Communications	6,789.33	-	-	-	-	-	-	-
Contributions	-	-	-	-	224.00	83,617.07	-	-
Other Expenses/Scholarship	-	-	-	-	700.00	-	-	-
Office Upgrades/Improvements	-	-	-	-	-	-	-	-
Total Expenses	575,223.29	1,600,603.03	70.00	14,355.64	924.00	83,617.07	15,000.00	20.00
Net Increase / (Decrease)	\$ 337,494.81	\$ (1,588,040.22)	\$ 2,420.58	\$ (8,055.20)	\$ (576.84)	\$ (57,170.21)	\$ (15,000.00)	\$ (20.00)
CASH FLOW								
Balance as of 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	26.46
Net Increase / (Decrease)	337,494.81	(1,588,040.22)	2,420.58	(8,055.20)	(576.84)	(57,170.21)	(15,000.00)	(20.00)
TPP (Receivable) / Payable	(85,409.17)	85,409.17	-	-	-	-	-	-
Other Interfund (Receivable) / Payable	(38,504.67)	-	-	-	-	-	-	-
Cash Balance 7/31/23	\$ 3,479,968.69	\$ 4,418,607.25	\$ 1,820,856.34	\$ 132,968.07	\$ 189,665.89	\$ 897,603.99	\$ 246,784.00	\$ 6.46



MSP
The Whole
Front Back

COPE Endorsement Recommendations for House of Labor Consideration

Monday, September 25, 2023

7:00 p.m.

Name	Jurisdiction	Recommendation
George Whitesides	US Congress District 27	Endorse
Judy Chu (i)	US Congress District 28	Endorse
Jimmy Gomez (i)	US Congress District 34	Endorse
Ted Lieu (i)	US Congress District 36	Endorse
Sydney Kamlager (i)	US Congress District 37	Endorse
Linda Sanchez (i)	US Congress District 38	Endorse
Robert Garcia (i)	US Congress District 42	Endorse
Maxine Waters (i)	US Congress District 43	Endorse
Nannette Barragan (i)	US Congress District 44	Endorse
Juan Carrillo (i)	Assembly District 39	Endorse
Pilar Schiavo (i)	Assembly District 40	Endorse
	Assembly District 41	No Recommendation
Nick Schultz	Assembly District 44	Endorse
Luz Rivas (i)	Assembly District 45	Endorse
Jesse Gabriel (i)	Assembly District 46	Endorse
Mike Fong (i)	Assembly District 49	Endorse
Rick Chavez- Zbur (i)	Assembly District 51	Endorse
	Assembly District 52	No Recommendation
Mark Gonzalez	Assembly District 54	Endorse
Isaac Bryan (i)	Assembly District 55	Endorse
Lisa Calderon (i)	Assembly District 56	Endorse
Sade Elhawary	Assembly District 57	Endorse
Tina McKinnor (i)	Assembly District 61	Endorse



LCLAA, Justice for Migrant Women, and Equal Pay Today present:

NATIONAL

LATINA EQUAL

PAY SUMMIT

Saturday, September 30, 2023

LiUNA Local 300 | 2005 W Pico Blvd, LA

Join us in addressing the systems that cause the wage gap and the role of unions in helping Latinas in the workplace

© 260



Learn More and RSVP Here



EQUAL RIGHTS
ADVOCATES



Justice for
Migrant Women

LCLAA

LATINA COUNCIL FOR LATIN AMERICAN ADVANCEMENT

JOIN US!

LABOR 411 FOUNDATION'S
FIFTH ANNUAL BLUE TIE GALA

Kicking Off the Holiday Season In Style!

Labor 411
FOUNDATION



HONORING TRAILBLAZERS
IN AMERICA'S BURGEONING
ETHICAL CONSUMER MOVEMENT

THURSDAY, NOV. 16, 2023

6 PM RECEPTION / 7 PM PROGRAM

ANDAZ HOTEL
WEST HOLLYWOOD

8401 SUNSET BLVD,
WEST HOLLYWOOD 90069

OUR ETHICAL HONOREES



YVONNE WHEELER

PRESIDENT, THE LA COUNTY FEDERATION OF LABOR

CHAMPION OF CHANGE AWARD



LOS ANGELES DODGERS

CORPORATE CHAMPIONS FOR GOOD JOBS

FOR TICKETS AND SPONSORSHIP OPPORTUNITIES:

GET YOUR TICKETS NOW!

PLEASE JOIN US! RSVP BY NOV. 1, 2023

WWW.LABOR411FOUNDATION.ORG/GALA



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!

PRINTED IN HOUSE

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



COMPTON
WALK FOR A CURE

Centennial High School

SATURDAY, OCTOBER 7, 2023 7:30AM - 11:30AM

2606 N. CENTRAL COMPTON CALIFORNIA 90221



BROUGHT TO YOU BY
CUSD BOARD MEMBER SATRA ZURITA,
COMPTON UNIFIED SCHOOL DISTRICT,
HON. JANNA ZURITA &
ST. JOHN'S COMMUNITY HEALTH



CUMMING

ENGIE

REGISTER AT COMPTONWALK4ACURE.COM

St. John's
Community Health

URGENT CARE

GRAPHIC PRINTS



CHAINZ



Butterfli



911

907 LOCAL 89

workers united

BULLETIN DISPLAY, LLC

MLK DAY 24 - JANUARY 13 - MLK DAY 24 - JANUARY 13 - MLK DAY 24 - JANUARY 13

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



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



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

VIP RECEPTION	8AM	SATURDAY, JANUARY 13, 2024 Los Angeles Convention Center (Concourse Hall) 1201 S Figueroa St, Los Angeles, CA 90015
BREAKFAST	9AM	
PROGRAM BEGINS	10AM	

KEYNOTE SPEAKER

"TWENTY-SOMETHING"
Tennessee State Representative
JUSTIN J. PEARSON



**LA County Federation of Labor, AFL-CIO
Representative to the House of Labor
Monday, September 25, 2023 @ 7:00 p.m.**

Pledge of Allegiance.

***Code of Conduct Displayed on Projector Screen.** Contact Person to notify of concern, Devin Osiri.

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

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

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

- **AGENDA ITEM;** *Resolution, Cuba with Amendment.*

- **Devin, Political Report;** **Blue Sheet, March Primaries, M/S/P.*

- **Tatianna Martinez, Communications;** Principal Officer Update Form displayed on screen (encouraged to update their info.).
***On the Move, submission link, "Action Alert" Option.**

- **Rosie;** MLK, Jr. Saturday, January 13, 2024, THEME "Twenty-Something Leaders". ***Purple/Black Postcard**

- **Jocelyn, Organizing Report;** Teamster 630 thanks us for help with "Smart & Final, \$19.08 minimum wage for Hollywood, LA County, and **REMINDER "Poverty & Homelessness Summit", 10.13.23 to Abolish It** with Notable Key Speakers.

- **Steve Neal;** Mutual Aid with People's Project, \$403,790.00, Building, 6-Tenant Evictions saved, 5 Workforce Development Referrals, \$6,000.00 UTLA, \$7,000.00 SAG Aftra, \$3,000 IATSE.

- **Armando Olivias, Labor Community Services;** Paying Gas/Electric Bills, Unite HERE, Universal Studios Walk, Thursday, 9.28.23 Food Distribution. Slides of 3rd Annual Dolores Huerta Fundraiser, LS-136 Labor Course "How to Survive When The Paycheck Stops" on 10.7 & 14. Thanked those that gave Maui much needed assistance.

- **Workforce Development;** Job creation, Miguel Contreras Center Foundation assist with Pathways for Job in LA, \$1,000,000.00 Donated for Healthcare Training for underserved communities.

- **President Wheeler's Report;** UAW & Unite HERE still on strike, Ontario, Rally, Tuesday, 9.26.23 @ 11:00 a.m., 5141 Santa Ana Street, Why have "Poverty & Homelessness Summit", Friday, 10.13.23, Wheeler, Richardson, Bass, Hahn, and Barber II, Displayed Information on Screen. Kaiser Hospital speaks for remaining time, Striking, 10.4.23 @ 6:00 a.m., All Kaiser's "Solidarity Day", 10.5.23.

Affiliates Report. Brother Ray Cordova has GoFundMe to get back home for hospitalization; Armenian's Are Under Attack (form of Genocide); Full Retirement, age born July 1957 start pulling it, 20-27% cut coming by 2030, Insolvent, Don't leave money on the Table; 20,000 UAW, 2 Units in LA on strike, CSULA, Wed., 10.4, Universal Studio's Bakers need better contract, minimum wages connected to "Summit" concerns (Homelessness, ***Yellow/White/Green Flyer**) Juvenile Hall, Understaffed, Fundraiser for Loss of 45-Year Old, Stanley, Father-In-Law spoke of him leaving behind 3 Children, Celebration of Life Service, October 19, 2023.

Respectfully Submitted,

Dionne M. Morrissette, AFT1521A

LA County Fed. Of Labor, AFL-CIO

Representative to the House of Labor,

Delegate



UNITED FARM WORKERS

National Headquarters: La Paz • PO Box 62 • Keene, California 93531

Dear friend:

Please join us for the United Farm Workers 2023 Gala in December, celebrating both the farm workers whose struggles make progress possible and our supporters who help make it happen. We live in momentous times for farm workers who mightily sacrifice to overcome the abuse and poverty they and their families suffer.

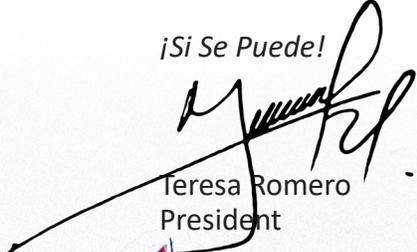
Last year, farm workers endured a stirring and sacrificial, 24-day, 335-mile peregrination (pilgrimage or march) from Delano to Sacramento in the searing heat of August. They appealed for Governor Newsom to sign the farm worker voting rights bill, AB 2183, he previously vetoed, to make it easier for them to join the union. Farm workers then staged protests across the state, including a stunning vigil at the state Capitol. After more popular public support was mobilized for the UFW than we've seen in years, the governor signed our bill, handing farm workers a huge, hard-fought victory.

Now we are preparing to help farm workers build on that victory. We are researching and targeting companies where workers hope to organize. We are beefing up our capacity to meet the challenges and opportunities presented by the new law. We are developing and training farm worker leaders to know and exercise their rights.

Farm worker supporters have always embraced *La Causa* at every level over many decades—from joining the UFW staff, to volunteering countless hours during boycott, political and legislative campaigns, to attending marches, demonstrations, and vigils. Those selfless efforts produced genuine gains last year.

The farm workers know they are not alone in their struggle. Thank you for helping us build a stronger UFW dedicated to a safe and just food supply. Please join us once more at this year's UFW gala celebration.

¡Si Se Puede!



Teresa Romero
President





CHAIR

Teresa Romero
President, United Farm Workers



CO-CHAIRS

Lupita Sanchez Cornejo

Regional Vice President, External Affairs – Los Angeles Region, AT&T

Abigail Dillen

President, Earthjustice

Lorena Gonzalez

Executive Secretary-Treasurer, California Labor Federation

Mary Kay Henry

International President, SEIU

Kerry Kennedy

President, RFK Human Rights

Kathryn Lybarger

President, AFSCME 3299

Ken McNeely

President, AT&T West

Pete Rodriguez

Executive Secretary Treasurer,

Southwest Mountain States Regional Council of Carpenters

Hermelinda Sapien

Executive Director, Center for Employment Training



Special Guest

Karen Bass

Mayor - Los Angeles, CA

HOST COMMITTEE

Hortencia Armendariz, *Healthcare Justice Director, SEIU UHW*

Bonnie Castillo, *Executive Director, California Nurses Association*

Dave Cortese, *California State Senator*

Arnulfo De La Cruz, *President, SEIU 2015*

Kathy Finn, *President, UFCW #770*

Ira L. Gottlieb, *Partner, Bush Gottlieb*

Bill Karns, *Partner Karns and Karns*

Andrea LaRue, *Managing Partner, NVG*

Dolores Leal, *Partner, Allred, Maroko & Goldberg*

Frank Lima, *General Secretary-Treasurer, IAFF*

Mercedes Martinez, *Administrator RFK/JDLC*

Rick Middelton, *Secretary-Treasurer, IBT Local 572*

Kurt Petersen, *Co-President, UNITE HERE Local 11*

Fred Sayre, *Senior Trial Counsel, Adamson Ahdoot*

Yvonne Wheeler, *President, Los Angeles Federation of Labor*

Diane Worley, *Executive Director, California Applicants' Attorneys Association*



Sponsorship Opportunities

Thursday, December 14, 2023

Registration Begins 5:00pm

Millennium Biltmore Hotel

506 S Grand Ave.

Los Angeles, CA 90071

Premier Sponsor \$100,000

- Time to speak during presentation.
- Prominent placement of company/organization logo on all marketing materials produced for Gala Dinner.
- Full page, color ad in Gala Program Book.
- Company/Organization name/logo on UFW website with a link to company website.
- Company/Organization name/logo in all e-marketing blasts.
- Inclusion in press materials.
- Verbal recognition at UFW Gala Dinner.
- Company/Organization provided social media message to be included on UFW social media pages and promotion as a Premier Sponsor.
- (2) eight-person tables with prominent placement at UFW Gala Dinner.
- Listing in Premier Section in the Commemorative Journal.

Diamond Sponsor \$50,000

- Time to speak during presentation.
- Company /Organization logo on select marketing materials produced for Gala Dinner.
- Full page, color ad in Gala Program Book.
- Company/Organization name/logo on UFW website with a link to company website.
- Company/Organization name/logo in all e-marketing blasts.
- Inclusion in select press materials.
- Verbal recognition at UFW Gala Dinner.
- Social media promotion as Diamond Sponsor.
- (2) eight-person tables at UFW Gala Dinner.
- Listing in Diamond Section in the Commemorative Journal.

Platinum Sponsor \$25,000

- Company /Organization logo on select marketing materials produced for Gala Dinner.
- Full page, color ad in Gala Program Book.
- Company/Organization name/logo on UFW website with a link to company website.
- Company/Organization name/logo in all e-marketing blasts.
- Inclusion in select press materials.
- Verbal recognition at UFW Gala Dinner.
- Social media promotion as a Platinum Sponsor.
- Eight-person table at UFW Gala Dinner.
- Listing in Platinum Section in the Commemorative Journal.

For questions please call Diana Martinez at 661-823-6105

Please return this form to indicate your sponsorship level.

- Yes, please count on me to support the UFW Gala in honor of the continuing struggle with a sponsorship gift.
- Payment enclosed (Please make check payable to):
United Farm Workers
Attn: Teresa Romero, Gala Dinner Chair
P.O. Box 62
Keene, CA 93531

Please indicate your sponsorship level:

- Premier Sponsor \$100,000
- Diamond Sponsor \$50,000
- Platinum Sponsor \$25,000
- I am unable to attend, but wish to make a contribution in the amount of \$_____

Sponsor Name: _____

Contact Name: _____

Organization: _____

Address: _____

City, State, Zip: _____

Phone: _____ Ext: _____

e-mail: _____

Visa Mastercard AMEX Discover

Credit Card Number: _____

Expiration Date: _____ Security Code: _____

Signature: _____

Date: _____



Sponsorship Opportunities

Gold Eagle Sponsor \$15,000

- Full page, color ad in Gala Program Book.
- Company/Organization name/logo on UFW website.
- Verbal recognition at UFW Gala Dinner.
- Eight-person table at UFW Gala Dinner.
- Social media promotion as Gold Eagle Sponsor.
- Listing in Gold Sponsor Section in the Commemorative Journal.

Silver Eagle Sponsor \$10,000

- Full page, color ad in Commemorative Journal.
- Company/Organization name/logo on UFW website.
- Eight-person table at UFW Gala Dinner.
- Social media promotion as Silver Eagle Sponsor.
- Listing in Silver Sponsor Section in the Commemorative Journal.

Black Eagle Sponsor \$5,000

- Full page, color ad in Commemorative Journal.
- Eight-person table at UFW Gala Dinner.
- Social media promotion as Black Eagle Sponsor.
- Listing in Black Sponsor Section in the Commemorative Journal.

Bronze Eagle Sponsor \$1,000 (per seat)

- Business Card, color ad in Commemorative Journal.
- 1 invite to UFW Gala Dinner.
- Listing in Bronze Sponsor Section in the Commemorative Journal.

For questions please call Diana Martinez at 661-823-6105



Thursday, December 14, 2023

Registration Begins 5:00pm

Millennium Biltmore Hotel

506 S Grand Ave.

Los Angeles, CA 90071

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United Farm Workers
Attn: Teresa Romero, Gala Dinner Chair
P.O. Box 62
Keene, CA 93531

Please indicate your sponsorship level:

- Gold Eagle Sponsor \$15,000
- Silver Eagle Sponsor \$10,000
- Black Eagle Sponsor \$5,000
- Bronze Eagle Sponsor \$1,000
- I am unable to attend, but wish to make a contribution in the amount of \$_____

Sponsor Name: _____

Contact Name: _____

Organization: _____

Address: _____

City, State, Zip: _____

Phone: _____ Ext: _____

e-mail: _____

Visa Mastercard AMEX Discover

Credit Card Number: _____

Expiration Date: _____ Security Code: _____

Signature: _____

Date: _____

Sponsorships at the **Premier, Diamond, Platinum, Gold Eagle, Silver Eagle** and **Black Eagle** levels all include a Full Page Ad space, in addition to each level's benefits.

Bronze Eagle sponsorships include a Business Card Ad space, in addition to the benefits at that level.

Business Card Ad

Max. Image Area =
3.688 x 2.374 inches
\$1,000

1/4 Page Vertical Ad

Max. Image Area =
3.688 x 4.943 inches
\$1,500

Full Page Ad

Max. Image Area = 7.5 x 10 inches
\$5,000

1/2 Page Horizontal Ad

Max. Image Area = 7.5 x 4.938 inches
\$2,500

- 1) *Make checks payable to **United Farm Workers***
- 2) *Please indicate the ad you want and send a copy to:*

United Farm Workers
Attn: Teresa Romero, Gala Dinner Chair
P.O. Box 62
Keene, CA 93531-0062

All Ad
Artwork
Needed by
NOVEMBER
30th
2023

Please send the art for your ad to Justin Watkins at jwatkins@ufw.org