

AFT STAFF GUILD 202 NEGOTIATIONS

NEWSLETTER //2

NEGOTIATIONS 202 – 202 IN PROGRESS

AFT Staff Guild and the Los Angeles Community College District began negotiations on ODUFK, 202 URUUHV VRPHLQWLDO SURSRVDOV DQFRVHUSURSRVDOVKDYHEHHQUHVHWHG

NEGOTIATING TEAM

Staff Guild Co-ChLHI1HJRWLDWRD DPSRV ODUWKDJXURDZHOG5HS DG/NLD6PLWKHFVLYHLUHFWRUORDWRU

LACC – 1DWDQPHUH\

6& – .LP

ELAC – Rowena Smith

LAHC – AG\ /DWH

LAMC – [DOK]

President – QUHDGDUGV

1st VP – ODLUDX

Treasurer – UR3LHUFH

LAPC – 6HDQKDOLIHKDGHK

LASC – 5XHQ 9LOODHYD

LATTC – /RUW/HU

LAVC – SHWDDPSEHOO

WLAC – ODULDDLD

1st VP – -HVVH6DRHGR

Recording Secretary – Yovanna Campos

Grievance Secretary – KDGXKHU

We are negotiating a successor agreement to the contract that expires on June 30, 2022.

Both

and

Both

parties are currently meeting with their

bargaining teams and developing proposed article language.

CALENDAR OF MEETINGS

The team has schedules for bargaining prep:

OHHLVZWKPDQJHPHVDUHVFKHGHDVVIROORZ

GLWLRDOPHHWLVVFKHGHDG%

SUNSHINED ARTICLES

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

ARTICLE 8, WORK ENVIRONMENT*

ARTICLE 10, VACATION*

ARTICLE 11, HOLIDAYS*

ARTICLE 12, HOURS AND WORKWEEK*

ARTICLE 14, TRANSFER AND REASSIGNMENT*

ARTICLE 15, CLASSIFICATION AND RECLASSIFICATION*

ARTICLE 16, PROCEDURE FOR PERFORMANCE EVALUATION*

ARTICLE 17, PROFESSIONAL DEVELOPMENT AND RETRAINING

ARTICLE 19, LEAVES AND ABSENCES*

ARTICLE 20, TELECOMMUTING

ARTICLE 22, GRIEVANCE PROCEDURE (Appendix F has been tentatively agreed upon on 9/28/23)

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.