

AFT STAFF GUILD

2023 NEGOTIATIONS

NEWSLETTER 12/15/23



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: 01/05/2024

Meetings with management are scheduled as follows: 01/12/2024 01/22/2024 02/09/2024

SUNSHINED ARTICLES

ARTICLE 5, GENERAL PROVISIONS

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 21, JLMBC

ARTICLE 22, GRIEVANCE PROCEDURE

ARTICLE 23, WAGES AND SALARIES

ARTICLE 24, COMMITTEES/SHARED GOVERNANCE

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

In Strength and Unity

Dear Members:

We hope this message reaches you in good health. As we continue negotiations with management, we would like to provide you with a brief update on the recent counter proposals and responses.

Your Negotiations Team has five updates to share with you. Please keep in mind that these changes are tentative and will go into effect once our new contract is ratified. The effective date is currently unknown. The tentatively agreed upon language for Articles 5, 15, 17, 20 and 21 are as follows:

AFT 1521A Proposal 4/19/23

Management Counter Proposal 5/10/23

AFT 1521A Counter Proposal 5/24/23

Tentative Agreement on 5/24/2023

Article 5 General Provisions

This Article is in the CBA to provide basic guidelines on the need to update our agreement and give access to the information it contains to our bargaining unit.

There are two tentatively agreed upon changes in this article. They are in sections B and I.

- **Section B.** States that all requests for information will be provided digitally, instead of on paper, as it used to be given. It also states that requests for information must be delivered in 15 days rather than having no timeline listed in the current contract.
- **Section I.** The District will provide the AFT with a report on classified Unit 1 staffing levels at each college and the District Office, to include filled and vacant positions in a digital format for the entire bargaining unit every 90 days, instead of once every six (6) months as it is currently.

AFT 1521A Proposal 6/14/2023

Management Counter Proposal 12/11/23

Tentative Agreement 12/11/23

Article 15 Classification and Reclassification

The Reclassification Request shall be acknowledged by the employee's immediate supervisor and the College President or District Office Vice Chancellor of Human Resources and forwarded

to the Personnel Commission within ten (10) working days from date of the reclassification request. Our current contract allows twelve (12) working days for the documents to be forwarded.

These changes seem geared towards streamlining the reclassification process, ensuring prompt notification, and maintaining clarity in communication between the District, AFT, and Personnel Commission. The amendments reflect a focus on efficiency, responsiveness, and effective collaboration in the classification and reclassification procedures.

AFT 1521A Proposal 11/3/23

Management Counter Proposal 11/3/23

AFT 1521A Counter Proposal 11/17/23

Management Counter Proposal 11/17/23

AFT 1521A 2nd Counter Proposal 11/17/23

Tentative Agreement 11/17/23

Article 17 Professional Development and Retraining

The updated Article 17 on Professional Development and Retraining in the LACCD and AFT Staff Guild 1521A Agreement 2020 – 2023 brings several notable changes:

1. Tuition Reimbursement (A):
 - The maximum tuition reimbursement has been increased from \$3,000 to \$4,000 per academic year.
 - Reimbursement for books and materials has been enhanced, covering 100% of their cost at any institution, compared to the previous limit of 50%.

2. Tuition Reimbursement Process (A.6):
 - The new article introduces a specific timeline for submitting reimbursement requests, allowing submissions no earlier than 30 days prior to the course start date and no later than the end of the fourth week of classes. It adds two weeks after the class start date for submission of request from current language.

Overall, the changes in the updated article focus on increasing financial support for professional development, streamlining reimbursement processes, and providing clarity on the funding independence for retraining programs. These adjustments aim to enhance opportunities for employee growth and skill development within the LACCD and AFT Staff Guild agreement.

AFT 1521A Proposal 12/11/23

Management Counter Proposal 12/11/23

AFT 1521A Counter Proposal 12/11/23

Tentative Agreement 12/11/23

Article 20 Telecommuting Proposed New Name: Remote Work

The revised Article 20 on Telecommuting, now termed "Remote Work," in the LACCD and AFT Staff Guild 1521A Agreement 2020 – 2023, introduces several significant changes:

1. Terminology and Scope (A):
 - The term "telecommuting" has been updated to "remote work," reflecting contemporary language.
 - The agreement emphasizes that remote work is solely at the discretion of the District and is a privilege, not an entitlement. This underscores the discretionary nature of remote work arrangements.
2. Considerations and Impact (A):
 - The new language specifies that remote work must not adversely impact student access, district operations, instruction, or services to students and the community. It highlights the importance of ensuring that remote work aligns with the best interests and needs of individual college campuses, the Educational Services Center (ESC), and the communities they serve.
3. Guidelines and Procedures (B):
 - The agreement refers to Administrative Procedure 7280 for guidance on remote work, indicating a formalized set of procedures for implementing and managing remote work arrangements. This provides a more structured framework compared to the previous agreement.
 - The District and Staff Guild commit to negotiating any impacts resulting from changes to the Administrative Procedure, providing a mechanism for ongoing collaboration and adjustments based on evolving needs.

Overall, the updated Article 20 reflects a shift in terminology to "remote work," underscores the discretionary nature of such arrangements, and introduces more detailed considerations to ensure that remote work aligns with the district's overall objectives while incorporating formalized procedures for guidance.

Management Proposal 9/28/23

AFT 1521A Counter Proposal 11/03/2023

Management Counter Proposal 12/11/23

AFT 1521A Counter Proposal 12/11/23

Tentative Agreement 12/11/23

Article 21 Health and Welfare Master Benefits Agreement

**The only change to the Master Benefits Agreement is the addition of its link and a statement of how members can obtain a hard/paper copy.*

The Master Benefits Agreement can be found online at:

<https://studentlaccd.sharepoint.com/sites/laccd/offices/ELR/SitePages/Collective-BargainingAgreements.aspx>

Employees may print a hard copy of the Master Benefits Agreement from their worksite's Payroll and or Personnel Office.

We encourage you to review these updates and changes to the current contract language. We will keep you updated on any further developments. We appreciate your patience and participation in the negotiation process.

Happy Holidays!

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.