



EXECUTIVE BOARD AGENDA

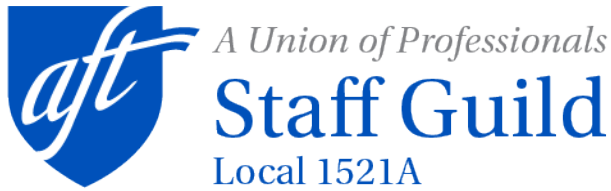
Thursday, January 18, 2024
3:00pm – 6:00pm
LAPC Building ELM 1728 / Zoom

- I. Call to Order (5 minutes)
- II. Flag Salute (2 minutes)
- III. Meeting Protocols (10 minutes)
- IV. Approval of Agenda (2 minutes)
- V. Approval of Minutes from November 9, 2023; November 28, 2023; and December 14, 2023 meetings (3 minutes)
- VI. Action Items (30 minutes)
 - a. Legal Bill
 - b. Profit/Loss Statement
 - c. March on March (3/7/24)
 - d. CFT March Summit (3/14/24 – 3/16/24)
 - e. *Closed Session Item*
- VII. Chapter Reports (30 minutes)

<input type="checkbox"/> City	<input type="checkbox"/> District Office	<input type="checkbox"/> East	<input type="checkbox"/> Harbor	<input type="checkbox"/> Mission
<input type="checkbox"/> Pierce	<input type="checkbox"/> Southwest	<input type="checkbox"/> Trade-Tech	<input type="checkbox"/> Valley	<input type="checkbox"/> West
				<input type="checkbox"/> Retirees
- VIII. Executive Director/Monitor Report (30 minutes)
 - a. District Consultation
 - b. PC Consultation
 - c. BOT
 - d. JLMBC
 - e. Additional Comments
 - i. Negotiations
 - ii. Classified Day of Action (May 21, 2024)
 - iii. AFT PSRP Conference (April 19-21, 2024)
- IX. Officer Reports (20 minutes)
 - a. President
 - b. 1st Vice President
 - c. 2nd Vice President
 - d. Treasurer
 - e. Recording Secretary
 - f. Grievance Secretary

- X. Committee Reports (10 minutes)
 - a. COPE: Julio Ortiz, Political Coordinator
 - b. EEO: Cassandra Walker
 - c. Elections: Mark Bergquist
- XI. Conference/Convention/Training Reports (10 minutes)
 - Labor Law and Labor Arbitration
- XII. Affiliate Reports (5 minutes)
 - a. LA County Federation Labor Delegate – Dionne Morrissette
 - MLK Breakfast
 - b. Activities Coordinator – Chad Baugher
- XIII. New Business (15 minutes)
 - a. March General Membership Meeting
- XIV. Adjournment

Next Executive Board Meeting: February 8, 2024, Los Angeles Southwest College



E-Board Meeting Minutes

Date: November 9, 2023

Time: 3:00pm

In Attendance via Zoom

Executive Director/Monitor: Luukia Smith

Advisors: Yovanna Campos

City: Jasminee Haywood-Daley

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

East: Julio Ortiz, Christine Perez, Josue Ramirez, Rowena Smith-Kersaint, Promise Williams, Lynn Wood

Harbor: Andy LaBrune, Ken Roberts

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

Pierce: Carlos Flores, Jeremy Mason, Ngan Mork, Lupita Narkevicius, Melinda Ung

Southwest: Shauna Carter, Cassandra Walker

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

Valley: Nino Shtromberg, Rolando Ventura, Alicen Vera

West: Cha-Zette Smith, Tamara Washington

Retirees: Pamela Atkinson, Mike Romo

Guests: Mark Bergquist, Michelle Carlon, Eneida Chacon, Naleen De Silva, Cleo Diaz, Natalie Embrey, Jo-Ann Haywood, Perry Jhang, Esther Natividad, Francelia Ramirez, Maria Salas, Edith Villavicencio

Executive Board Action

Call to order at 3:16pm

Add Labor Fed Convention as item d. under Action Items and move rest of items down

Approval of agenda as amended **M/S/P** Aleta Campbell and Michael Griggs

Approval of minutes from October 12, 2023 E-Board meeting **M/S/P** Chad Baugher and Ken Roberts

V. Action Items

- a. Legal Bill – September and July bills presented; questions on July bill regarding demand letter to Rick von Kolen and election issues emails from T. Pierce and reinstatement of membership for A. Edwards; have legal attend next executive board meeting **M/S/P** Lupita Narkevicius and Michael Griggs 1 Nay 2 Abstain
- b. Good and Welfare – flowers and condolence card **M/S/P** Michael Griggs and Chad Baugher 1 Abstain
- c. Labor Law and Labor Arbitration Training – training at LA Convention Center on Thursday, January 11, 2024 \$525 registration per person 7:15am – 4:30pm **M/S** to send 7 people Michael Griggs and Cassaundra Walker
Mitch pointed out that the January executive board meeting is on that day; will move meeting to accommodate training; amend motion to increase number of participants to 10 **M/S** Yovanna Campos and Luukia Smith; amend motion to increase number of participants to 16 to prioritize grievance reps, chapter chairs, and officers if space permits **M/S/P** Chad Baugher and Yovanna Campos 1 Abstain
- d. Labor Fed Convention – December 3-6 at the Oakland Marriott; motion to send Julio Ortiz and Dionne Morrissette **M/S** Chad Baugher and Ken Roberts amend motion to send up to 4 members **M/S/P** Julio Ortiz and Aleta Campbell; send info to Julio, Dionne, and Perry
- e. OPEIU Negotiations – conversation about the contract proposals and history from Ruby Newbold; motion to approve tentative agreements **M/S** Michael Griggs and Lupita Narkevicius; Michael and Lupita withdraw motion; table until December and have a special meeting to discuss this one item **M/S/P** Chad Baugher and Ken Roberts Request for past 3 years of budget, current annual salaries and proposed annual salaries; job descriptions for staff
- f. Closed session – Motion to counter offer \$7,500 with no legal fees; give legal the authority to counteroffer no more than \$10K. This will close the matter and cannot sue for any other wages/damages **M/S/P** Rowena Smith Kersaint and Lupita Narkevicius 7 Nay 1 Abstain

VI. Chapter Reports

- a. Harbor – pending, West – pending, Retirees – no report

VII. Executive Director/Monitor Report

- a. PC Consultation
- b. BOT
- c. District Consultation
- d. State and Division Councils
- e. JLMBC
- f. Additional Comments

- i. CCE Conference
 - ii. Negotiations
- VIII. Committee Reports
 - a. COPE – report submitted
 - b. EEO – last meeting cancelled; no feedback received on LACCD EEO draft previously sent via email
 - c. Elections – full committee representation; November 17th CFT training
- IX. Affiliate Reports
 - a. LA County Federation Labor Delegate – report submitted
 - b. Activities Coordinator – working on a holiday food drive email to send to chapter chairs

Meeting adjourned at 6pm

Next meeting: December 14, 2023 Location TBD

Minutes submitted by Yovanna Campos, Recording Secretary

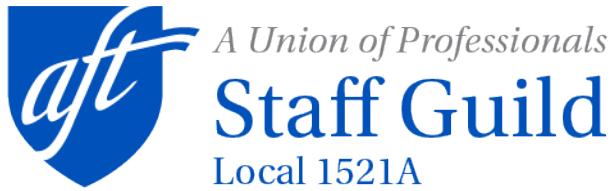
AFT College Staff Guild, Local 1521A
Executive Board Sign-in Sheet
November 9, 2023

Advisors	L.A. Pierce College
Andrea Edwards, President <i>Andrea Edwards</i>	Melinda Ung, Chapter Chair ✓
Jesus Saucedo, First Vice President <i>Jesus Saucedo</i>	Ngan Mork ✓
Maira Cruz, Second Vice President <i>Maira Cruz</i>	Sean McDonald
Troy Pierce, Treasurer <i>Troy Pierce</i>	Darlene Richarte
Yovanna Campos, Recording Secretary <i>Yovanna Campos</i>	Geremy Mason, Alt Del
Chad Baugher, Grievance Secretary <i>Chad Baugher</i>	Carlos Flores, Alt Del ✓
L.A. City College	Vacant, Alt Del
Mitchell Polin, Chapter Chair <i>Mitchell Polin</i>	Lupita Narkevicius, Grievance Rep.
Caridad Ahorro	L.A. Southwest College
Aldie Paz	Cassandra Walker, Chapter Chair ✓
Elonda Austin Pope <i>Elonda Austin Pope</i>	Ruben Villanueva ✓
Jasminee Haywood-Daley, Alt Del	Safir Larios-Ramirez ✓
Vacant, Alt Del	Shauna Carter, Alt Del ✓
Vacant, Alt Del	Tasha Anderson, Alt Del
Vacant, Grievance Rep.	LaTanya Drake, Grievance Rep.
District Office	L.A. Trade-Technical College
Gloria Moreno, Chapter Chair ✓	Lori Hunter, Chapter Chair ✓
LaShawn Duffin ✓	Monica Castillo ✓
Olga Hernandez	Jose Rosas ✓
Hazel Alonzo, Alt Del ✓	Joyce Nickerson, Alt Del
Vacant, Alt Del	Vacant, Alt Del
Kimberly Davillier, Grievance Rep. ✓	Kookie Williams, Grievance Rep. ✓
East L.A. College	L.A. Valley College
Rowena Smith-Kersaint, Chapter Chair	Aleta Campbell, Chapter Chair
Promise Williams	Alicen Vera ✓
Josue Ramirez ✓	Teresa Dunham-Frost ✓
Lynn Wood	Nino Shtromberg ✓
Alejandro De La Parra	Maribeth Armant, Alt Del
Jennifer Estrada	Alicia Clardy, Alt Del
Rosalba Villalobos, Alt Del	Rolando Ventura, Alt Del
Julio Ortiz, Alt Del	Phillip Highley, Grievance Rep. <i>JAng Pigg</i>
Stephanie Amaya, Alt Del	West L.A. College
Vacant, Alt Del	Maritza Medina, Chapter Chair
Vacant, Alt Del	Tamara Washington ✓
Vacant, Grievance Rep.	Cha-Zette Smith ✓
L.A. Harbor College	Marilyn Ingram, Alt Del
Nadine Muro, Chapter Chair <i>Nadine Muro</i>	Vacant, Alt Del
Ken Roberts <i>Ken Roberts</i>	Vacant, Grievance Rep.
Andy Labrone <i>Andy Labrone</i>	Retiree Chapter
Anthony Alvarez, Alt Del <i>Anthony Alvarez</i>	Fern Reisner, Chapter Chair
Vacant, Alt Del	Pamela Atkinson
Justin Raines, Grievance Rep.	Donald Santoianni, Alt Del
L.A. Mission College	Guests
Michael Griggs, Chapter Chair ✓	<i>Piper Watkins, Staff</i>
Jena Sovereign ✓	
Susan Ghirardelli	
Christine Dagdagan, Alt Del ✓	
Ana Iniguez, Alt Del	
Vacant, Grievance Rep.	

Piper Watkins, staff

AFT College Staff Guild, Local 1521A
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November 9, 2023

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Maira Cruz, Second Vice President <i>[Signature]</i>	Sean McDonald
Troy Pierce, Treasurer <i>[Signature]</i>	Darlene Richarte
Yovanna Campos, Recording Secretary	Jeremy Mason, Alt Del
Chad Baugher, Grievance Secretary	Carlos Flores, Alt Del
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Mitchell Polin, Chapter Chair	Lupita Narkevicius, Grievance Rep.
Caridad Ahorro	L.A. Southwest College
Aldie Paz	Cassandra Walker, Chapter Chair
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LaShawn Duffin	Monica Castillo
Olga Hernandez	Jose Rosas
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Rowena Smith-Kersaint, Chapter Chair	Aleta Campbell, Chapter Chair <i>[Signature]</i>
Promise Williams	Alicen Vera
Josue Ramirez	Teresa Dunham-Frost <i>[Signature]</i>
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Ken Roberts	Vacant, Grievance Rep.
Andy Labrune	Retiree Chapter
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Justin Raines, Grievance Rep.	Donald Santoianni, Alt Del
L.A. Mission College	Guests
Michael Griggs, Chapter Chair	<i>[Signature]</i> Dionne O. Obissote, LA County Fed., Delegate
Jena Sovereign	<i>[Signature]</i> Ronald Houston, Retiree
Susan Ghirardelli	
Christine Dagdagan, Alt Del	
Ana Iniguez, Alt Del	
Vacant, Grievance Rep.	



Special E-Board Meeting Minutes

Date: November 28, 2023

Time: 5:00pm

In Attendance

Executive Director/Monitor: Luukia Smith

Advisors: Chad Baugher, Yovanna Campos, Andrea Edwards, Troy Pierce, Jesse Saucedo

City: Jasmine Haywood-Daley, Aldie Paz, Mitch Polin

District: LaShawn Duffin, Gloria Moreno

East: Alejandro de la Parra, Julio Ortiz, Rowena Smith-Kersaint, Promise Williams

Harbor: Anthony Alvarez, Andy LaBrune, Nadine Muro, Ken Roberts

Mission: Christine Dagdagan, Susan Ghirardelli, Michael Griggs, Ana Iniguez

Pierce: Carlos Flores, Jeremy Mason, Sean McDonald, Lupita Narkevicius, Melinda Ung

Southwest: Tasha Anderson, Safir Larios-Ramirez, Cassandra Walker

Trade: Lori Hunter, Jose Rosas, Kookie Williams

Valley: Aleta Campbell, Alicia Clardy, Teresa Dunham-Frost, Phillip Highley

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

Retirees:

Guests: Dionne Morrissette

Executive Board Action

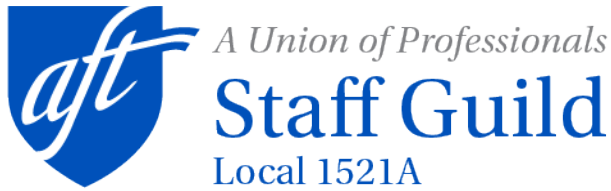
Call to order at 5:21pm

- V. Action Item
 - a. OPEIU Contract Negotiations 26 Aye 12 Nay

Meeting adjourned at 6:40pm

Next meeting: December 14, 2023 Location LAMC

Minutes submitted by Yovanna Campos, Recording Secretary



E-Board Meeting Minutes

Date: December 14, 2023

Time: 3:00pm

In Attendance via Zoom

Executive Director/Monitor: Luukia Smith

Advisors:

City: Caridad Ahorro

District: Kimberly Davillier, LaShawn Duffin, Olga Hernandez

East: Alejandro de la Parra, Jennifer Estrada, Josue Ramirez, Promise Williams, Lynn Wood

Harbor: Andy LaBrune, Ken Roberts

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

Pierce: Carlos Flores, Jeremy Mason, Sean McDonald, Lupita Narkevicius

Southwest: Shauna Carter, LaTanya Drake, Cassaundra Walker

Trade: Monica Castillo, Lori Hunter

Valley: Nino Shtromberg, Alicen Vera

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

Retirees: Mike Romo

Guests: Mark Bergquist, Natalie Embrey, Perry Jhang

Executive Board Action

Call to order at 3:14pm

Remove approval of minutes from November 9, 2023 meeting; will present at next meeting

Approval of agenda as amended **M/S/P** Michael Griggs and Veronica Enriquez

- V. Swearing In of New Grievance Reps: Veronica Enriquez, Edith Villavicencio, and Promise Williams
- VI. Action Items
 - a. Legal Bill –**M/S/P** Chad Baugher and Mitch Polin
 - i. Motion to stop legal bill discussion and move to next items **M/S/P** Sean McDonald and Maritza Medina
 - b. Stipend Recommendations **M/S/P** Michael Griggs and Andrea Edwards
- VII. Chapter Reports
 - a. Harbor – pending, Trade – pending, Retirees – no report
- VIII. Executive Director/Monitor Report
 - a. PC Consultation – December 11th – training request, TWOC, meeting with Rick and Ron regarding Pierce lifeguards
 - b. BOT – extension to Interim Deputy Chancellor contract; extension to Interim President at Pierce; report from ODEIA regarding handling of Title IX cases; 25% of employees have completed sexual harassment training on the VRC; questions about contracts and RFP process for marketing → procurement review request; approval of reclassification at ELAC (Admin. Services); new president, 1st VP, and 2nd VP for the next year: Nichelle Henderson, Kelsey Iino, and Sara Hernandez, respectively
 - c. JLMBC – long-term care vendors; spring newsletter
 - d. Additional Comments
 - i. Negotiations – meeting with CFT Research Dept; will continue to meet in January and February; will begin salary analysis in the new year
- IX. Committee Reports
 - a. COPE – report submitted
 - b. EEO – report submitted
 - c. Elections – working on policies and procedures; waiting for AFT determination
- X. Affiliate Reports
 - a. LA County Federation Labor Delegate – report submitted; CFT endorsements, LA Labor Fed endorsements
 - b. Activities Coordinator
- XI. New Business
 - a. MLK Breakfast – table of 10 is full; deadline was extended for registration
 - b. Labor Law and Labor Arbitration training – 14 people are interested; add Christine Perez and Cesar Contreras to list

Motion to adjourn **M/S/P** Yovanna Campos and Rowena Smith-Kersaint

Meeting adjourned at 5:53pm

Next meeting: January 18, 2024 Location TBD

Minutes submitted by Yovanna Campos, Recording Secretary

AFT College Staff Guild, Local 1521A

Executive Board Sign-in Sheet

~~November 9, 2023~~

December 14

Advisors	L.A. Pierce College
Andrea Edwards, President <i>[Signature]</i>	Melinda Ung, Chapter Chair <i>[Signature]</i>
Jesus Saucedo, First Vice President <i>[Signature]</i>	Ngan Mork <i>[Signature]</i>
Maira Cruz, Second Vice President <i>[Signature]</i>	Sean McDonald
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Vacant, Alt Del	Pamela Atkinson
Justin Raines, Grievance Rep.	Donald Santoianni, Alt Del
L.A. Mission College	Guests
Michael Griggs, Chapter Chair <i>[Signature]</i>	Dr. O. Comissette, LA County Fed. Delegate
Jena Sovereign <i>[Signature]</i>	Jo Ann Haywood <i>[Signature]</i> WLAC
Susan Ghirardelli <i>[Signature]</i>	Edith S. Villavicencio LACC <i>[Signature]</i>
Christine Dagdagan, Alt Del	
Ana Iniguez, Alt Del	
Vacant, Grievance Rep.	Veronica Enriquez <i>[Signature]</i>

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

December 19, 2023

Invoice# 107847

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

Billed through November 30, 2023
Our file # 11521 00000 ED

Attn: Andrea Edwards, President, aedwards@aft1521a.org

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

VIA EMAIL

Balance forward as of bill dated November 21, 2023	\$5,031.30
Payment(s)--last payment deposited December 15, 2023	\$5,031.30
Net balance forward	<u>\$0.00</u>

BILLING SUMMARY

Total fees	<u>\$9,500.00</u>
Total charges for this bill	<u>\$9,500.00</u>
Total balance now due	<u><u>\$9,500.00</u></u>

RE: RETAINER (\$750.00/month)

Matter 01000

FEES

11/01/2023	ED	Review subpoena; review documents	0.7 hrs.	
		Erica Deutsch	0.70 hrs	
		Total fees for this matter	<u>0.70 hrs</u>	<u>\$750.00</u>

RE: BUTLER DLSE CLAIM

Matter 29005

FEES

11/01/2023	ED	Review settlement offer and email and call to Luukia Smith re same	0.7 hrs.	\$175.00
11/02/2023	VCW	Review Tim Davis dismissal; phone with KA re Tim Davis case; research demurrer on jurisdictional grounds; research possibility of remand; review appealability of jurisdictional dismissal; draft	1.8 hrs.	\$450.00

		email to ED re research		
11/02/2023	KA	Call with VCW re Butler case and support for Butler trial	0.2 hrs.	\$50.00
11/13/2023	ED	Draft email to Butler counsel re settlement	0.3 hrs.	\$75.00
11/13/2023	VCW	Review and respond to email from Craig Missakian re discovery and extension; draft email to ED re same	0.3 hrs.	\$75.00
11/15/2023	ED	Review and respond to email from Butler counsel re settlement	0.2 hrs.	\$50.00
11/22/2023	ED	Review email from opposing counsel re discovery	0.3 hrs.	\$75.00
11/22/2023	VCW	Review email from Craig Missakian re number of discovery requests and deadline; review discovery requests and case law re number of discovery requests in limited cases; draft email to Craig Missakian re same; review Craig Missakian's response to email re discovery; discuss Craig Missakian's email with ED	1.6 hrs.	\$400.00
11/27/2023	ED	Review responses to discovery; email to Luukia Smith re settlement; follow up with Craig Missakian	1.2 hrs.	\$300.00
11/27/2023	VCW	Review Butler's discovery response and objections; draft email to ED to determine whether compelling discovery is necessary	0.9 hrs.	\$225.00
11/30/2023	ED	Draft email to counsel re settlement and discovery	0.3 hrs.	\$75.00
	Erica Deutsch		3.00 hrs	250.00/hr
	Kathy Amiliategui		0.20 hrs	250.00/hr
	Vanessa C. Wright		4.60 hrs	250.00/hr
	Total fees for this matter		<u>7.80 hrs</u>	<u>\$1,950.00</u>

RE: ELECTION CHALLENGE

Matter 32004

FEES

11/03/2023	MEP	Review constitution and bylaws and respond to questions re special election	0.6 hrs.	\$150.00
11/06/2023	MEP	Review and respond to email from M. Bergquist re member list; review and revise draft rules	0.8 hrs.	\$200.00
11/13/2023	MEP	Review and respond to email from Luukia Smith re constitution and bylaws	0.5 hrs.	\$125.00
11/15/2023	MEP	Review and respond to email from Luukia Smith	0.2 hrs.	\$50.00
	Michael E. Plank		<u>2.10 hrs</u>	250.00/hr
	Total fees for this matter		<u>2.10 hrs</u>	<u>\$525.00</u>

RE: BUTLER AFT LITIGATION SUBPOENA

Matter 33005

FEES

11/01/2023	ED	Review subpoena and research possible basis to object; discuss with LRT re preparing objections	1.1 hrs.	\$275.00
11/01/2023	LRT	Analyze subpoena and exchange emails with ED re researching Union's obligation to maintain subpoenaed records	0.4 hrs.	\$74.17
11/02/2023	VCW	Phone with LRT re subpoena	0.2 hrs.	\$50.00
11/02/2023	LRT	Analyze third-party subpoena's request for documents; strategize and draft responses to same; research Union's obligations to keep and maintain records implicated by request	1.7 hrs.	\$315.22
11/03/2023	ED	Review and respond to email from Luukia Smith re documents	0.3 hrs.	\$75.00
11/03/2023	LRT	Research parameters of Union's obligation to keep and produce records requested in subpoena; draft email to ED summarizing research re same	4.7 hrs.	\$871.50

11/06/2023	LRT	Research strategy for responding to subpoena, including objection to files destroyed or taken by Union's agent; research parameters of obligations to retain records implicated by various requests in subpoena; analyze complaint in underlying lawsuit to assess viability of relevance objections; draft objections to request for document production	3.9 hrs.	\$723.15
11/07/2023	LRT	Research Union's obligation to maintain records implicated by document requests	2.0 hrs.	\$370.85
11/08/2023	LRT	Research strategy for responding to non-party subpoena; draft email to ED re same	0.7 hrs.	\$129.80
11/09/2023	LRT	Research obligations for responding to subpoena including subpoena deadline, requirements for affidavit accompaniment response, parameters of protections for records of employees and persons represented by Union; research Union's obligation to keep and maintain records implicated by request, and strategy for describing documents Butler took or lost; draft email to ED summarizing Union's obligations, entitlements, and strategy considerations re foregoing	4.0 hrs.	\$741.70
11/10/2023	LRT	Research and draft affidavit of Luukia Smith required for response to Velma Butler's request for production of business records	0.7 hrs.	\$129.80
11/14/2023	ED	Review objections and Union's duty to retain documents	1.1 hrs.	\$275.00
11/15/2023	ED	Phone call with Luukia Smith re subpoena and follow up edits to response to subpoena	0.9 hrs.	\$225.00
11/15/2023	LRT	Exchange emails with ED re Union's obligations to maintain records encompassed by subpoena; research depth of information needed in affidavit to accompany document production	1.3 hrs.	\$241.05
11/16/2023	ED	Review affidavit and documents for subpoena production	1.0 hrs.	\$250.00
11/16/2023	LRT	Analyze documentation re history of Butler's presidency and obstruction of access to Union's files to develop Luukia Smith's affidavit to accompany document production; draft Luukia Smith's affidavit; draft objections and responses to subpoena; draft email to Luukia Smith re same	5.7 hrs.	\$1,056.91
11/17/2023	ED	Review and revise Luukia Smith affidavit and responsive documents; discuss with LRT	0.4 hrs.	\$100.00
11/17/2023	LRT	Revise Union's response to subpoena; draft Luukia Smith's affidavit; draft email to Luukia Smith re same; supervise filing re same	2.0 hrs.	\$370.85

Erica Deutsch	4.80 hrs	250.00/hr	\$1,200.00
Luke R. Taylor	27.10 hrs	250.00/hr	\$5,025.00
Vanessa C. Wright	0.20 hrs	250.00/hr	\$50.00
Total fees for this matter	<u>32.10 hrs</u>		<u>\$6,275.00</u>

Discounted by \$1,750.00



AFT College Staff Guild Profit & Loss Budget vs. Actual July through December 2023

	Jul - Dec 23	Budget	\$ Over Budget
Income			
4005 · Dues	700,480.33	1,485,581.45	-785,101.12
4105 · Affiliate Funding	0.00	102,663.92	-102,663.92
4755 · Retiree Dues	0.00	1,000.00	-1,000.00
49900 · Uncategorized Income	0.00	0.00	0.00
Total Income	700,480.33	1,589,245.37	-888,765.04
Gross Profit	700,480.33	1,589,245.37	-888,765.04
Expense			
Building Expense			
5007 · Refurbishment	0.00	0.00	0.00
5405 · Custodial	0.00	5,550.00	-5,550.00
5415 · Prop Insurance	0.00	2,700.00	-2,700.00
5430 · Repairs	0.00	2,000.00	-2,000.00
5435 · Security	0.00	1,800.00	-1,800.00
5440 · Trash Collection	0.00	1,800.00	-1,800.00
5445 · Utilities	0.00	3,000.00	-3,000.00
5446 · gardening	0.00	400.00	-400.00
5447 · Pest Control	0.00	400.00	-400.00
5448 · Occupancy	0.00	10,000.00	-10,000.00
Total Building Expense	0.00	27,650.00	-27,650.00
Operational			
5005 · Equipment	2,904.28	12,000.00	-9,095.72
5010 · Postage	0.00	7,100.00	-7,100.00
5015 · Printing	0.00	10,000.00	-10,000.00
5020 · Building Supplies	334.99	6,000.00	-5,665.01
5021 · Office Supplies	2,437.66	10,000.00	-7,562.34
5025 · Telephone	1,283.48	5,500.00	-4,216.52
5174 · Staff Equipment	2,839.53	10,000.00	-7,160.47
Total Operational	9,799.94	60,600.00	-50,800.06
Organizational			
5105 · Subtotal Chapters			
5105.1 · City	270.96	3,250.00	-2,979.04
5105.10 · West	453.86	1,875.00	-1,421.14
5105.2 · District	0.00	2,370.00	-2,370.00
5105.3 · East	0.00	5,675.00	-5,675.00
5105.4 · Harbor	0.00	1,550.00	-1,550.00
5105.5 · Mission	0.00	1,675.00	-1,675.00
5105.6 · Pierce	296.68	3,100.00	-2,803.32
5105.7 · Southwest	773.56	1,225.00	-451.44
5105.8 · TradeTech	0.00	2,800.00	-2,800.00
5105.9 · Valley	220.50	3,000.00	-2,779.50
Total 5105 · Subtotal Chapters	2,015.56	26,520.00	-24,504.44

AFT College Staff Guild
Profit & Loss Budget vs. Actual
July through December 2023

	<u>Jul - Dec 23</u>	<u>Budget</u>	<u>\$ Over Budget</u>
5106 · Holliday Chapter Meeting			
5106.1 · City	0.00	1,950.00	-1,950.00
5106.10 · West	0.00	1,125.00	-1,125.00
5106.2 · District	0.00	1,425.00	-1,425.00
5106.3 · East	380.10	3,405.00	-3,024.90
5106.4 · Harbor	0.00	930.00	-930.00
5106.5 · Mission	0.00	1,005.00	-1,005.00
5106.6 · Pierce	0.00	1,860.00	-1,860.00
5106.7 · Southwest	795.00	735.00	60.00
5106.8 · TradeTech	0.00	1,680.00	-1,680.00
5106.9 · Valley	0.00	1,800.00	-1,800.00
Total 5106 · Holliday Chapter Meeting	<u>1,175.10</u>	<u>15,915.00</u>	<u>-14,739.90</u>
5110 · Conventions	0.00	70,000.00	-70,000.00
5111 · Conferences	13,466.66	70,000.00	-56,533.34
5115 · Good & Welfare	2,886.93	30,000.00	-27,113.07
5125 · Meetings/Representation	2,934.70	50,000.00	-47,065.30
5135 · Union Elections	12,884.40	15,000.00	-2,115.60
5140 · Dues & Subs	486.00	3,500.00	-3,014.00
5155 · Negotiations Fund	230.53	5,000.00	-4,769.47
5172 · Leadership Training	796.01	40,000.00	-39,203.99
5223 · Retiree Organizational	0.00	3,000.00	-3,000.00
Total Organizational	<u>36,875.89</u>	<u>328,935.00</u>	<u>-292,059.11</u>
Per Capitas			
5205 · AFT	59,232.88	141,996.36	-82,763.48
5210 · CFL	4,072.60	9,702.00	-5,629.40
5215 · CFT	141,439.31	334,266.72	-192,827.41
5216 · AD&D Insurance	0.00	2,600.00	-2,600.00
5220 · LACFL	4,390.52	11,000.00	-6,609.48
Total Per Capitas	<u>209,135.31</u>	<u>499,565.08</u>	<u>-290,429.77</u>
Personnel			
5305 · Salaries	78,230.24	210,962.00	-132,731.76
5306 · Stipends	16,201.20	30,000.00	-13,798.80
5355 · Payroll Taxes	22,677.02	77,821.00	-55,143.98
5360 · Workers Compensation	19,535.14	3,500.00	16,035.14
5365 · Employee Benefits	54,303.42	115,000.00	-60,696.58
5370 · Employee Expenses	0.00	500.00	-500.00
5375 · Mileage	2,157.02	10,000.00	-7,842.98
Total Personnel	<u>193,104.04</u>	<u>447,783.00</u>	<u>-254,678.96</u>
Service Charge	0.00	0.00	0.00
Services			
5505 · Accounting	0.00	20,000.00	-20,000.00
5515 · Legal	61,661.00	80,000.00	-18,339.00

AFT College Staff Guild
Profit & Loss Budget vs. Actual
July through December 2023

	<u>Jul - Dec 23</u>	<u>Budget</u>	<u>\$ Over Budget</u>
5525 · Outside Audit	15,000.00	20,000.00	-5,000.00
Total Services	76,661.00	120,000.00	-43,339.00
66000 · Payroll Expenses	2,189.50	5,000.00	-2,810.50
Total Expense	527,765.68	1,489,533.08	-961,767.40
Net Income	<u>172,714.65</u>	<u>99,712.29</u>	<u>73,002.36</u>



*A Union of Educators
& Classified Professionals*

SAVE the DATE for The 2024 CFT March Summit March 14-16

Dear Local Union Leaders and Staff,

The **2024 CFT March Summit** will include the State Council, Division Councils, and the Leadership Conference between the dates of March 14-16.

- The **Leadership Conference and Division Councils** will meet before the State Council on **Thursday and Friday, March 14-15** at the **Sheraton Grand Sacramento Hotel** (1230 J Street); and
- The **State Council** will convene on **Saturday, March 16** at **The Elks Tower** in Sacramento (921 11th Street).

Why should you attend the State Council?

- The role of the State Council is to discuss and adopt policies that emerge from CFT Committees, Division Councils, and local executive

What is my local's voting strength?

- Each local has one vote at the State Council.
- The local representative may or may not be the local president.

SCHEDULE FOR MARCH 14

Leadership Conference: 12:30 pm to 6:00 pm

SCHEDULE FOR MARCH 15

Leadership Conference: 9 am to 2:45 pm

Division Councils: 3 pm to 6 pm

Community College Council
Council of Classified Employees
Council of Retired Members
EC/TK-12 Council
Universities Council

State Council Dinner: 6:30 pm to 9:00 pm

SCHEDULE FOR MARCH 16

State Council: 9 am to 3 pm

***PLEASE MARK YOUR CALENDARS NOW!
Registration info to follow in EARLY JANUARY!***

Please email (lbarnes@cft.org) or Leticia Castro (lcastro@cft.org) if you have any questions. We look forward to seeing you at our CFT 2024 March Summit, March 14-16.

In Unity,

Lacy Barnes

cc: Local Presidents, Treasurers, and Formula-Funded Staff, CFT Executive Council, CFT Staff

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:

December 30, 2023

First Vice President Executive Board Report

Esteemed Members,

I extend my greetings to each of you as we near the culmination of another eventful year within our distinguished community college district. In reflecting upon the past month of December, it is my pleasure to present a concise overview of my engagements:

- Active participation in the Personnel Commission Consultation
- Contributions to the Executive Board Planning Meeting
- Attendance at the Officers Meeting
- Participation in the Local's Executive Board Meeting
- Presence at the General Membership Meeting
- Engagement in the Staff Guild Finance Committee Meeting
- Diligent involvement in all Negotiations Committee meetings

In this reflection, December affords the opportunity to ponder the achievements and challenges that have characterized our collective journey throughout the year. The unwavering commitment of our unit to fortifying comprehensive educational programs, whether through direct student-facing services or imperceptible contributions supporting student success, is genuinely uplifting. Together, we have navigated unprecedented circumstances, demonstrating remarkable resilience in the ongoing evolution of a post-pandemic work environment.

As we bid farewell to 2023, let us eagerly expect a new year, replete with fresh opportunities for personal and professional growth, as well as sustained collaboration. May the holiday season bring warmth and joy to you and your loved ones, and may the upcoming year unfold as a canvas for prosperity and fulfillment.

In service and with warm regards,

Jesse Saucedo

January 4, 2023

Executive Board Report – 2nd Vice President December 2023

Hello all,

AFT1521A Standing Meetings:

- Finance Committee Meeting – December 12, 2023
 - Reviewed July-November reimbursements and outgoing payments.
- Executive Board Meeting – December 14, 2023
 - Legal bill questions were answered by Ms. Erica Deutsch
 - Individual who requested law firm to attend executive board meeting did not ask any questions.
 - Recording secretary interrogated Ms. Deutsch.
 - Holiday ugly sweater contest

AFT1521A Membership Meetings:

- Finance Committee Meeting – December 9, 2023
 - Membership requested to postpone the constitution & by laws amendments.
 - Members received an update on negotiations

Campus Site Visits

- Nothing to report

District Shared Governance Meetings

- Personnel Commission Monday December 11, 2023
 - Bilingual differential
- Board of Trustees – Wednesday December 13, 2023
 - President, 1st VP, 2nd VP election
- Student Affairs Committee Meeting – Friday December 15, 2023
 - Student Trustee wants to propose free parking for all students
 - Timeline for water bottle stations at each campus to help students from spending/buying water bottles at vending machines.

Negotiations

- Meeting with Negotiations team – Wednesday December 6, 2023
- Meeting with Management – Monday December 11, 2023
- Meeting with Negotiations team – Friday December 15, 2023

Conference

- Nothing to report

If you have any questions or concerns please give me a call me at (323) 851-1521.

Sincerely,

Maira Cruz
2nd Vice President

January 18, 2024

EXECUTIVE BOARD REPORT-Treasurer

Guild Members,

Since last report, have been working to compile data to keep our Guild solvent. Answer queries regarding reimbursement and receive Guild bills and invoices (ie) CFT/AFT Per Capitas. Sit on various committees, both shared governance as well as internal committees, as indicated below.

Committees/Meetings

- Steering Committee (Officers)
- Consultation with Personnel Commission
- Negotiating Team Meeting
- Negotiating Meeting w/LACCD
- Executive Board Planning Meeting
- Executive Board Meeting (LAMC)
- General Membership Meeting (Zoom)
- Board of Trustees Legislative & Public Affairs Committee (Dark December)
- SSOC (Shared Governance)
- Board of Trustees Meeting (Zoom)

Miscellaneous

- Compile and process, for accuracy, OPEIU timesheets for payroll
- Attend CFT Safe & Supportive Schools Committee
- Spoke with member re: Possible issue for Company Nurse
- Let monitor/exec. Director know access to 1521a.org email address denied

This is a very brief snapshot for the month of December 2023. If you would like to contact me, you may do so at anytime TPierce@aft1521A.org, or call (323) 851-1521.

Fraternally,

Troy L. Pierce, Treasurer – Local 1521A



American
Federation of
Teachers,
College Staff Guild
Local 1521A, CFT,
AFL-CIO

Representing the
clerical/technical
professionals of the
Los Angeles
Community College
District

3356 Barham Blvd.
Los Angeles, CA
90068
323-851-1521
www.aft1521a.org

Chad Baugher
GRIEVANCE
SECRETARY
323-580-6959
cbaugher@aft1521a.org

EXECUTIVE BOARD REPORT GRIEVANCE SECRETARY December 2023

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 issues at hand

Member Representation

- Consult with Grievance Representatives on issues.
- Represented a Member under Disciplinary Review
- Trained and Educated members on TWoC, Remote Work and that our current CBA (Contract) has a “Me Too” clause that guarantees any financials that other Classified Units receive, we do as well.
- Work with Chapter Chairs on pending issues.
- Travel to campuses for in person meetings/consultations
- Assist members with understanding Job Duties vs Work Out of Class
- Grievances:
 - LAVC – Step IV Alteration of Work Schedule filed

Committees/Meetings

- Consultation with Management
- Consultation with Personnel Commission
- Executive Board Meeting
- Negotiations
 - Newsletter has Blurbs in regard to TA’s
 - Website has a dedicated Negotiation page with all the Newsletters and TA Blurbs
- AFT 1521a Finance Committee

Miscellaneous

- Travel to various chapters for in person meetings.
- Swore in new Grievance Representatives for ELAC, LAMC and LACC
- In collaboration with Recording Secretary, Yovanna Campos, have been able to re-activate the www.aft1521a.org website.

This is a very brief snapshot for the month of November 2023. If you would like to contact me, you may do so at anytime cbaugher@aft1521a.org or (323) 580-6959 (office) or (213)713-6777 (cell)

Fraternally
Chad Baugher, Grievance Secretary

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:

**LA County Federation of Labor, AFL-CIO
Representative to the House of Labor
Monday, December 18, 2023 @ 7:00 p.m.**

Called to Order/Pledge of Allegiance.

-**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 December, **M/S/P.** Delegate Minutes November, **M/S/P.**

- **Financial Report;** November 2023, *ATTACHED*, **M/S/P.**

-**Devin/Hugo, Political Report;** See Attached **Blue Sheet** of **COPE Endorsement Recommendations** for House of Labor Consideration, **M/S/P.**

-**Rosie,** MLK, Jr. Breakfast, Saturday, January 12, 2024 @ LA Convention Center. Please continue to submit Guest Names.

-**Tatianna Martinez, Communications;** LA County Fed., Rap on Social Media for 2 weeks, now, with 4,600 Followers. On Spotify, also. Join email list to submit story "**On the Move**". ***Video PowerPoint shown.**

-**Patricia;** UHW, St. Francis Trauma Center Strikes 12.26, 27 and 28. UAP, Union of American Physicians of Dentist, Thanked us for support.

Rob, Policy; Presidential Election 2024, Must qualify and get things on the Ballot. 400,000 Signatures needed, across the county (See COPE). Billions of dollars toward Housing.

- **Steve Neal, People's Project;** 287 Families assisted with Rental Services, 191 Members referred for Southern CA Gas/Edison for reduced bills (**Example of Use of Grant Monies**).

-**Armando Olivias, Labor Community Services;** 1 Millions Pounds of Food w/Letter Carriers in May. 2,000 Turkeys in November, and 5,000 Toys given to Families. In Mission Hills last week, Riverside, UAW, providing food for this Local.

-**Armando, Miguel Contreras Foundation;** *Snapshot shown on Screen* with a full overview to be shown at next meeting, "**2023 Performance Overview**".

-**President Wheeler's Report;** Announced Joel, Former Business Officer, Retiring, Thanked Him for use of this IBEW Union Hall for our Meeting/s. 2023 Events Overview/Accomplishments; Over 1,200 for last years' MLK, Jr. Breakfast, One of the Largest. Solidarity Meetings, Marches everywhere. WGA Line became active, Learning the Union Chant/s. 3-Day African-American AOI. Homelessness And Poverty Summit. ***Measure H**, coming up, *400,000 signatures needed* which are Jobs, Etc.

Affiliates Report/See Attached Flyers

Citizenship for Election Year 2024, LALAA 2nd Wednesday of the Month, **SAVE THE DATE**, September 7, 2024 "Si Se Puede". NLRB Election Mock Training/s, Young Workers Training (See Selena), 80 Volunteers for Backpack Distribution Day, Universal Studios; **Ratified the Ushers for Theaters** (Honk when driving by).

***Attached Convention Report, Held in Oakland, CA**

Respectfully Submitted,

Dionne M. Morrissette, AFT1521A

LA County Fed. Of Labor, AFL-CIO

Representative to the House of Labor, Delegate

**Los Angeles County Federation of Labor
Executive Board Minutes
December 14, 2023**

The meeting was called to order by Vice President Xochitl Cobarruvias at 10:05 a.m.

Members Present: Abogado, Aguilar, Austin-Stewart, Barton, Brown, Cobarruvias, Hannan, Harkey, Hernandez, Jiménez, Lima, Marley, Minato, Nakamura, Palombi, RaPue, Rivera, Van Winkle, Vasquez, Waddell

Members Excused: Austin, Morales

Members Absent: Arias, Cobos, Corona, De La Cruz, Dougherty, Gillotte, Green, Griswold, Hinson, Hsieh, Huerta, Le, Liang, Mineros, Moreno, Rascon, Robles, Straeter, Villalvazo

COPE ENDORSEMENTS

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

FINANCIAL REPORT

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

STRIKE SANCTIONS

It was moved, seconded, and carried to approve strike sanction for:

- Union of American Physicians and Dentists Local 206 vs Los Angeles County
- SEIU USWW vs Sodexo SDH Services West

CHIEF OF STAFF REPORT

Rosie Cruz reminded the Board of the Fed's annual MLK Breakfast being held at the Los Angeles Convention Center on January 13th, encouraged all Vice Presidents to attend, share the invite with their "Twenty-Something" members, and submit their names to the team by December 15th. Sister Tatiana Martinez reminded the Vice Presidents the Fed's *On the Move* Newsletter is available to share our affiliates' stories. President Yvonne Wheeler briefed the Board about recent strike sanctions and contract negotiation settlements, on behalf of Sister Patricia Recinos. Brother Rob Nothoff announced the new partnership with EKA and outlined the plan of action for the repeal and replacement of Measure H. 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 informed the Board about the upcoming Toy Drive and distribution events. Brother Armando Loza advised the Board on MCF's commitment to continue to support their mission and announced new workforce development programs in the pipeline. Brother Devin Osiri notified the Board of the Fed's upcoming plans for the March primary and outlined key races.

PRESIDENT'S REPORT

President Yvonne Wheeler updated the Board on the current strike sanctions, tentative agreements, and ongoing negotiations as well as echo Brother Rob Nothoff's strategic campaign goals. She encouraged the Board to attend our upcoming MLK Breakfast and to contribute to LCS' upcoming Toy Drive on December 16th.

NEW BUSINESS

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

Request to support LCS with a contribution of \$2,000 to their annual Toy Drive on December 16th

Request approval of 2024 LA Fed Executive Board and House of Labor Meeting Schedule

It was moved, seconded, and carried to adjourn the meeting at 10:33 a.m.

**Los Angeles County Federation of Labor, AFL-CIO
Representative to the House of Labor Meeting Minutes
November 20, 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 October 2023 House of Labor meeting minutes. It was moved, seconded, and carried to approve the October 2023 House of Labor meeting minutes.

EXECUTIVE BOARD MINUTES

Chair Thom Davis called for a motion to approve the November 2023 Executive Board meeting minutes and actions. It was moved, seconded, and carried to approve the November 2023 Executive Board meeting minutes and actions.

FINANCIAL REPORT

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

COPE ENDORSEMENTS

Chair Thom Davis called for a motion to approve the COPE Endorsement Recommendations as presented. It was moved, seconded, and carried to approve the COPE Endorsement Recommendations, as presented by Brother Devin Osiri.

DEPARTMENT REPORTS

Sister Michelle Gnanakone reminded Representatives to register for MLK 2024 and to encourage their 20-something members to attend. Sister Tatiana Martinez reminded Principal Officers to update their contact information and informed the Representatives 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 and contract negotiations with SAG-AFTRA, SEIU UHW, Teamsters 630, and CFA. Brother Rob Nothoff recapped the goals of the Homelessness and Poverty and outlined the mission of replacing and repealing Measure H. Brother Devin Ablard updated Representatives on the close out of TPP and thanked all their partners for their support. Brother Taro O'Sullivan reminded Representatives of ongoing LCS food distributions and showed his gratitude for all the volunteers who have supported LCS this year. Brother Armando Loza was happy to announce the newest grant approvals and celebrated the hard work of the participants of the program.

PRESIDENT'S REPORT

President Yvonne Wheeler updated the Representatives of strike updates. She echoed Brother Rob Nothoff's statements about Measure H and asked Representatives to be supportive in collecting the signatures required to get it on the ballot. She highlighted the upcoming MLK 2024 breakfast and announced the "passing of the torch" from Rev. Lawson to Rep. Justin J. Pearson. She highlighted FORUM's efforts to travel to Representative Mike Garcia's office and demand they protect social security in the upcoming vote.

REPORTS OF ORGANIZATIONS

Jason Swanson, LCLAA 11/21 10th Annual Food Distribution in Maywood giving out 500 turkeys, etc., upcoming meeting in Maywood, Si Se Puede Awards are on September 7th
Irv Hershenbaum, United Farm Workers Annual Gala honoring farmworkers on December 14th
Maggie McCormick, CWA District 9 AT&T/DirectTV mobilization
Long Beach City Employees Contract ratification, city council approved, equity adjustments by classifications 5-23% raises
Jenny Tate, Labor 411 buy union Labor directories
Alexis Philius, UNAC/UHCP 9th annual Backpack Friday: 1,000 DTLA homeless population, haircuts, covid vaccines, Thanksgiving meals, etc, and it costs \$20 to fill a backpack
Vic Clement, Financial Essentials for Life drawing

Michelle Reed, SEIU 2015 "National In-Home Caregivers" Month, 11/26 West Angeles Church 10am
Krystal Donys, IATSE 44 Food distribution 1,400 entertainment workers vital organization during historic work stoppage donating grievance winning to LCS
Felipe Caceras, SEIU 721 Coalition of City Unions Central Library 11/22 11:30am, contract negotiations for essential workers demanding a contract support AFSCME, IBT, LIUNA, 20k members of the City of LA, fair and sustainable for members, affordable housing
Sandy Marquez, UNAC/UHCP St. Francis Medical Center current contract negotiations since July lowest paid, in the community + Gabe Montoya, SEIU UHW St. Francis non-nurses participate in strike, Prime healthcare workplace violations, no raise over 3 years

New Representatives

CAPE

Leisette Rodrigues

Nelson Manabat

It was moved, seconded, and carried to adjourn at 8:34 p.m.



Financial Report for November 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	525,592.64	-	-	-	-	44,911.80	-	-
Fundraising/Contributions	26,400.00	-	-	-	2,530.00	-	-	-
Grant Revenue	-	-	-	-	-	-	-	-
Interest	988.76	-	2,540.18	-	-	-	-	-
Rental Income	-	-	-	-	-	-	-	-
Other Income/Market Value Change	13,570.89	5,591.08	-	-	-	-	-	-
Total Revenue	566,552.29	5,591.08	2,540.18	-	2,530.00	44,911.80	-	-
EXPENSES								
Salaries	189,955.48	80,698.42	-	-	-	-	-	-
Salary Related Expenses	28,830.25	14,130.90	-	-	-	-	-	-
Conferences, Conventions, Meetings	737.00	1,659.32	-	-	-	-	-	-
Annual Events	675.00	40,336.18	-	-	2,067.84	-	-	-
Office & Administrative Expenses	114,339.99	43,143.69	35.00	16,364.24	-	6,448.10	-	-
Professional Fees	122,406.94	5,000.00	-	-	-	12,625.00	-	-
Program Expenses:								
The Peoples Project		627,138.10	-	-	-	-	-	-
Organizing	602.67	-	-	-	-	-	-	-
Strategic Campaigns	895.70	-	-	-	-	-	-	-
Communications	2,209.46	-	-	-	-	-	-	-
Contributions	11,000.00	-	-	-	275.00	16,155.68	-	-
Other Expenses/Scholarship	-	-	-	-	-	-	-	-
Office Upgrades/Improvements	-	-	-	-	-	-	-	-
Total Expenses	471,652.49	812,106.61	35.00	16,364.24	2,342.84	35,228.78	-	-
Net Increase / (Decrease)	\$ 94,899.80	\$ (806,515.53)	\$ 2,505.18	\$ (16,364.24)	\$ 187.16	\$ 9,683.02	\$ -	\$ -
CASH FLOW								
Balance as of 10/31/23	2,641,524.37	3,199,795.25	1,821,895.48	120,896.01	188,213.98	1,042,701.67	246,784.00	(0.00)
Net Increase / (Decrease)	94,899.80	(806,515.53)	2,505.18	(16,364.24)	187.16	9,683.02	-	-
TPP (Receivable) / Payable	-	-	-	-	-	-	-	-
Other Interfund (Receivable) / Payable	-	-	-	-	-	-	-	-
Cash Balance 11/30/23	\$ 2,736,424.17	\$ 2,393,279.72	\$ 1,824,400.66	\$ 104,531.77	\$ 188,401.14	\$ 1,052,384.69	\$ 246,784.00	\$ (0.00)



**COPE Endorsement Recommendations for House of Labor Consideration
Monday, December 18th, 2023**

7:00 p.m.

Candidate	Jurisdiction	Recommendation
Luz Rivas	CA-29	Endorse
Celeste Rodriguez	AD 43	Endorse

LA County Medical Professionals Are Preparing to Strike To Save Our Public Health System!

Join us as we practice picket on Dec. 14!

- Did you know? Vacancy rates in multiple departments have soared past 50%. Patients face prolonged delays, and some even perish while waiting for medical specialists.
- Inmates in LA County jails urgently need mental health treatment, yet the vacancy rate for psychiatrists is a staggering 70%.
- The County's Animal Care and Control department is overflowing with abandoned animals while there's a 45% vacancy rate of veterinarians.

LA County is simply not a competitive employer for advanced degree health care professionals. Doctors, psychiatrists, veterinarians, and dentists are preparing to strike to save the County's public health system. Join us!

Los Angeles Times

L.A.'s poorest patients endure long delays to see medical specialists. Some die waiting.

"A referral to a urologist dragged on for eight months with no appointment. Then a kidney specialist agreed she should be seen, but not for three to six months. Lainez didn't have that long. Her adult son woke up to find her body on the floor of his apartment. She had died of chronic kidney disease — still waiting for her appointment."



UAPD

**UNION OF AMERICAN PHYSICIANS & DENTISTS
AFSCME LOCAL 206, AFL-CIO**



WHO

LA County physicians & supporters

WHAT

Practice picketing media event

WHERE

Olive View Medical Center
14445 Olive View Dr.,
Sylmar*

WHEN

Thursday, Dec. 14, 2023;
12:00 Noon to 1:00 PM

QUESTIONS

Text Barb Maynard at
323-351-9321

*Adjacent to Lot A at the corner of Olive View Dr. and Kennedy Rd.

STOP THE KROGER-ALBERTSONS MERGER

Community and Workers Standing Together

Voltea la hoja para Español

“After the Safeway/Albertsons merger in 2015 my coworkers and I were left without a job after my store closed. This devastated our lives. My wife was dying of cancer and the store closure made my life even more stressful.”

Jose Arzola
Vons
Los Angeles, CA



The Kroger-Albertsons Mega Merger will lead to higher food prices, workers losing their jobs, farmers & suppliers forced to sell their products for less.

Scan the QR code below to go to NoGroceryMerger.com to learn more about the merger, send a message to the FTC, and find other ways to get involved.



Printed In-house





Labor Studies 127 (Section #24755) – 1 Unit of College Credit

at Los Angeles Trade Tech College: 400 W. Washington Blvd. LA, CA 90015

Two Saturdays: March 9 & 16 at 8:30 AM - 5:20 PM

WORKERS' COMPENSATION

Instructors

SCOTT FORD & CHERYL WALLACH



Scott Ford

Partner, Ford & Wallach



Cheryl Wallach

Partner, Ford & Wallach

Attorneys Scott Ford and Cheryl Wallach are certified by the California State Bar as Specialists in Workers' Compensation Law and have earned the title of "SuperLawyer" in *Los Angeles Magazine*. Combined, they have handled thousands of workers compensation cases, and have trained hundreds of union members and leaders to identify unsafe workplace conditions. Together, they have authored two books that have become essential guides for workers' compensation benefits and the industry at large: *The Union Stewards Guide to California Workers' Compensation*, and *The Union Stewards Guide to California Workers' Compensation for Healthcare Workers*.

For enrollment registration questions please call or email LATTTC: Kathleen Yasuda, Director; Olga Garcia, Support staff at (213) 763-7129 or LaborCenter@latttc.edu

FORD & WALLACH

CLASS DESCRIPTION

Online Enrollment: Scan QR code Below

(Parking is free. Pass will be emailed to your student portal upon enrollment)



- \$46/unit for California Residents
- \$19/semester (mandatory Board of Trustees Stud. Health Fee)
- \$2/semester ASO, student rep fee
- \$7/semester ASO, student mem. fee (optional may "opt out")

Labor Studies 127 - 1 Unit (Section #24755)

Two Saturdays: March 9 & 16. Meets 8:30am-5:20pm

Location: LATTTC, Room F5-221

Instructors: Scott Ford and Cheryl Wallach

Topics Include:

- Repetitive Stress Injuries/Cumulative Trauma
- Psychological/Emotional Disabilities Exposure to Toxins
- On the Job Claims Discrimination
- COVID-19 Claims

This in-person class provides a comprehensive understanding of the practices of Worker's Compensation. Listen, learn, discuss and ask questions as Scott and Cheryl cover all types of work-related injuries (cumulative and specific) and disabilities, the five benefits of workers' compensation, new and timely COVID-19 legislation, procedures for filing claims and appeals, and more. This class is essential and informative for union leaders, reps, stewards, activists and injured workers, and is a critically important program for learning to protect employees. Because workers' comp is also a very complex and politically-charged issue, in order to effectively represent their members, union reps must learn to navigate the legal and administrative maze of both state and federal laws and regulations. Labor Studies 127 will inform and educate about all of these issues and more. Learn how to protect the jobs of injured workers, and how to maximize their benefits.

For a free workers' compensation consultation, please contact the attorneys:

Phone: 213.380.3140 • www.FordWallach.com

LEGAL DISCLAIMER: This flyer is for informational purposes only. If you are seeking legal advice or representation, please contact us at 213-380-3140. Pursuant to Labor Code Section 5432(a), making a false or fraudulent workers' compensation claim is a felony subject to up to 5 years in prison or a fine of up to \$50,000 or double the value of the fraud, whichever is greater, or by both imprisonment and fine.



WE SHUT IT DOWN

Thousands of faculty, staff, students, labor and community allies joined together on the strike lines from Dec 4-7th across the state, and now we go back to the bargaining table the first week of January. Join us in our continued fight to win for quality education at the largest institution of higher education!

IT'S TIME TO FUND THE UNIVERSITY!



SIGN THE PETITION HERE



WWW.CFABARGAINING.ORG

Are You A Lawful Permanent Resident?
Become A Citizen and Exercise ALL Your Rights

Apply for U.S. Citizenship!

FREE CITIZENSHIP CLINIC & COMMUNITY FAIR

**APPLICANTS ARE REQUIRED TO ATTEND ONE OF THE PRE-SCREENINGS TO
PREPARE FOR THE CITIZENSHIP CLINIC.**

PRE-SCREENINGS

Sun., January 7th, 2024
8:00 am-3:30 pm
**Iglesia de Nuestra Señora
la Reina de Los Angeles**
535 N Main St
Los Angeles, CA 90012

Sat., January 20th, 2024
9:30 am-1:30 pm
Mendez High School
1200 Plaza del Sol
Los Angeles, CA 90033

Sat., January 27th, 2024
10:00 am-12:00 pm
VOCES
9171 Telfair Ave
Sun Valley, CA 91352

Sat., February 3rd, 2024
9:00 am-3:00 pm
LIUNA Local 300
2005 W. Pico Blvd
Los Angeles, CA 9006

SERVICES OFFERED

- FILL OUT N-400 CITIZENSHIP APPLICATION
- INDIVIDUAL CITIZENSHIP CONSULTATION WITH IMMIGRATION LAWYERS
- STUDY MATERIALS FOR CITIZENSHIP EXAM

BRING TO PRE-SCREENINGS

- Permanent Resident Card (green card)
- Driver's license, Passport or CA State I.D.
- Social Security Card
- Marriage Certificates (if you have ever married)
- Divorce decrees (if you have ever divorced)
- Criminal history records (if applicable)
- List of employer names & addresses for the last five years
- Children's complete names, date of birth, and A#s (alien registration numbers) if applicable

Together We Rise Los Angeles, Citizenship Clinic hosted by:



MORE INFO
Email: contact@elrescate.org
Phone: 213-387-3284



PLEASE POST

Labor Studies 109 (class #12722)

Union Building Strategies

Saturdays, January 20 & 27, 2024

1-unit College Credit ~ Class: 8:30am – 5:20pm
Los Angeles Trade Technical College – Building F5, Room 221

Instructor: Susan Minato, Co-President UNITEHERE local 11

Union Building Strategies: How to Build a Better Union with Worker Leaders at the Center

Union leaders are on the frontlines in building union power even beyond the workplace.

This dynamic two-Saturday class will focus on specific techniques and strategies to organize members on-the-job and expand the union's role in the workplace and beyond.

A must for all leaders, officers, stewards and activists who want to strengthen their union and grow our labor movement.

TOPICS INCLUDE:

- Training worker leaders for the long term
- How to create and execute comprehensive campaigns
- Role and execution of actions on the job and in the street
- Role of communications in campaigns
- Building an effective political operation that delivers beyond the workplace

---- Must pre-enroll ONLINE at the latest a week before class starts ----

Please Pre-Enroll online at: <https://www.opencccapply.net/gateway/apply?cccMisCode=746>

ENROLLMENT FEES for WINTER SESSION:

- \$46/unit for California Residents
- \$16/semester (mandatory board of trustees) Student Health fee
- \$2/semester ASO, student rep fee
- \$3/semester ASO, student membership fee; optional may "opt out"
- Make Checks payable to LATTTC

Free Parking for weekend Labor Studies classes during class hours (parking pass emailed to student)

The Labor Center: Kathleen Yasuda, Director * Olga Garcia, Support Staff



2024 HOUSE OF LABOR MEETING SCHEDULE

JANUARY 22

FEBRUARY 26

MARCH 25

APRIL 15

MAY 20

JUNE 17

JULY

AUGUST 19

SEPTEMBER 16

OCTOBER 21

NOVEMBER 18

DECEMBER 16





A Union of Professionals

Staff Guild

Local 1521A

CONFERENCE/CONVENTION REPORT FORM

Name Dionne M. Morrissette Campus/Worksite WLAC/Plant Facilities

Conference/Convention Attended Solidarity Season! 2023 Pre-Primary Convention

Date Monday, 12/4-Wednesday 12/6/23 Location Oakland Marriott Hotel City Center

Please also submit/attached any handouts, PowerPoint, etc. That you received at the conference/convention.

1. What was your least and favorite part of the conference/convention?

The time constraints were the least, and my favorite part of the Convention was the

Team effort of the good of The Body. Lybarger will be running for the State Senate with

us the attendees at the Conventions voted on support.

2. Please list the workshops you attended and describe. For each plenary/workshop list a couple of key learning points that you want to share.

Proposition 1 was discussed in the beginning. It will cover our Homelessness,

specific to our Veterans with Mental Health concerns. In addition, this addresses

supportive housing for those who may be at risk. And, monies for Behavioral

Health Services will be allocated/set aside for this purpose.

3. How was the overall experience of being a delegate/attendee at the conference/convention? What changes would you suggest for us (1521A) and/or CFT?

The overall experience was being in the midst of highly passionate union Brothers, and Sisters that have a genuine concern for the people. The CFT alongside AFT1521A allowed one to be well informed on the issues.

4. If you attended a convention, what committee were you on and how was your experience?

The LA County Federation of Labor, AFL-CIO; has offered those interested to attend, The "Abolish Homelessness, and Poverty Summit" in October where many workshops were offered. Such as, "Utilizing the Power of the Public Sector To Address The Issue of Structural Working Poverty". This led up to what was covered at this specific Convention, which is to recommend/endorse CA State Assembly, CA Senate, US Reps. in Congress and US Senate that support Labor.

Comments:

Assembly Member Liz Ortega, our Keynote Speaker is an example, of those those that come from Labor, and genuinely support Labor in return. We now look forward to the same with our newly selected to run for office Katherine Lybarger, President of California Labor Federation to replace Nancy Skinner.

Berkeley labor leader launches state Senate campaign

In her first attempt at running for public office, Kathryn Lybarger, president of the California Labor Federation and AFSCME Local 3299, wants to replace the termed-out Nancy Skinner.

By Iris Kwok

Feb. 28, 2023, 1:29 p.m.

Labor leader and professional gardener Kathryn Lybarger confirmed Monday she is running for state Senate, joining a growing list of contenders vying for the termed-out Sen. Nancy Skinner's seat.



Kathryn Lybarger. Credit: California Labor Federation

Lybarger, 56, who lives in Berkeley, is president of the 2.1 million-member California Labor Federation, which consists of 1,200 affiliated unions across the state and is one of the most influential forces in California politics.

She works as a lead gardener at UC Berkeley and is president of AFSCME Local 3299, which represents 30,000 University of California employees, including service workers, patient care technical workers and skilled craft workers.

It's her first time running for public office, and the field is growing: [Berkeley Mayor Jesse Arreguín](#), Oakland

Councilmember Dan Kalb and AC Transit Director Jovanka

Beckles have each announced plans to run for the Senate District 7 seat, which represents Berkeley, Richmond, Oakland and several

other East Bay cities. The top two performers in the [March 5, 2024, presidential primary election](#) will advance to the November general election.

“I’m running because I’ve done blue-collar work my whole life,” Lybarger said in a phone interview. “My experience fighting to get bills passed in Sacramento has really shown me that it makes a difference when you have someone who comes from the effort to really fight, not just to help workers, but to empower them.”

She highlighted her work as an organizer pushing for a higher minimum wage and overtime pay for farmworkers.

Lybarger said her priorities include housing affordability and education — specifically, ensuring California adequately prepares young people for the work world, whether through college or trade school.

She supports rent control and believes California Environmental Quality Act (CEQA) reform is necessary. “CEQA has been used to stop affordable housing more often than it’s been used to address climate change,” Lybarger said. “It ought to be aimed at environmental quality and really improving that.”

Lybarger sees a need to build more housing in some parts of the state. But, she added, “we have to go about it thoughtfully, and thoughtfully doesn’t mean that we drag our heels and we use the permitting process (and) lawsuits to stop affordable housing.”

Lybarger and her wife have lived in Berkeley for more than two decades.

Of particular importance to her family: Officially rescinding 2008’s Proposition 8, which banned same-sex marriage and still sits in the state constitution despite being struck down in federal court.

Lybarger praised Skinner for her “strong work on behalf of all of us in the East Bay,” and said she wouldn’t represent a major departure from Skinner on most issues.

“At the end of the day, what folks in the East Bay want is a house they can afford in a community that’s thriving, that’s safe,” Lybarger said. “They want opportunities for their kids, whether that’s in a university that won’t leave them in debt or in a really good job that lets their own kid then be able to dream for their own family ... that’s what I’ve always fought for, and why I’m going to the Senate.”

4 comments