

AFT STAFF GUILD

2023 NEGOTIATIONS

NEWSLETTER 11/17/23



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 Yovanna Campos, Martha Figueroa, CFT Field Rep and Luukia Smith, Executive Director/Monitor

LACC – Natalie Embrey

LAPC – Sean Khalifehzadeh

ESC – Yung Kim

LASC – Ruben Villanueva

ELAC – Rowena Smith

LATTC – Lori Hunter

LAHC – Andy LaBrune

LAVC – Aleta Campbell

LAMC – Ana Iniguez

WLAC – Maria Mancia

President – Andrea Edwards

1st VP – Jesse Saucedo

2nd VP – Maira Cruz

Recording Secretary – Yovanna Campos

Treasurer – Troy Pierce

Grievance Secretary – Chad Baugher

WHAT'S HAPPENING

We are negotiating a successor agreement to the contract that expired 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: 11/28/23

Meetings with management are scheduled as follows: TBA

Additional meetings scheduled: TBA

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 (tentative agreement reached article and Appendix V on November 17)

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.