

# AFT STAFF GUILD 2023 NEGOTIATIONS

## NEWSLETTER 6/9/23



Staff Guild  
Local 1521A

### NEGOTIATIONS 2023 – 2026 IN PROGRESS

AFT College Staff Guild and the Los Angeles Community College District began negotiations on March 29, 2023. Ground rules, some initial proposals, and counter proposals have been presented.

### NEGOTIATING TEAM

Staff Guild Co-Chief Negotiators Hazel Alonzo and Yovanna Campos

LACC – Natalie Embrey

ESC – Yung Kim

ELAC – Rowena Smith

LAHC – Andy LaBrune

LAMC – Carlos Flores

President – Hazel Alonzo

2nd VP – Mario Perez

Treasurer – Kristine Ayvazyan

LAPC – Sean Khalifehzadeh

LASC – Ruben Villanueva

LATTC – Lori Hunter

LAVC – Chad Baugher

WLAC – Maria Mancia

1<sup>st</sup> VP – Jo-Ann Haywood

Recording Secretary – Yovanna Campos

Grievance Secretary – Troy Pierce

### WHAT'S HAPPENING

**We are negotiating a successor agreement to the contract that will end on June 30, 2023. While we are in continued negotiations, the contract will still be valid until negotiations are concluded. *There is no lapse in union representation.* Both parties are currently meeting with their bargaining teams and developing proposed article language.**

### CALENDAR OF MEETINGS

The AFT 1521A team has planned meeting dates for bargaining prep as follows:

06/14/2023

Meetings with management are scheduled as follows:

06/14/2023

Additional meetings scheduled: TBA.

## SUNSHINED ARTICLES

**ARTICLE 5, GENERAL PROVISIONS (tentative agreement reached on May 24)**

**ARTICLE 8, WORK ENVIRONMENT\***

**ARTICLE 10, VACATION** (counter proposal presented by management on May 24th)

**ARTICLE 11, HOLIDAYS** (counter proposal presented by AFT 1521A on May 24th)

**ARTICLE 12, HOURS AND WORKWEEK\***

**ARTICLE 14, TRANSFER AND REASSIGNMENT** (initial proposal presented by management on May 24th)

ARTICLE 15, CLASSIFICATION AND RECLASSIFICATION

ARTICLE 16, PROCEDURE FOR PERFORMANCE EVALUATION

ARTICLE 17, PROFESSIONAL DEVELOPMENT AND RETRAINING

**ARTICLE 19, LEAVES AND ABSENCES** (initial proposal presented by management on May 24th)

ARTICLE 20, TELECOMMUTING

ARTICLE 22, GRIEVANCE PROCEDURE

ARTICLE 23, WAGES AND SALARIES

ARTICLE 24, COMMITTEES/SHARED GOVERNANCE

\* We are still exchanging proposals for the above articles.

If members have any additional ideas or proposed language for the above articles, please contact your campus negotiations team representative.

In Strength and Unity

## NEGOTIATIONS 101

### **BARGAINING PROCESS**

Both sides will come to the table with proposals. Proposals will be discussed and modified until tentative agreements are reached. Assuming an agreement can be reached, the contract will be recommended for ratification by the members.

### **SUNSHINING**

Both parties present the topics they want to bargain. Either side can open any and all articles.

### **NEGOTIATIONS**

Both sides sit down with legal obligation to bargain in good faith to attempt to reach agreement.

### **CAUCUS**

When there needs to be a break in negotiations at the table and a private conversation needs to be held away from management for a consensus.

### **IMPASSE**

Either side can declare the talks are deadlock, which leads to mediation. A state appointed mediator tries to get the two sides to reconcile their differences. If not successful, the mediator will send the parties to fact-finding.

### **FACT-FINDING**

A fact-finding panel will issue a report with recommended terms of settlement, but the parties don't have to agree to it.

### **AFT 1521A CAN STRIKE - DISTRICT CAN IMPOSE**

If no agreement is reached, LACCD can legally and unilaterally impose its last, best and final proposals. AFT1521A can legally hold a job action, including a strike.