

Agenda

Executive Membership Meeting
City College, Student Union Bldg., 3rd Floor, Multi-Purpose Room
Thursday, June 13, 2024 • 3:00 pm – 6:00 pm



A Union of Professionals
College Staff Guild
Local 1521A, AFT, AFL-CIO

1. Call to Order (2 minutes)
2. Flag Salute (2 minutes)
3. Meeting Protocols (3 minutes)
4. Approval of Agenda (2 minutes)
5. Approval of Minutes (5 minutes)
6. Action Items
 - a. Labor Day Parade
 - b. California Labor Federation (July 15-17, 2024)
 - c. Internal Review – Chad Baugher
 - d. Stipends
7. Chapter Report (60 minutes)

<input checked="" type="checkbox"/> City	<input checked="" type="checkbox"/> District	<input checked="" type="checkbox"/> East	<input type="checkbox"/> Harbor	<input type="checkbox"/> Mission
<input checked="" type="checkbox"/> Pierce	<input checked="" type="checkbox"/> Southwest	<input type="checkbox"/> Trade-Tech	<input checked="" type="checkbox"/> Valley	<input checked="" type="checkbox"/> West
8. Executive Director Report (10 minutes)
9. Officers Reports (15 minutes)
 - a. President
 - i. District Consultation
 - ii. PC Consultation20
 - iii. BOT
 - iv. JLMBC
 - v. Additional Comments
 - b. 1st Vice President
 - c. 2nd Vice President
 - d. Treasurer
 - e. Recording Secretary
 - f. Grievance Secretary
10. Committee Reports (10 minutes)
 - a. COPE: Julio Ortiz, Political Coordinator
 - b. EEO: Cassaundra Walker
 - c. Elections: Mark Bergquist
11. Conference/Convention/Training Reports (5 minutes)
12. Affiliate Reports (5 minutes)
 - a. LA County Federation Labor Delegate – Dionne Morrissette
 - b. Activities Coordinator – Chad Baugher
13. New Business (5 minutes)
 - a. Hiring Executive Director
14. Adjournment

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

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

3356 Barham Blvd
Los Angeles, CA 90068
(323) 851-1521
aft-1521a.org

Staff Guild Officers

Andrea Edwards
[President](#)

Jesse Saucedo
[First Vice President](#)

Maira Cruz
[Second Vice President](#)

Melinda Ung
[Recording Secretary](#)

James Phillip Highley
[Treasurer](#)

Troy Pierce
[Grievance Secretary](#)

Luukia Smith
[Executive Director](#)

Next Executive Board Meeting:

Thursday,
July 11, 2024

AFT College Staff Guild, Local 1521A

Minutes Executive Board Meeting Thursday, May 9, 2024

Hybrid Meeting: WLAC, General Classroom Building, Room 160 • [Zoom Registration Link](#)

Present: Monitor: L. Smith / **Officers:** A. Edwards; J. Saucedo; M. Cruz; T. Pierce; C. Baugher; Y. Campos / **City:** M. Pollin, C. Ahorro; J. Haywood-Daley; E. Villavicencio / **District:** G. Moreno; L. Duffin; O. Hernandez; Y. Kim; K. Davillier / **East:** R. Smith-Kersaint; J. Ramirez; L. Wood; A. De la Parra; J. Estrada; J. Ortiz; C. Perez; P. Williams / **Harbor:** N. Murro; A. La Brune / **Mission:** M. Griggs; J. Sovereign; S. Ghiradelli; C. Dagdagan / **Pierce:** M. Ung; N. Mork, S. McDonald; D. Richarte; C. Florez; M. Montanez; L. Narkevicius / **Southwest:** C. Walker; R. Villanueva; S. Larios-Ramirez; T. Anderson / **Trade:** M. Castillo; J. Rosas; K. Williams / **Valley:** A. Campbell; T. Dunham-Frost; C. Laughlin; J. Highley / **West:** M. Medina; T. Washington; C. Smith; M. Ingram; D. Douglas / **Retirees:** D. Santoianni

Guests: Mark Bergquist; Natalie Embrey; Francelia Ramirez

Excused:

Absent: A. Paz, H; Alanzo; R. Villalobos; C. Perez; K. Roberts; A. Alvarez; J. Raines; A. Iniquez; V. Enriquez; G. Mason; S. Carter; L. Hunter; J. Nickerson; A. Vera; N. Shtromberg; A. Clardy; R. Ventura

1. **Call to Order @ 3:05 pm**
2. **Flag Salute**
3. **Meeting Protocols**
4. **Adopt Agenda**
 - a. Motion: To remove (e) Certification of Election from today's agenda.
 - i. Y.Campos/C.Baugher
 - ii. Roll Call A:7, N:38, A:0 - **M/S/Failed**
 - b. Motion: To add two action items and remove April 11, 2024 minutes
 - i. M.Grigg/T.Dunham-Frost - **M/S/Passed**
5. **Approval of Minutes** from February 12, 2024; March 21, 2024; ~~April 11, 2024~~(10 minutes)
 - a. Motion: To approve March 21, 2024 Minutes
 - i. M.Grigg/T.Dunham-Frost - **M/S/Passes**
 - b. February 12, 2024 Minutes: Election Committee and M.Ung has submitted suggested edits to the original minutes that were submitted by Recording Secretary Y. Campos.
 - i. Motion: To remove Election Committee submitted suggested edits
 1. L.Smith/M.Bergquist - **M/S/Passes**
 - ii. Motion: To remove all of the Election Committee Reports originally submitted minutes by Y.Campos and update to the suggested edits from M.Ung. M/S/P with amendment to keep only (d) from original minutes.
 1. M.Ung/L.Narkevicius - **M/S/Passed**
 - a. Amendment: All in favor of Chad's second amendment to M.Ung's Motion
 - i. C.Baugher - **Amendment Failed**
 - b. Amendment: To add M.Ung edits to Y.Campos original minutes and add (d) in the election committee report. Keep all of Y.Campos original minutes and add M.Ung edits as additional edits.
 - i. Y.Campos/C.Baugher - **A/S/Failed**
 - ii. 5 people in room = yes; 4 people online = yes
 2. Motion: To keep original minutes as they are without changes to the February 12, 2024 minutes without any updates.
 - a. Y.Campos/C.Baugher - **M/S/Failed**
 - b. Yes = 1 person in room; Yes = 5 in zoom

AFT College Staff Guild, Local 1521A

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- c. With this motion failing, therefore we will go back to M.Ung's original motion and agree to keep M.Ung's submitted suggested updates suggestion to replace Y.Campos (a), (b), (c), and only keep Y.Campos' (d) in February minutes.

6. Election Challenge Report

- a. A challenge was submitted by Y. Campos. Elections committee included the challenge and supported information in the executive board packet, along with a response from our lawyer. The challenge outlined five issues, with supporting documents for four of them. The election committee reviewed the challenge(s) in detail, with input from legal counsel, and concluded that none of the issues in the challenge(s) were sufficiently serious compared to the previous election. As a result, the election committee did not present any challenges to the executive board committee for a vote.

7. Action Items

- a. Legal Bill
 - i. Motion to accept the legal bill as is.
 1. M.Polin/L.Narkevicius - **M/S/Passes**
- b. Profit/Loss Statement
- c. 2024-2025 Budget
 - i. Motion to accept the financial report
 1. T.Dunham-Frost/L.Narkevicius - **M/S/Passes**
- d. Stipend Committee Recommendations
 - i. Motion to accept the Stipend Committee Recommendations
 1. M.Grigg/A.Campbell
 2. Roll Call Vote - A: 41, N: 4, A: 1 - **M/S/Passes**
 - ii. Amendment to Motion to increase fee from 5% to 10% per report turning in late.
 1. Roll Call Vote - A:15, N:28, A:1 - **A/S/Failed**
 - iii. Amendment to Stipend Committee recommendation to have the reports due the Tuesday prior to the scheduled executive board meeting instead of the 7th of the following month.
 1. T.Dunham-Frost/M.Griggs - **A/S/Passes**
 2. Nay: 2; Amendment
 - iv. Motion to approve the Stipend Committee recommendations with amendment to have reports due the Tuesday prior to the scheduled executive board meeting.
 1. M.Grigg/A.Edwards - **M/S/Passes**
 2. Nay: 1
 3. For the month of June reports will be submitted the Tuesday before the July executive board meeting.
 - v. Motion to extend the meeting by 20 minutes
 1. Sean McDonald/Maira Cruz - **M/S/Passes**
- e. Certification Results of Election
 - i. Submitted Certification of Results by AAA
 1. President: Andrea Edwards
 2. 1st Vice President: Jesse Saucedo
 3. 2nd Vice President: Maira Cruz
 4. Grievance Secretary: Troy Pierce

AFT College Staff Guild, Local 1521A

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5. Recording Secretary: Melinda Ung
6. Treasurer: Although Kristine Ayvazyan received the most votes for Treasurer, she declined the position via email to the elections committee. Subsequently, the committee reached out to James "Phillip" Highley, who had the second-highest votes, and he accepted to take on the role of Treasurer.
 - ii. Motion to certify the American Arbitration Association's Certification of Results, ensuring that the process was executed with democratic and fair principles.
 1. Michael Griggs/Jennifer Estrada - M/S/Passes
 2. Roll Call: Aye:39/Nay:3/Abstain:2
- f. Retiree AFT Convention
 - i. Motion to send Retiree to send 1 delegate to AFT Convention
 - ii. Michael Grigg/Lupita Narkevicius - M/S/Passes
- g. Summer School Attendees
 - i. Motion on send 16 (10 chapter officer and 6 officers) to attend CFT Summer School
 1. T.Dunham-Frost/M.Griggs M/S/Passed
 - ii. Amendment to update the numbers to 16 to include 10 chapter officers and 6 newly elected officers.
 1. P.Jhang
 - iii. Aye; Passes

8. Chapter Reports

City , District , East , Harbor , Mission , Pierce , Trade-Tech , Valley , West , Retirees

9. Executive Director/Monitor Report

- a. District Consultation
- b. PC Consultation
- c. BOT
- d. JLMBC
- e. Additional Comments
 - i. Classified Day of Action: Perry Jhang
Thank you to all chapter chairs, delegates, and grievance representatives for notifying members about the Classified Day of Action. I'm excited to share that Randi Weingarten, the national president of AFT, will join us at the rally. We've approved sending 30 people to Sacramento to showcase the vital role classified employees play. We currently have 14 people committed and encourage more to participate. The event's registration starts at 10 AM at the Capitol, with flights arriving around 8:30 AM, providing an opportunity for a Capitol tour.

10. Officers Report

- a. President - Andrea Edwards: Chancellor Rodriguez has directed campus presidents to start a hiring freeze, advising against backfilling positions in light of budget considerations and forthcoming changes. The officer recounted a conversation with a trustee who favored supporting classified staff over hiring a new high-salary administrator. The officer urged the need for a united approach, backed by detailed audits and strategic planning, to effectively address and discuss the hiring freeze and its broader implications with the administration and trustees.

11. Committee Reports

- a. COPE: Julio Ortiz, Political Coordinator - report submitted

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- b. EEO: Cassandra Walker
- c. Elections: Mark Bergquist
 - i. M. Bergquist gave a brief update on the status of the AFT delegate election. The elections committee is preparing the electronic version of the delegate election, which is ongoing. He reminded members that nominations can be submitted until the end of May, which is tomorrow. Following the closure of nominations, the committee will verify the acceptance of nominations by the nominees. It was highlighted that delegates must be prepared to travel to Texas to represent the guild. The online voting period will run from May 17th to May 23rd, with the results announced thereafter.

12. Conference/Convention/Training

- a. CFT Lobby Day: Aleta Campbell
 - i. Y.Campos and I had our first experience with legislative visits, which was very enlightening. The CFT guided us through the agenda, highlighting important amendments and bills they wanted us to endorse. We were split into small groups of 4 to 5 and tasked with visiting the offices of different senators and assembly members. Our mission was to advocate for CFT-supported bills, mainly related to education and funding. This opportunity was a great learning experience, helping us to better understand and engage in the advocacy process for education professionals.

13. Affiliate Report

- a. LA County Federation Labor Delegate: Dionne Morrissette
- b. Activities Coordinator – Chad Baugher

14. New Business

- a. Swear in our newly appointed officers

15. Adjournment 6:25 pm

Submitted by Melinda Ung, Recording Secretary

Staff Guild Executive Board Roll-Call Voting Results

Updated: 05/09/2024

LOCATION	REPRESENTATIVE	POSITION	Roll Call		Motion: All in favor of removing (e) Certification of Election from today's agenda.			Amendment: To increase late fee from 5% to 10% for each report			Motion: To accept Stipend Committee Recommendations to implement 5% late fees/deduction of Stipends for report submitted late.			Motion: To certify the American Arbitration Association's Certification of Results, ensuring that the process was executed with democratic and fair principles.			
			Present	Absent	Aye	Nay	Abstain	Aye	Nay	Abstain	Aye	Nay	Abstain	Aye	Nay	Abstain	
	OFFICER																
	Luukia Smith	Executive Director/Monitor	x														
1	Andrea Edwards	President	x			1				1			1				1
2	Jesse Saucedo	First Vice President	x			1				1			1				1
3	Maira Cruz	Second Vice President	x			1				1			1				1
4	Troy L. Pierce	Treasurer	x			1				1			1				1
5	Yovanna Campos	Recording Secretary	x			1				1			1				1
6	Chad Baugher	Grievance Secretary	x			1				1			1				1
7	CITY																
	Mitchell "Mitch" Polin	Chapter Chair	x							1			1				1
8	Caridad Ahorro	Delegate	x			1				1			1				1
9	Aldie Paz	Delegate		x													
10	Jasminee Haywood-Daley	Delegate	x			1				1			1				1
	Vacancy	Alternate															
	Vacancy	Alternate															
	Vacancy	Alternate															
11	Edith Villavicencio	Grievance Representative	x			1				1			1				1
12	DISTRICT																
	Gloria Moreno	Chapter Chair	x			1				1			1				1
13	La Shawn Duffin	Delegate	x			1				1			1				1
14	Olga Hernandez	Delegate	x														
	Hazel Alonzo	Alternate		x													
	Yung Kim	Alternate	x			1				1			1				1
15	Kimberly Davillier	Grievance Representative	x							1			1				1
16	EAST																
	Rowena Smith Kersaint	Chapter Chair	x							1			1				
17	Josue Ramirez	Delegate	x							1			1				
18	Lynn Wood	Delegate	x			1				1			1				1
19	Alejandro De La Parra	Delegate	x			1				1			1				1
20	Jennifer Estrada	Delegate	x			1				1			1				1
21	Rosalba Villalobos	Delegate		x													
	Julio Ortiz	Alternate	x			1				1			1				1
	Christine M. Perez	Alternate		x													1
	Vacancy	Alternate															
	Vacancy	Alternate															
	Vacancy	Alternate															
22	Promise Williams	Grievance Representative	x			1				1			1				
23	HARBOR																
	Nadine Muro	Chapter Chair	x			1				1			1				1
24	Ken Roberts	Delegate		x													
25	Andy LaBrune	Delegate	x			1					1				1		1
26	Anthony Alvarez	Alternate		x													
	Vacancy	Alternate															
27	Justin Raines	Grievance Representative		x													
28	MISSION																
	Michael Griggs	Chapter Chair	x			1				1			1				1
29	Jena Sovereign	Delegate	x			1				1			1				1
30	Susan Ghiradelli	Delegate	x			1				1			1				1
	Christine Dagdagan	Alternate	x			1											
	Ana Iniquez	Alternate		x													
31	Veronica Enriquez	Grievance Representative		x		1				1			1				1
32	PIERCE																
	Melinda Ung	Chapter Chair	x			1				1			1				1
33	Ngan Mork	Delegate	x			1				1			1				1
34	Sean McDonald	Delegate	x			1				1			1				1
35	Darlene Richarte	Delegate	x			1				1							
	Jeremy Mason	Alternate		x													
	Carlos Flores	Alternate	x			1											
	Miguel Montanez	Alternate	x			1							1				1
36	Lupita Narkevicius	Grievance Representative	x			1				1			1				1
37	SOUTHWEST																
	Cassandra Walker	Chapter Chair	x							1			1				1
38	Ruben Villanueva	Delegate	x			1				1			1				1
39	Safir Larios-Ramirez	Delegate	x			1				1			1				1
	Shauna Carter	Alternate		x													
	Tasha Anderson	Alternate	x			1											
	Vacancy	Grievance Representative															
40	TRADE-TECH																
41	Lori Hunter	Chapter Chair		x													
42	Monica Castillo	Delegate	x			1				1			1				1

Staff Guild Executive Board Roll-Call Voting Results

Updated: 05/09/2024

LOCATION	REPRESENTATIVE	POSITION	Roll Call		Motion: All in favor of removing (e) Certification of Election from today's agenda.			Amendment: To increase late fee from 5% to 10% for each report			Motion: To accept Stipend Committee Recommendations to implement 5% late fees/deduction of Stipends for report submitted late.			Motion: To certify the American Arbitration Association's Certification of Results, ensuring that the process was executed with democratic and fair principles.			
			Present	Absent	Aye	Nay	Abstain	Aye	Nay	Abstain	Aye	Nay	Abstain	Aye	Nay	Abstain	
43	Jose Rosas	Delegate	x			1			1			1			1		
44	Joyce Nickerson	Delegate		x													
	Vacancy	Alternate															
	Vacancy	Alternate															
	Vacancy	Alternate															
45	Kookie Williams	Grievance Representative	x			1			1			1			1		
46	VALLEY Aleta Campbell	Chapter Chair	x		1				1			1			1		
47	Alicen Vera	Delegate		x													
48	Theresa Dunham-Frost	Delegate	x		1				1			1			1		
49	Nino Shtromberg	Delegate		x													
	Alicia Clardy	Alternate		x													
	Rolando Ventura	Alternate		x													
	ChaQandra Laughlin	Alternate	x		1				1			1			1		
50	James Phillip Highley	Grievance Representative	x			1			1			1			1		
51	WEST Martiza Medina	Chapter Chair	x			1						1			1		
52	Tamara S. Washington	Delegate	x			1			1			1			1		
53	Cha-Zette Smith	Delegate	x			1			1			1			1		
	Marilyn Ingram	Alternate	x			1											
	Vacancy	Alternate															
54	Deirdre "Dede" Douglas	Grievance Representative	x			1			1			1			1		
	Retiree Donald Santoianni	Retiree	x														
	Guests Mark Bergquist	Elections Committee	x														
	Natalie Embrey	Elections Committee	x														
	Francelia Ramirez	Guest via zoom	x														
					7	38	0		15	28	1	41	4	1	39	3	2

Submitted by: Melinda Ung, Recording Secretary



California LABOR Federation

please make copy

April 22, 2024

Dear Sisters and Brothers,

The California Labor Movement will hold our next statewide convention in July. Please plan to attend **Labor's Biennial Convention!**

CALL TO CONVENTION
California Labor Federation
35th Biennial Convention
Monday, July 15 - Wednesday July 17, 2024
Sheraton San Diego Hotel and Marina

Please select your delegates to represent your Union at Labor's Biennial Convention and COPE Convention.

Pre-convention activities begin on Monday, July 15. At 1:00 pm, we will host our first Unionize California Campaign Academy, where delegates and activists can be trained on how engage with members on political issues at the worksite. At 6:00 pm, we hope you'll join us for our very first "Salute to Congress" Welcome Reception, with Congressional Members from throughout the state!

The official convention will be called to order on **Tuesday, July 16** at 10:00 am and continue through **Wednesday, July 17**. It is typically adjourned around 2:00pm.

Registration can be done online or using the attached Authorized Delegates form:

Register online by July 8, 2024 at events.calaborfed.org. Your union's unique log-in and passcode are found in the **red box** on the Authorized Delegates Form.

(Or mail or email the Authorized Delegates Form to California Labor Federation, 1001 K Street, Ste 200, Sacramento, CA 95814 or Affiliates@calaborfed.org)

Rooms at the Sheraton San Diego Hotel and Marina are available at a special group rate if you reserve your room early. To reserve a room, please call the hotel directly at 619.291.2900, and mention the California Labor Federation to receive the discount.

If you have any questions, please contact Affiliates@calaborfed.org or see the Call to Convention included here. See you in July!

In Solidarity,

Lorena Gonzalez
Executive Secretary-Treasurer

**AUTHORIZED DELEGATES FORM
2024 Biennial Convention**

YOU ARE ENTITLED TO 4 DELEGATES

Andrea Edwards
AFT 1521A LA College Staff Guild
3356 Barham Blvd
Los Angeles, CA 90068

To register by mail, use this form.

OR

To register online, go to events.calaborfed.org:

Your special Log-in Name is: **AFT 1521A**

Your unique Password is: **QZ3u-xCWQ-rWYE**

Call 510-663-4055 with any questions.

This is to certify that the following union members in good standing will represent our organization to the 2024 Biennial Convention of the California Labor Federation.

Delegate Names (Please print or type)

Email/Phone No.

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

Alternates You may send as many alternates as needed. An alternate will not receive voting credentials unless a union officer informs us that delegate(s) named above will not be attending the convention.

For Councils only: All delegates from councils, including CLC's, must indicate below the name of the local union affiliated with the Federation with which they are in good standing.

Name of Delegate

Name of delegate's local union (required)

Name of Delegate

Name of delegate's local union (required)

Officer Signature:

Title:

Must be signed by an authorized officer of the union

Register by 5:00 pm on Monday, July 8, 2024. Mail to California Labor Federation, 1001 K Street, Suite 200, Sacramento, CA 95814-3832.

California Labor Federation, AFL-CIO

BIENNIAL CONVENTION

July 16 & 17, 2024 - San Diego, CA

REGISTER NOW!

The California Labor Federation, AFL-CIO will hold its 35th Biennial Convention on:

**Tuesday, July 16, 2024 • 10:00 am – 5:00 pm,
Wednesday, July 17, 2024 • 9:00 am – 3:00 pm**

**Sheraton San Diego Hotel & Marina
1380 Harbor Island Drive
San Diego, CA 92101**

CONVENTION CREDENTIALS

The list of authorized delegates should be submitted to California Labor Federation Executive Secretary-Treasurer Lorena Gonzalez as soon as possible, but not later than **July 8, 2024**.

Authorized delegates may be submitted online or on the Authorized Delegate Form sent by mail. All changes in delegate representation must be submitted to the Executive Secretary-Treasurer.

REPRESENTATION AND VOTES

To be represented at the convention, organizations must be affiliates of the Federation in good standing, with per capita paid in full through March 31, 2024.

Organizations that have not applied and become affiliated on or prior to March 31, 2024, may not be represented, except organizations that have been chartered within three months of the opening date of the convention.

Delegates shall be members in good standing of the organization issuing the credentials to them. No delegate may represent more than one organization, with the following exceptions:

1. A delegate from a central labor body or similar council may also represent the affiliated local union of which he or she is a member if they are registered as a delegate by that local.

2. A delegate may represent up to three affiliated local unions, which are of the same national union with a combined per capita vote of less than 1200, if he or she is a member of at least one of the locals.

Local Unions

Each regularly affiliated union shall be entitled to representation as follows:

1 – 625 members	= 2 delegates
626 – 1000 members	= 3 delegates
1001 – 1500 members	= 4 delegates
1501 – 2000 members	= 5 delegates
2001 – 2500 members	= 6 delegates
2501 – 3000 members	= 7 delegates
3001 – 3500 members	= 8 delegates
3501 – 4000 members	= 9 delegates
4001 – plus members	= 10 delegates

The maximum number of delegates allowed from any local union is 10.

Your allotted number of delegates is based on the average number of union members for which per capita is paid between January 1, 2022, and December 31, 2023, divided by \$16.80 (based on 24 months of per capita payments at 70 cents per month.) Unions, which first affiliate between January 1, 2024, and March 31, 2024, are entitled to 2 delegates.

The roll call voting strength of each affiliate will be based on the average number of union members for which per capita is paid between May 1, 2022, and April 30, 2024, with the total amount paid divided by \$16.80 (based on 24 months of per capita payments at 70 cents per month.)

On questions requiring a roll call vote, each delegate shall vote an equal percentage of the membership of the local union he or she represents. No proxies are allowed, but one delegate may vote for the entire delegation upon prior written approval of all co-delegates.

In accordance with the Rules Governing AFL-CIO State and Central Bodies, a list containing pertinent information regarding the officers and voting strength of affiliates of the California Labor Federation, AFL-CIO shall be available for inspection at the convention.

Central Labor Councils and Similar Organizations

Central bodies, state and local councils are entitled to two delegates each. Central body delegates shall be members in good standing of local unions affiliated with the California Labor Federation. Each such delegate is entitled to one vote.

The State Retiree Council shall be entitled to three delegates, each of whom is entitled to one vote.

Constituency Groups

Pursuant to AFL-CIO rules, no affiliated constituency group or its delegates may be present for, or have a voice or vote in any meeting or decision of the Federation's Committee on Political Education.

Guests

Delegates may bring guests to the convention only with prior approval of the Federation by emailing Rosemarie@calaborfed.org. Elected officials, candidates, their staff or members of the public press will not be pre-approved. Space for guests will be reserved on a first come, first served basis.

This is a private meeting for those authorized to attend and is not open to the general public.

POLITICAL ENDORSEMENTS

A separate part of this convention will be devoted to a Pre-General Election Convention for the sole purpose of the endorsement of candidates and statewide propositions on the November General Election ballot, and appropriate resolutions pertaining to political action. Nothing which properly can be the subject matter for action by a convention of the Federation may be included within any resolution or motion submitted to the Pre-General Election portion of the Convention.

US Senate and Ballot Propositions

The Executive Council of the California Labor Federation shall have the exclusive right to recommend to the Convention endorsement of candidates for U.S. Senate and statewide ballot propositions.

House of Representatives and Legislature

Recommendations for candidate endorsement by the Convention shall be made to the Executive

Council of the Federation, by central labor councils of the AFL-CIO in accordance with the AFL-CIO Rules Governing State and Local Central Bodies and in accordance with the Constitution of the Federation.

For election districts embracing an area covered by more than one central labor council, it shall be the duty of the central labor councils in that area to meet, confer and jointly recommend candidates to the Executive Council for endorsement by the Convention and No recommendation may be made by an individual central labor council. If any central labor body refuses to meet or confer for this purpose, the remaining central labor body or bodies' recommendation will be considered a duly established joint recommendation. If a joint recommendation of those councils present is not possible, the Executive Council shall have the exclusive right to recommend a candidate for such office to the Convention.

RESOLUTIONS

The deadline for the receipt of resolutions by the Executive Secretary-Treasurer is **July 1, 2024**, except for resolutions acted upon and approved by regularly constituted and affiliated statewide organizations at conferences between **July 1, 2024**, and **July 15, 2024**, which must be filed by email with the Executive Secretary-Treasurer not later than 9:00 p.m. on **Monday, July 15, 2024**.

Any resolution not timely submitted but delivered to the Executive Secretary-Treasurer prior to noon on the first day of the convention shall be reported as a late resolution by the Executive Secretary-Treasurer prior to the adjournment on the first day. It shall not be referred to any committee unless the convention so orders by two thirds of the members present and voting on the first day of the convention on request of a delegate.

All resolutions must bear the signature of an executive officer or the seal of the affiliated organization.

OFFICER ELECTIONS

To be eligible to vote for officers of the Federation a delegate must have been seated as a delegate prior to the adjournment of the first day of the convention.

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:



**Gloria Moreno, Chapter Chair | LaShawn Duffin, Delegate
Olga Hernandez, Delegate | Yung Kim, Alternate Delegate
Kimberly Davillier, Grievance Representative**

Chapter Report May 2024

Chapter Executive Board

Chapter Executive Board Team Meeting – No meeting in May 2024

- Met with DO E-Board Members as needed individually.

Chapter Meeting - DO Member email in lieu of Chapter Meeting

Chapter Member Emails

- **Wed. 05/08/2024 – Classified Day Rally**
 1. Information Flyer and information regarding Classified Day Rally
- **Wed. 05/15/2024 – AFT 1521A Reminders**
 1. COLA & increase on Differentials – received today for semi-monthly employees
 2. Wellness Days (2) must be taken by June 30, will not roll over to next FY.
 3. Vacation cash out requests were due yesterday.
 4. AFT Convention Delegate voting electronically.

Executive Board

Executive Board Meeting – Thursday, 05/09/2024

Attendees: Gloria Moreno – Chapter Chair, La Shawn Duffin – Delegate, Olga Hernandez – Delegate, Yung Kim – Alternate Delegate, Kimberly Davillier - Grievance Representative

Emergency Executive Board Meeting – Thursday, 05/30/2024

Attendees: Gloria Moreno – Chapter Chair, Yung Kim – Alternate Delegate, Kimberly Davillier - Grievance Representative

Consultations

- **PC Consultation Meeting** – Meeting will take place when needed.
- **DO HR Consultation Meeting – Thursday 05/19/2024 @ 9:30 am**
 - Rescheduled to Thursday, 05/30/2024 – VC not available
- **DO HR Consultation Meeting – Thursday 05/31/2024 @ 9:30 am**
 - Cancelled – VC not available

Unit Member Issues/Inquiries

- Employee feels harassed by supervisor/manager.
- Inquiries regarding Performance Evaluations.
- Employee concern of removal of some work duties.
- Inquiries regarding Hiring lists.



Shared Governance/Other Committees

- **WEC** – no committee meetings have been scheduled.
 - Work environment issues are discussed during the HR Consultation meetings.
- **TPPC** – Meeting Thursday, 05/02/2024
 - Meeting Agenda submitted by DO AFT 1521A Rep. – Anis Kochlef
 - Advised Carmen of new DO AFT 1521A TPPC committee Member – Yung Kim

Interviews/Hiring Committees

1. Assistant Accounting Systems Analyst – interviews Wednesday, 05/01/2024
2. Payroll Systems Technician (2 positions) – interviews Monday, 05/06/2024
3. Procurement Specialist – interviews Thursday, 05/09/2024
4. Assistant Financial Analyst – interviews Friday, 05/10/2024
5. Network Engineer – interviews Monday, 05/13/2024
6. Online Multimedia Specialist – interviews Monday, 05/20/2024

Upcoming Interviews

1. Workers' Compensation Claims Specialist – interviews scheduled for 06/06/2024

Other:

- **E-Board Planning Meeting – Thursday 05/02/2024**
In attendance: Gloria Moreno, Chapter Chair.
- **Elections Committee Meeting – Friday, 05/03/2024**
In attendance: Gloria Moreno, Chapter Chair.
- **Hiring Committee – Monday, 05/06/2024**
In attendance: Gloria Moreno, Chapter Chair.
- **Elections Committee Meeting – Monday 05/06/2024**
In attendance: Gloria Moreno, Chapter Chair.
- **Member Representation – Tuesday 05/07/2024**
In attendance: Gloria Moreno – Chapter Chair, Kimberly Davillier – Grievance Rep.
- **Member Representation – Wednesday, 05/08/2024**
In attendance: Gloria Moreno – Chapter Chair, La Shawn Duffin - Delegate.
- **Member Representation – Wednesday, 05/15/2024**
In attendance: Gloria Moreno – Chapter Chair, La Shawn Duffin - Delegate.
- **Elections Committee Meeting – Friday, 05/17/2024**
In attendance: Gloria Moreno, Chapter Chair.

EAST LA COLLEGE AFT 1521A MONTHLY REPORT

MAY 25,2024

- 1. We had our membership meeting on May 7th Dr. Roman joined for a Q&A**
- 2. We had our consultation with Dr. Roman**
- 3. We had how EBoard meeting**
- 4. We contributed \$200 to the Unsung Heroes Recognition Ceremony as three of our Classified staff were honored.**

Pierce Chapter Report
For May 2024

Chapter Meeting

- Chapter E-board meeting held on May 7, 2024.
- Chapter Meeting held on May 21, 2024; afterwards held new member recruitment and Classified Day of Action activities.

Consultation

- Consultation with the President held on May 29, 2024
 - Updates on member issues
 - Overtime processes
 - Plans for staffing with impending budget cuts
 - Keys requests

Unit Member Issues/Updates

- Lifeguard, transfer offered
- Student Services
- CDC Assistants
- Clarification of the process to use Wellness Days

Shared Governance/Other Committees

- Accreditation Steering Committee, 5/15/24
- Budget Committee, 5/7/24
- Diversity Committee, 5/9/24
- Enrollment Management Committee, 5/2/24
- Facilities Advisory Committee, 5/21/24
- Student Support Committee, 5/17/24
- Sustainability Committee, 5/10/24
- Technology Committee, 5/9/24
- Work Environment Committee, 5/21/24
- Pierce College Council, 5/23/24

Hiring Committees

- Accountant, May 23, 2024

Other

- Permanent College President announced
- ODEIA Training

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:

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: MAY 2024 (06/10/24)

Campus: LASC



Campus E-Board:

Emails

Chapter Meeting:

None

ARC Implicit Bias Training, May 15, 2024

Consultation:

Canceled

Unit member issues/updates:

Member experiencing harrasment (gender) by supv. Supv is disrespectful, belittles member in front of coleagues. Meeting scheduled with member and supv

Upcoming ARC Consultants Workshops: 06/26 Dismantling Racism in the Workplace, 07/17 - Maintaining Mental & Physical Health, 08/24 - Mindfulness Strategies

Shared Governance /Other Committees:

Budget, College Council, Strategic Planning, Enrollment Mgmt,

Classified Hiring Committee

Student Srvc Aid, EOPS in June - new panel, Dean overseeing original transferred to another college.

Classified Hiring:

Still waiting on decisions for the following::SFP Program Tech, NACES, Acctg Tech, Financial Aid, Custodial Spvr.

Other:

Student Services Dean transferred to LATTC. Interview committee formed for all open dean positions (1 student Srvc, 3 Acad. Aff, and 1 IE)

Waiting for application period to close for VPAS.

AFT Staff Guild Officers

President Hazel Alonzo | First Vice President: JoAnn Haywood | Second Vice President: Mario Perez
Secretary: Yovanna Campos | Treasurer: Kristine Ayvazyan
Grievance Secretary: Troy Pierce

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report



Date: Month of May 2024

Campus: Valley

Campus E-Board:

Not held pending Officers' decision on Chapter Chair position.

Chapter Meeting:

May 17: Not held pending Officers' decision on Chapter Chair position.

Consultation with President: May 20: Not held pending Officers' decision on Chapter Chair position.

Unit Member Issues/Updates:

May 14: Member representation in weekly 1:1 w/supervisor; May 14: Grievance prep meeting.

May 15: Member representation in Step 2 Grievance.

May 21: Member representation in weekly 1:1 w/supervisor (Chad Baugher was the rep.)

Shared Governance/Other Committees:

May 6: Team Leadership Meeting – I was not in attendance on FMLA.

Classified Hiring Committees:

None.

Certificated Hiring Committees:

None.

Other:

May 2: E-Board Planning Meeting

May 9: E-Board Meeting

May 21: CFT/AFT Classified Day of Action, Sacramento, CA

Respectfully submitted,
Aleta Campbell,
Valley Chapter Chair
June 10, 2024

AFT Staff Guild Officers

President: Andrea Edwards/ First Vice President: Jesse Saucedo/ Second Vice

President: Maira Cruz Recording Secretary: Yovanna Campos

Treasurer: Phillip Highley / Grievance Secretary: Troy Pierce



Chapter Report February 2024

Chapter Meeting

Chapter Meeting was held on Friday February 23, 2024 @12pm to 1pm via Zoom. We had 35 participants.

Chapter Executives

Campus is addressing work environment conditions through the WEC and ensuring administration follows proper protocols to address the affected working areas.

Consultations

The college president monthly consultation meeting occurred Monday February 26, 2024.

Unit Member Issues/Updates

- Continue to field member objections to online working modalities e.g., ConexEd- "Live Chat".
- Fielding members inquiries regarding additional duties stemming from short staffing.
- Fielding member concerns due to rodent infestation
- Fielding member temporary work station relocations due to work environments

Shared Governance/Other Committees

Work Environment- Report has been submitted

College Council- Report Submitted

Budget- No report submitted

CCP-FIG (Classified Career Pathway-Focus Inquiry Group)- No Report.

Sustainability- No report Submitted

Student Success- No report Submitted

Other



Chapter Report May 2024

Chapter Meeting

No Chapter Meeting was held, next Chapter meeting will be Friday June 21 @12pm.

Chapter Executives

No report

Consultations

The college president monthly consultation meeting occurred Tuesday May 27, 2024 @4:00pm.

Unit Member Issues/Updates

- Fielding member inquiries regarding the districts vs. campus remote work procedures.
- Fielding members inquiries regarding additional duties stemming from short staffing.
- Fielding member inquiry regarding transfer requests
- Fielding member work environment issues, solutions and current outcomes
- Ensuring proper labor law & Injury information is posted across campus

Shared Governance/Other Committees

Work Environment- - No report

College Council- Submitted 6/5/2024

Budget- No Report

CCP-FIG (Classified Career Pathway-Focus Inquiry Group)- No Report.

Hirings

- Student Recruiter- PC List Needed
- Instructional Film Production – PC List Needed
- Admissions Office Staff- PC List Needed

Other

-Budget report was provided that may put campus on a hiring freeze and deduct the hourly pay of faculty. An assessment will need to be made to see how this will impact our classified unit as a whole.

**AFT College Staff Guild
Budget for 2024/2025**

		Approved Budget 2023- 2024	Actuals 2023-2024	Proposed Budget 2024-2025
Income		as of 4/30/24		
4005	Dues	1,485,581.45	974,916.93	1,500,000.00
4105	Affiliate Funding	102,663.92		108,347.00
4301	Voluntary Contributions	-		-
4755	Retiree Dues	1,000.00		1,000.00
4758	PIPE Grant from AFT	-		
Total Income		1,589,245.37	974,916.93	1,609,347.00

Expenses

Building Expenses

5405	Custodial	5,550.00	-	5,550.00
5415	Property Insurance	2,700.00	-	2,700.00
5430	Repairs	2,000.00	-	2,000.00
5435	Security	1,800.00	-	1,800.00
5440	Trash Collection	1,800.00	-	1,800.00
5445	Utilities	3,000.00	-	3,000.00
5446	Gardening	400.00	-	400.00
5447	Pest Control	400.00	-	400.00
5448	Occupancy	10,000.00	-	10,000.00
	Total Building Expenses	27,650.00	-	27,650.00

Operational (*Staff Guild is to pay 17%)

*	5005	Equipment	12,000.00	4,459.72	12,000.00
*	5010	Postage	7,100.00	-	2,500.00
	5015	Printing	10,000.00	-	5,000.00
*	5020	Building Supplies	6,000.00	334.99	6,000.00
	5021	Office Supplies	10,000.00	2,696.35	10,000.00
*	5025	Telephone	5,500.00	2,274.05	5,500.00
	5174	Staff Equipment	10,000.00	2,839.53	10,000.00
		Total Operational	60,600.00	12,604.64	51,000.00

Organizational

5105	Subtotal Chapters (\$25/mem)	26,520.00	6,767.90	26,520.00
5106	Holiday Chapter Mtg (\$15/mem)	15,915.00	6,406.57	15,915.00
5110	Conventions	70,000.00	3,314.76	40,000.00
5111	Conferences	70,000.00	17,527.97	40,000.00
5115	Good & Welfare	30,000.00	13,862.25	40,000.00
5120	Sandra Lepore Scholarship	-	-	-
5125	Meetings/Representation	50,000.00	10,998.57	25,000.00
5135	Union Elections	15,000.00	12,983.74	15,000.00
5140	Dues & Subs	3,500.00	1,115.65	3,500.00
5155	Negotiations Fund	5,000.00	389.52	-
5172	Leadership Training	40,000.00	12,426.88	25,000.00
5175	Delores Huerta Institute	-	-	-

5223	Retiree Organizational	3,000.00	-	3,000.00
	Total Organizational	328,935.00	85,793.81	233,935.00

Per Capitas

5205	AFT	141,996.36	119,752.86	147,600.00
5210	CFL (paid with Per Caps)	9,702.00	8,199.10	11,000.00
5215	CFT	334,266.72	286,912.78	393,000.00
5216	AD&D Insurance	2,600.00	-	-
5220	LACFL	11,000.00	8,013.91	12,000.00
	Total Per Caps	499,565.08	422,878.65	563,600.00

Personnel

5305	Salaries	210,962.00	148,568.31	347,529.00
5306	Stipends	30,000.00	21,223.00	50,000.00
5355	Payroll Taxes	77,821.00	47,029.51	86,000.00
5360	Workers Compensation	3,500.00	21,187.23	4,000.00
5365	Employee Benefits	115,000.00	84,063.42	126,000.00
5370	Employee Expenses	500.00	-	500.00
5375	Mileage	10,000.00	5,819.50	10,000.00
	Total Personnel	447,783.00	327,890.97	624,029.00

Services

5505	Accounting Services	20,000.00	-	10,000.00
5515	Legal	80,000.00	106,888.24	100,000.00
5525	Outside Audit	20,000.00	15,000.00	20,000.00
5603	Transfer to COPE Account	-	-	-
	Total Services	120,000.00	121,888.24	130,000.00

5951	COPE Expenses	-	200.00	
66000	Payroll Expenses	5,000.00	3,920.00	5,000.00
69800	Uncategorized Exoenses	-	-	

Total Expenses

1,489,533.08 975,176.31 1,635,214.00

Net Increase (Decrease)

99,712.29 (259.38) (25,867.00)

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

May 15, 2024

Invoice# 108650

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

Billed through April 30, 2024
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 April 17, 2024	\$20,568.75
Net balance forward	<u>\$20,568.75</u>

BILLING SUMMARY

Total fees	\$7,075.00
Total costs	\$3,401.00
Total charges for this bill	<u>\$10,476.00</u>
Net balance forward	\$20,568.75
Total balance now due	<u><u>\$31,044.75</u></u>

RE: RETAINER (\$750.00/month)

Matter 01000

FEES

04/02/2024	ED	Review M. Burgquist grievance	0.5 hrs.
04/15/2024	ED	Review arbitrator list and email to District counsel re same; follow up with L. Smith re same	0.4 hrs.
04/15/2024	ED	Review subpoena and follow up to counsel	0.5 hrs.
04/16/2024	JW	Review/respond to email from MEP re campaign literature	0.2 hrs.
04/25/2024	ED	Review and organize documents responding to subpoena; prepare objections	1.3 hrs.
04/26/2024	ED	Draft email to L. Smith re documents; email exchange re same	0.3 hrs.
04/26/2024	LRT	Analyze Sulka subpoena; draft objections to same	0.2 hrs.
04/29/2024	LRT	Draft objections and response to Sulka subpoena	0.2 hrs.
04/30/2024	ED	Phone call with counsel re third party subpoena	0.5 hrs.
04/30/2024	LRT	Draft objections and response to Sulka subpoena	1.0 hrs.

Erica Deutsch	3.50 hrs	
Jason Wojciechowski	0.20 hrs	
Luke R. Taylor	1.40 hrs	
Total fees for this matter	<u>5.10 hrs</u>	<u>\$750.00</u>

RE: BUTLER DLSE CLAIM

Matter 29005

FEES

04/22/2024	VCW	Draft emails to MEP re Butler case MSJ and convey materials; review and respond to emails from MEP re MSJ; file notice of MSJ POS with Court	0.6 hrs.	\$93.75
04/23/2024	VCW	Review docketed filing	0.2 hrs.	\$31.25
04/23/2024	MEP	Review pleadings re motion for summary judgment	2.5 hrs.	\$292.97
04/24/2024	IG	Draft email to VCW re SJ hearing	0.5 hrs.	\$125.00
04/24/2024	ED	Review tentative and notes for VCW re hearing	1.0 hrs.	\$250.00
04/24/2024	VCW	Review Court's tentative decision in MSJ; outline argument; review cases cited in tentative decision	3.9 hrs.	\$609.38
04/24/2024	MEP	Review pleadings and tentative decision	0.8 hrs.	\$93.75
04/25/2024	VCW	Revise MSJ oral argument bases on feedback from ED, MEP, and IG; prepare oral argument; travel to and from Court; attend MSJ motion hearing and give oral argument	4.6 hrs.	\$718.74
04/25/2024	MEP	Court appearance, preparation, and travel	3.1 hrs.	\$363.28
04/29/2024	VCW	Draft email to L. Smith re MSJ hearing outcome; text to S. Butcher re holding 8/12 hearing date	0.3 hrs.	\$46.88
	Erica Deutsch	1.00 hrs	250.00/hr	\$250.00
	Ira L. Gottlieb	0.50 hrs	250.00/hr	\$125.00
	Michael E. Plank	6.40 hrs	250.00/hr	\$750.00
	Vanessa C. Wright	9.60 hrs	250.00/hr	\$1,500.00
	Total fees for this matter	<u>17.50 hrs</u>		<u>\$2,625.00</u>

COSTS

04/25/2024	Attorney service/courier - filing at L.A. Superior Court - Express Network (3/31/2024)	\$490.00
04/25/2024	Transcription services - Express Deposition Services (2/6/24)	\$845.00
04/25/2024	Transcription services - Express Deposition Services (3/13/24)	\$2,066.00
	Total costs for this matter	<u>\$3,401.00</u>

RE: ELECTION CHALLENGE

Matter 32004

FEES

04/16/2024	MEP	Review and respond to emails re campaign materials; research re campaign emails	2.3 hrs.	\$575.00
04/29/2024	MEP	Review election results and challenge	0.4 hrs.	\$100.00
04/30/2024	MEP	Review challenge documents and prepare draft report	2.5 hrs.	\$625.00
04/30/2024	MEP	Meeting - election committee re challenge	1.2 hrs.	\$300.00

Michael E. Plank	6.40 hrs	250.00/hr	\$1,600.00
Total fees for this matter	<u>6.40 hrs</u>		<u>\$1,600.00</u>

RE: JAMES HIGHLEY GRIEVANCE

Matter 34001

FEES

04/09/2024	ED	Meeting with LACCD attorney re arbitrator list and follow up email to L. Smith	0.8 hrs.	\$200.00	
	Erica Deutsch		0.80 hrs	250.00/hr	\$200.00
	Total fees for this matter		<u>0.80 hrs</u>	<u>\$200.00</u>	

RE: MARK BURGQUIST GRIEVANCE RE TRAVEL TO SCHOOLS

Matter 34002

FEES

04/03/2024	ED	Review file and SY analysis; follow up email to C. Baugher; email exchange re merits of case	0.9 hrs.	\$225.00	
04/03/2024	SY	Review and analyze grievance	0.7 hrs.	\$175.00	
04/04/2024	SY	Review follow-up information; analyze CBA; research re Assembly Bill 469	0.9 hrs.	\$225.00	
04/08/2024	SY	Draft grievance recommendation; review CBA provisions; research re similar arbitration decisions	3.6 hrs.	\$900.00	
04/09/2024	SY	Draft grievance recommendation memorandum	1.5 hrs.	\$375.00	
	Erica Deutsch		0.90 hrs	250.00/hr	\$225.00
	Sara Yufa		6.70 hrs	250.00/hr	\$1,675.00
	Total fees for this matter		<u>7.60 hrs</u>	<u>\$1,900.00</u>	

AFT 1521A Stipend Policy

AFT Staff Guild Constitution & Bylaws state:

- a) Stipend proposals by the Financial Committee shall be submitted to the Executive Board for approval prior to each term.
- b) Stipend hours shall be reported on an activity sheet and shall be submitted to the Union office for review and approval. Stipend distribution is subject to proof of required committee participation, mandated site meetings, and other aforementioned responsibilities associated with the position.
- c) Continual failure to attend or participate in required activities assigned to the office will result in having stipends nullified or reduced, presented to and voted upon by the Executive Board.

A committee comprised of non-compensated members shall convene every 6 months to determine what stipends shall be paid out. The Committee will be comprised of one member from each worksite at the recommendation of the Chapter Chair. Submitted activity sheets will be evaluated to determine if stipends are to be distributed in their entirety.

Who, How Much, and When

1. Officers, Chapter Chairs, and Grievance Reps are eligible for a stipend
2. Current Annual Stipend Amounts: *These amounts can change by a recommendation from the Financial Review Committee to the E Board prior to the start of each term*
 - a. President and Grievance Rep - \$5,000
 - b. All other officers - \$4,000
 - c. Chapter Chairs and Grievance Reps - \$1,200
3. Stipend checks will be distributed as follows:
 - a. Monthly reports for December – May will be paid in June
 - b. Monthly reports for June – November will be paid in December

Criteria to receiving a stipend

1. Every stipend recipient must turn in **both** the Activity Report and the E Board Report monthly to receive the entire stipend. *(This is new for the grievance reps)*
 - a. All relevant areas should be filled out describing the work that was done that month.
 - b. If only one report is received in any given month, the stipend amount will be decreased by 50% for that month. For example,
 - i. \$5,000 annual stipends reduced to \$213/month
 - ii. \$4,000 annual stipends reduced to \$167/month
 - iii. \$1,200 annual stipends reduced to \$50/month
2. Both reports must be submitted by the 7th of the following month.
 - a. There will be a decrease of the monthly stipend amount by approximately 5% for each late report. (approx. 10% if both the activity report and officer/chapter report are late)
 - i. \$5,000 annual stipends reduced by \$21 for each late report
 - ii. \$4,000 annual stipends reduced by \$16.50 for each late report
 - iii. \$1,200 annual stipends reduced by \$5 for each late report
 - b. No late reports will be accepted after the Stipend Committee meets in December and June.

AFT Teachers
AFT PSRP
AFT Higher Education
AFT Public Employees
AFT Nurses and Health
Professionals
AFT Retirees

555 New Jersey Ave. N.W.
Washington, DC 20001
202-879-4400
www.aft.org

Randi Weingarten
PRESIDENT

Fedrick C. Ingram
SECRETARY-TREASURER

Evelyn DeJesus
EXECUTIVE VICE PRESIDENT

VICE PRESIDENTS

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Shelvy Y. Abrams
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Donna Phillips, RN
Juan Ramirez
Andrew Spar
Denise Specht
Wayne Spence
Arthur G. Steinberg
Jessica J. Tang
Adam Urbanski
Debbie White, RN
Carl Williams
Sarah Wofford

June 5, 2024

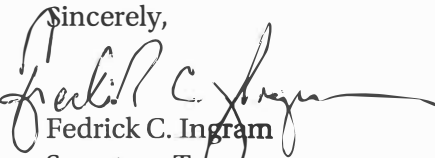
Yovanna Campos
AFT Staff Guild, Local 1521A
Camposyovanna@gmail.com

Dear Ms. Campos:

This letter is in response to your email of May 9, 2024, requesting AFT to investigate violations that occurred in the recent re-run officer elections for AFT Staff Guild, Local 1521A.

As you know, AFT appointed a committee in October 2023 to investigate and make recommendations relating to issues on candidate eligibility for the May 2023 election of officers. I am reconvening this body to review your complaint.

Sincerely,


Fedrick C. Ingram
Secretary-Treasurer

cc: Randi Weingarten
Jeff Freitas, California Federation of Teachers
Luukia Smith
Local 1521A Executive Board
Mark Bergquist, Election Committee Chair, Local 1521A
Mark Richard
David Gray
Shelvy Abrams
Kathy Chavez
Ramiro Hernandez
Michael Plank, Bush Gottlieb

SENT VIA ELECTRONIC DELIVERY

June 11, 2024

Yovanna Campos, Complainant
AFT Staff Guild, Local 1521A
Camposyovanna@gmail.com

Andrea Edwards, President
AFT Staff Guild, Local 152A
aedwards@aft1521a.org

Jesse Saucedo, 1st Vice President
AFT Staff Guild, Local 1521A
jsaucedo@aft1521a.org

Re: Notice of Hearing

Dear Ms. Campos, President Edwards, 1st Vice President Saucedo, 2nd Vice President Cruz and Election Committee Chair Bergquist:

In a letter dated June 5, 2024, the parties were notified by AFT Secretary Treasurer, Fedrick Ingram that the AFT has decided to recovene the AFT Executive Council Committee to investigate the election challenge brought by Yovanna Campos, candidate for Recording Secretary. On behalf of the committee members, AFT Vice Presidents David Gray, Shelvy Abrams and Kathy Chavez, this communication is to notify you of a fact-finding hearing that will be conducted by the Committee on June 18, 2024.

Article VI, § 14(b) of the AFT Constitution authorizes the AFT to investigate an internal election in one of our affiliates where there has been an allegation that either the local, state or national constitution has not been followed or there has been a breach of law.

Issues

The issues to be addressed at the hearing are:

1. Whether Local 1521A members Maira Cruz, Andrea Edwards, and Jesse Saucedo should have been declared ineligible to run for office based on their payment history of their financial obligations to the Staff Guild, as stipulated in the eligibility rules.
2. Whether the Election Committee's rejection of Complainant's request to appear on the website as a slate, violated Local 1521A's constitution or any other applicable law or rule.

AFT, AFL-CIO

AFT Teachers
AFT PSRP
AFT Higher Education
AFT Public Employees
AFT Nurses and Health
Professionals
AFT Retirees

555 New Jersey Ave. N.W.
Washington, DC 20001
202-879-4400
www.aft.org

Randi Weingarten
PRESIDENT

Fedrick C. Ingram
SECRETARY-TREASURER

Evelyn DeJesus
EXECUTIVE VICE PRESIDENT

VICE PRESIDENTS

J. Philippe Abraham
Shelvy Y. Abrams
Frederick R. Albert
Victor M. Bonilla Sánchez
Vicky Rae Byrd
Zeph Capo
Larry J. Carter, Jr.
Kathy A. Chavez
Donna M. Chiera
Jaime Ciffone
Melissa Cropper
Amanda Curtis
James C. Davis
Stacy Davis Gates
GlenEva Dunham
Francis J. Flynn
Jeffery M. Freitas
David Gray
Ron Gross
Anthony M. Harmon
David Hecker
Karla Hernandez-Mats
Jan Hochadel
Jerry T. Jordan
Frederick E. Kowal
Terrence Martin, Sr.
Kara McCormick-Lyons
Daniel J. Montgomery
Michael Mulgrew
Dr. Irene Mulvey
Shari Obrenski
Andrew Pallotta
Melinda Person
Donna Phillips, RN
Juan Ramirez
Andrew Spar
Denise Specht
Wayne Spence
Arthur G. Steinberg
Jessica J. Tang
Adam Urbanski
Debbie White, RN
Carl Williams
Sarah Wofford

3. Whether the late circulation of the notice of eligibility had a material effect on the election results.

4. Whether the remedies upon notice of alleged violations were appropriate and timely.

5. Whether the scope of campaign violations allegedly committed by the opposing slate had a material effect on the outcome of the election.

Ground Rules

The purpose of the hearing is to present evidence and testimony to the AFT Committee so that it can prepare a report and recommendations to the full AFT Executive Council.

The parties should come to the hearing with the witnesses, evidence and arguments which it wishes to present to the Committee. We ask the parties to notify Valerie Klayman (vklayman@aft.org) who will testify by June 14, 2024.

Hearing Location and Time

The hearing will take place virtually on Tuesday, June 18 at 9:00 a.m. Pacific Time. The login for the hearing is, <https://aft.zoom.us/j/9387747363?omn=96670008332>.

Should you have any questions in the interim, please contact Valerie Klayman at Vklayman@aft.org or (202) 393-7472.

Sincerely,



Mark Richard
Counsel to the President

cc: Randi Weingarten
Fedrick Ingram
Jeff Frietas, California Federation of Teachers
AFT Staff Guild, Local 1521A Executive Board
Michael Plank, Bush Gottlieb

Shelvy Abrams
Kathy Chavez
David Gray
Ramiro Hernandez
Luukia Smith

August 2024 – July 2025

Executive Board Meeting Schedule

August-December 2024

Thursday, August 8 th	3:00 p.m.	Harbor
Thursday, September 12 th	3:00 p.m.	Mission
Thursday, October 10 th	3:00 p.m.	Pierce
Thursday, November 14 th	3:00 p.m.	Southwest
Thursday, December 12 th	3:00 p.m.	Trade-Tech

January-July 2025

Thursday, January 9 th	3:00 p.m.	Valley
Thursday, February 13 th	3:00 p.m.	West
Thursday, March 13 th	3:00 p.m.	City
Thursday, April 10 th	3:00 p.m.	East
Thursday, May 8 th	3:00 p.m.	Harbor
Thursday, June 12 th	3:00 p.m.	Mission
Thursday, July 10 th	3:00 p.m.	Pierce

Agenda Setting Deadlines for Executive Board Meetings

10-Days before Reminder to submit reports	7-Days before Deadline to submit reports	5-Days before Agenda sent to E-Board Members	Date of Executive Board Meeting
7/25/24	7/30/24	8/1/24	August 8, 2024
8/29/24	9/3/24	9/5/24	September 12, 2024
9/26/24	10/1/24	10/3/24	October 10, 2024
10/31/24	11/5/24	11/7/24	November 14, 2024
11/28/24	12/3/24	12/5/24	December 12, 2024
12/26/24	12/31/24	1/2/25	January 9, 2025
1/30/25	2/4/25	2/6/25	February 13, 2025
2/27/25	3/4/25	3/6/25	March 13, 2025
3/27/25	4/1/25	4/13/25	April 10, 2025
4/24/25	4/29/25	5/1/25	May 8, 2025
5/29/25	6/3/25	6/5/25	June 12, 2025
6/26/25	7/1/25	7/3/25	July 10, 2025



EXECUTIVE BOARD REPORT – AFT 1521A, PRESIDENT MAY 2024

Hello all,

AFT Internal Meetings:

- Executive Board Planning Meeting – Thursday, May 02, 2024
- Officers Meeting – Monday, May 02, 2024
- Executive Board Meeting – Thursday, May 09, 2024 – West LA College
- LAANE/LA Alliance for a New Economy Luncheon – Friday, May 10, 2024
- Retiree Meeting – N/A May 2024
 - Rescheduled June 5, 2024
- Officers Meeting – Monday, May 13, 2024
- Emergency Officers Meeting- Wednesday, May 15, 2024
- US Bank Meeting (AFT 1521A) – Tuesday, May 28, 2024
- Emergency Executive Board Meeting – Thursday, May 30, 2024
 - PowerPoint Presentation/ Analysis
 - Amendment to ED- Budget (Approved May 30, 2024)
- Executive Director Meeting – May 20th 23rd & May 30th 2024
 - Drafting Job Announcement / Job Duties
 - Coordinating w/ Hiring Committee
 - Review AFT 1521, SEIU 721, CFT – postings
 - UnionJobs.com

Campus Site Visits/Assistance:

- West Los Angeles College
 - Campus Site Incident / Assistance – Friday, May 3rd & 17th 2024
- Pierce College
 - Lifeguard Follow-Up / Friday, May 17, 2024
 - Lifeguard Follow-Up / Lupita - Friday, May 24, 2024
- LATT College
 - Member Assistance Follow-up / Thursday, May 23, 2024
 - Member Assistance Follow-up / Friday, May 24, 2024
 -
- Mission College (LAMC)
 - Campus Site Incident /Assistance /Tuesday, May 23, 2024
 - Meeting Scheduled, Monday, June 3, 2024

District Shared Governance Meetings

- Management Consultation – Tuesday, May 07, 2024
- Board of Trustees – Wednesday, May 01, 2024 - District
 - Spoke to Classified Issues/Concerns * Recorded
- PC Consolation – Monday, May 06, 2024
 - Cancelled
- District Budget Committee (DBC) – Wednesday, May 08, 2024
 - Agenda Packet Available upon Request (N/A)
- Executive District Budget Committee (DBC) – Tuesday, May 28, 2024
 - Cancelled
- JLMBC Agenda Planning Meeting - Tuesday, May 07, 2024
- JLMBC Meeting - Tuesday, May 14, 2024
 - Delta Dental (Includes implants)
 - Removing third-party entities (AFLAC)
 - Mental Health Initiatives (TELUS) EAP
 - CalPERS vs. CalSTRS

Sincerely,

Andrea Edwards

AFT 1521A, President

If you have any questions or concerns, please email me at aedwards@aft1521a.org. Sincerely,

Executive Board Report – 2nd Vice President May 2024

AFT1521A Standing Meetings:

- Executive board Planning – **Thursday May 2, 2024**
- Officers Meeting – **Thursday May 2, 2024**
Monday May 13, 2024
- Finance Committee Meeting – **Tuesday May 7, 2024**
- Executive Board Meeting – **May 9, 2024**
 - Elections were certified by Executive Board
 - Officers sworn in
 - President - Andrea Edwards
 - 1st VP - Jesse Saucedo
 - 2nd VP - Maira Cruz
 - Grievance Secretary - Troy Pierce
 - Recording Secretary - Melinda Ung
 - Treasurer - Phillip Highley (Kristine Ayvazyan declined position)
 - Yovanna Campos has challenged elections

AFT1521A Membership Meetings:

- No Report

Campus Site Visits

- Met with member from Pierce College – **May 17, 2024**

District Shared Governance Meetings

- Board of Trustees – **Wednesday May 1, 2024**
- Consultation with Management - **Tuesday May 7, 2024**
- Personnel Commission Meeting –
 - **Wednesday May 8, 2024**
 - **Wednesday May 22, 2024**
- Student Affairs Meeting – **Friday May 10, 2024**

Conference/Training

- No Report

Other

- LAANE/LA Alliance for a New Economy Luncheon – **Friday May 10, 2024**
- CFT Classified Day of Action – **Tuesday May 21, 2024**

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

Sincerely,

Maira Cruz
2nd Vice President

June 13, 2024

EXECUTIVE BOARD REPORT-Treasurer

Guild Members,

Since last report, have been working to compile data to assist in keeping our Guild solvent, and assisting Monitor in anyway possible. 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

- Attend Executive Board Meeting at West Los Angeles College

Miscellaneous

- Compile and process, for accuracy, OPEIU timesheets for payroll
- Compile Instructions for incoming Treasurer to process OPEIU payroll
- Prepare to assume role of Grievance Secretary after PAL Day, Wellness Days and Vacation time.

This is a very brief snapshot for the month of May 2024. 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
AFT College Staff Guild
Local 1521A

EXECUTIVE BOARD REPORT – AFT 1521A, TREASURER MAY 2024

Dear Members,

AFT Internal Meetings:

- Executive Board Meeting – Thursday, May 09, 2024 – West LA College
- Officers Meeting – Monday, May 13, 2024
- Emergency Officers Meeting- Wednesday, May 15, 2024
- US Bank Meeting (AFT 1521A) – Tuesday, May 28, 2024
- Emergency Executive Board Meeting – Thursday, May 30, 2024

Financial:

- Organized accounts for better reporting,
- Added interest bearing reserve account

Office Hours:

- May 16,23,24,27,31

In Unity,

Phillip Highley
AFT1521A Treasurer

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

EXECUTIVE BOARD REPORT GRIEVANCE SECRETARY May 2024

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

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 & Counseled Members under Negative Evaluation
- Trained and Educated New Grievance Reps (ELAC, LAMC, LACC)
- Work with Chapter Chairs on pending issues.
- Travel to campuses for in person meetings/consultations.
- Travel to campuses to discuss possible grievances.
- Travel to campuses to discuss new contract.
- Grievances:
 - LAVC – Step II – Co-Op Ed
 - LAMC – Step III – Athletics

Committees/Meetings

- Consultation with Management
- Executive Board Meeting
- Membership Meeting
- Executive Board Committees
 - Legislative & Public Affairs Committee
 - Budget and Finance Committee
 - Institutional Effectiveness & Student Success Committee
 - Facilities Master Planning & Oversight Committee

Miscellaneous

- Travel to various chapters for in person meetings.
- 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 any time cbaugher@aft1521a.org or (323) 580-6959 (office) or (213)713-6777 (cell)

Fraternally
Chad Baugher, Grievance Secretary



SAVE THE DATE

TREASURER TRAINING

The Westin San Diego Gaslamp Quarter
910 Broadway Circle, San Diego
Three-day Course
August 1 – August 3, 2024

Who should attend? This course is open to union presidents, treasurers and executive directors.



Treasurer Training: Financial stewardship for a strong local union

This comprehensive training will put participants at ease and provide the practical tools to effectively carry out the responsibilities of a local union treasurer. Using a hands-on format.

Topics covered include:

- Learn the best practices essential in union administration, financial record-keeping and reports
- Learn how to discuss budget and reporting changes
- Describe the roles and responsibilities of officers, including the Treasurer
- Learn how to calculate and pay AFT and CFT per capita
- Define and manage governmental compliance (IRS reporting, Dept. of Labor, etc.)
- Prepare and manage the union's annual budget
- Learn COPE requirements and procedures
- Implement sound financial controls and accounting practices
- Make a strategic plan to align your union's programs and financial resources with an organizing approach that will strengthen the union's ability to accomplish its goals.



Schedule and details on registration and financial assistance to follow.

For logistical information, please contact Claire Harris (charris@cft.org).

For program information, contact Leticia Castro (lcastro@cft.org) or Lacy Barnes (lbarnes@cft.org).



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, May 20, 2024 @ 7:00 p.m.

Called to Order/Pledge of Allegiance, AND "Code of Conduct" Posted on Projector for All to Read.

- **Sworn in New Delegates;** "Representative Oath of Obligation" List of New Delegates to be sworn in @ the next E-Board Meeting, displayed on projector. **M/S/P.**

-E-Board Minutes for May, **M/S/P.** Delegate Minutes April, **M/S/P.**

- **Michelle, Financial Report;** REFER to Executive Board Minutes for April 2024, **M/S/P.**

***Department Report;** COPE, Devin (Political) and Yvonne Wheeler, President, OUT Today. Michael (Paternity Leave). June 7, Seats 30, 31, AD 31, District 52, 10 and 14.

-**Rosie, Operations;** Time given to **Tatianna – CommRades** Meeting, Needs submission of Stories. **SAVE THE DATE, "I Am Woman"**.

-**Jocelyn, Organizing;** Fast food workers, Etc., May Day, Boycott Smart & Final, Elon Musk, SpaceX (**Demonstration in Hawthorne on June 27th**), and Trader Joe's. Nurses, need Ratio Reinforced (**SEIU 112RN**) ***PowerPoint Shown.** Unite HERE 6,000 Members, *1-1/2 Year Journey*; Won, Universal Studios, **Increased Wages.** Solidarity with AITSE, Pantages Ushers have joined their Local, (**Strength in Numbers**).

-**Norma, Labor Community Services;** Video presented for, Mail Carriers "**Stamp Out Hunger**". *1,865,600 Pounds of Food Collected with 51 Drivers assistance. Carmen Montoya, Passed away on June 7th, Began Labor Community Services with our Former Armando Olivas.

-**Armando, Miguel Contreras Foundation;** Thanks the Body, for participation in Cinco de May Event. CA Jobs First, MC Foundation just became Sub regional Table Lead, means Proposing Projects to be Funded.

-**Robert, Strategic Program;** Pasadena Hotel Workers Strike, "Raise Your Voice for Free Speech", Noise is being the target used to quiet Demonstrations. ***PowerPoint shown: "Abolish Homelessness"**, 413,000 Signatures Collected, (James M.) on Video, now able to own a car, and will be purchasing, 1st New Home (was incarcerated for 20 Years).

**President Yvonne Wheeler, Partial Report Given In Her Absence*

June 13, Terminal 1, Demonstrating/Massive Picket, Southwest Airline, finally, with a Contract. Si Se Puede Awards, September 7, 2024, LCLAA Local, Thanks for support with Collecting Food-Post Office Wins an Award, Support HR7629/4356.

Meeting Closed in Memory of Carmen & Rick, IATSE.

Affiliates Report

*Refer to attached flyers

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
May 16, 2024**

The meeting was called to order by Chair Thom Davis at 10:06 a.m.

Staff reports were given until the body reached quorum. Quorum was reached at 10:38 a.m.

Members Present: Aguilar, Austin-Stewart, Brown, Cobarruvias, R. Corona, Gillotte, Hernandez, Jiménez, Le, Lima, Marley, Minato, Morales, Moreno, Nakamura, O'Keefe, Palombi, Rascon, Rivera, Thomas, Waddell

Members Excused: Austin, Hannan, Van Winkle, Vasquez

Members Absent: Abogado, Arias, Cobos, G. Corona, De La Cruz, Dougherty, Green, Griswold, Harkey, Hinson, Hsieh, Huerta, Liang, Mineros, Robles, Straeter, Villalvazo

STRIKE SANCTIONS

It was moved, seconded, and carried to approve the following strike sanctions:

- SEIU 721 vs University of Southern California
- SEIU United Service Workers West vs ABM, et al.

FINANCIAL REPORT

It was moved, seconded, and carried to approve the Financial Reports for the month of April 2024, as presented by Sister Michelle Gnanakone.

CHIEF OF STAFF REPORT

Brother Devin Osiri thanked Sister Rosie Cruz for all her hard work and dedication which was showcased after the success of the recent Cinco de Mayo Awards hosted by the Miguel Contreras Foundation. He also announced MLK 2025 is coming up soon and to look out for the save the date. Sister Tatiana Martinez reminded the Vice Presidents of the ongoing trainings for communications directors, aka "COMMrades". Sister Patricia Recinos thanked the Vice Presidents for their support of May Day, where she proudly served as MC, as well as recent events surrounding the signature gather for the proposed homelessness and housing measure. She thanked those who have been attending the strike sanction meetings via Zoom. Brother Devin Osiri announced an upcoming COPE meeting as well as a Labor Roundtable. He also announced with great pleasure, the birth of the newest member of the Fed family, *Camila Maria Contreras*, the granddaughter of the late Miguel Contreras and State Senator Maria Elena Durazo, the daughter of Michael Contreras and Veronica Casarez. Brother Rob Nothoff thanked Vice Presidents for their support with the signature gathering for the housing and homeless initiative as well as outline the endorsement process once the initiative collects the number of signatures needed to qualify. He gave the Board an update the on ongoing lobbying ordinance and how it affects their members. Brother Steve Neal echoed Brother Nothoff's efforts in signature gathering work of the Outreach and Civic Engagement team. Sister Norma Lopez announced that in partnership with the National Association of Letter Carrier, Branch 24 and with the support of Vice President Larry Brown, LC collected 1,865,600lbs of food! She announced the date of the Dolores Huerta Spirit Awards on September 27, 2024, and expressed the need initiate a food distribution to unemployed union members on Catalina Island. In sad news, she announced the passing of longtime LCS staff, Sister Carmen Montoya. Brother Armando Loza advised the Board on MCF's workforce development program work, as well as showered the Board with appreciation and gratitude for their support of the Cinco de Mayo Awards at BMO Stadium on May 3, 2024.

PRESIDENT REPORT

President Wheeler echoed the excitement and support of Brother Michael Contreras and the new addition to the Fed family. She thanked the Board for their participation and support the Miguel Contreras Foundation Cinco de Mayo Awards on May 3, 2024, honoring David Huerta from SEIU-USWW and Teresa Romero from the UFW. She proudly announced that the Fed in coordination with local affiliates and community groups collected a resounding 413,000 signatures for the proposed Measure A initiative and thanked the LA/OC Building Trades, SEIU 721, United Way of Greater Los Angeles, and the Mayor of Los Angeles, Karen Bass for their support. She reported having just returned from the Taxpayer Deception Act press conference at City Hall with Vice President Max Arias and Los Angeles Mayor, Karen Bass. Lately she moved to close the meeting in honor of Sister Carmen Montoya.

NEW BUSINESS

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

Request to support the CLUE with a contribution of \$1,000 to their Giants of Justice Breakfast on May 23, 2024

**Los Angeles County Federation of Labor, AFL-CIO
Representative to the House of Labor Meeting Minutes
April 15, 2024**

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 March 2024 House of Labor meeting minutes. It was moved, seconded, and carried to approve the March 2024 House of Labor meeting minutes.

EXECUTIVE BOARD MINUTES

Chair Thom Davis called for a motion to approve the April 2024 Executive Board meeting minutes and actions. It was moved, seconded, and carried to approve the April 2024 Executive Board meeting minutes and actions.

DEPARTMENT REPORTS

Sister Tatiana Martinez announced that the Fed will be subscribing to a new service called Meltwater, a Media Monitoring Software, that will be made available to our affiliates and their communications teams. She also reminded the Representatives of the upcoming training for communications directors, aka "COMMrades" and encouraged members to keep submitting their stories for *On the Move*. Sister Patricia Recinos reminded affiliates of the upcoming May Day event and outlined ongoing actions. She asked that they continue their efforts to gather signatures and announced the upcoming action against SpaceX on May 28, 2024. Brother Rob Nothoff updated the Representatives about the status of the signature gathering for the housing and homeless initiative as well as outline the endorsement process once the initiative collects the number of signatures needed to qualify. He informed affiliates of the vote in West Hollywood regarding the rollback of the minimum wage and announced that Fed staff was currently attending the hearing to speak and voice their concerns on behalf of the hard-working members of that community. Brother Steve Neal echoed Brother Nothoff's efforts in signature gathering work of the Outreach and Civic Engagement team. Sister Norma Lopez gave an update on LCS' food distributions and assistance made available to our affiliates as well as the upcoming food drive with the National Association of Letter Carriers. Brother Armando Loza advised the Board on MCF's workforce development program work, as well as reminded affiliates of the of their upcoming Cinco de Mayo Awards at BMO Stadium on May 3, 2024.

PRESIDENT'S REPORT

Brother Devin Osiri stepped in to give the President's report as President Wheeler attended the Los Angeles Mayor's State of the City address. He congratulated President Wheeler and Los Angeles City Mayor for being honored by SEIU 721 at their Women's History Month; and Brother Mark Ramos, UFCW 1428, on his win as the new chair of the Los Angeles County Democratic Party. He announced the support of State Senator Maria Elena Durazo for the upcoming Los Angeles County Board of Supervisors race. He yielded the rest of their time to the following affiliates to report on current actions and opportunities:

- Richard Dees on behalf of IAM reported on their upcoming fight against the premature/planned retirement of the U-2 fleet.
- Representatives from UHW announced job opportunities for anyone interested in entering the medical field, including paid training.

REPORTS OF ORGANIZATIONS

Julie Van Winkle, UTLA gave us an update on upcoming initiatives in the Van Nuys City Council.

Jason Swanson, LCLAA encouraged affiliates to attend the upcoming career fair.

Vic Clement, Financial Essentials for Life reminded Representatives to inquire with him about helping them get out of debt, raffled off prize.

Mike Romo, AFT 1521A informed the Representatives the Los Angeles/Long Beach Harbor Labor Coalition is planning the 2024 Wilmington Labor Day Parade and Rally.

Nicole Fefferman, UTLA reminded Representatives about the Young Workers education project and need for coaches for collective bargaining simulations.

Request to support the LiUNA! Local 300 with a contribution of \$2,000 to their 2024 Local 300 Scholarship Fundraiser Dinner on June 6, 2024

Request to support the City of Carson with a contribution of \$1,500 to their Samoan Heritage Festival 2024 on June 29, 2024

It was moved, seconded, and carried to approve a resolution celebrating the contribution of Classified School Employees to public education in the state of California.

Executive Session was called at 10:46 a.m.

Executive Session concluded at 10:52 a.m.

It was moved, seconded, and carried to approve a retirement bonus for a longtime Fed employee.

The following Vice Presidents gave reports as follows:

- Sister Xochitl Cobarruvias reminded the Board of LCLAA's upcoming Si Se Puede Awards on September 7, 2024, at a NEW time 10 a.m. to 2 p.m. to accommodate Union Night at Dodger Stadium
- Sister Susan Minato reported that 55/70 of the hotels in the current negotiations have settled and the rest of the hotels are in 10 different cities across California.
- Brother Joe Moreno announced that they will be in contract negotiations with SoCalGas starting June 18, 2024, and asked for the continued support of the Board.
- Brother Arturo Aguilar reported that LA City Metro has been notified of the cancelation of the contract and as of July 1, 2024, ATU members may go out on strike.
- Chair Thom Davis announced the sudden and tragic loss of Brother Rico Preim of IATSE 800 and dedicated that changes will be made to their upcoming contract in his memory to accommodate work environments where members' schedules are prioritizing safety and health.

It was moved, seconded, and carried to adjourn the meeting in memory of Sister Carmen Montoya and Brother Rico Preim at 11:18 a.m.

Kathleen Yasuda, AFT 1521 LA Trade Tech Labor Studies. Susan Minato Unite HERE Local 11 will be teaching courses on union building strategies.

Dalton Jaimes, Union Perks held a drawing and mentioned discounts through their organization.

New Representatives:

IATSE Local 706

Leslie Devlin

SEIU 121RN

Sam Cook

Jason Swanson

Workers United Local 52

Juan Diego Cervantes

Maribel Alvarenga

Margot Alvarez

IAM 727P DL

Richard Dees

Teachers Association of Paramount

Disnarda Zamora

SEIU 2015

Rosa Crespo

Susan Shannon

UAW Region 6

Natalie Barman

UNAC/UHCP

Lisa Martinez

It was moved, seconded, and carried to adjourn motion at 7:53 p.m.



Financial Report for April, 2024

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	566,709.97	-	-	-	-	54,415.65	-	-
Fundraising/Contributions	-	-	-	-	-	-	-	-
Grant Revenue	-	-	-	-	-	-	-	-
Interest	-	-	1,119.66	-	-	-	-	-
Rental Income	-	-	-	-	-	-	-	-
Other Income/Market Value Change	-	-	-	-	560.00	-	-	-
Total Revenue	566,709.97	-	1,119.66	-	560.00	54,415.65	-	-
EXPENSES								
Salaries	144,188.63	-	-	-	-	-	-	-
Salary Related Expenses	38,654.65	-	-	-	-	-	-	-
Conferences, Conventions, Meetings	138.25	-	-	-	-	-	-	-
Annual Events	11,230.58	-	-	-	-	-	-	-
Office & Administrative Expenses	75,369.55	-	-	1,351.75	-	1,899.75	-	-
Professional Fees	20,541.43	-	-	-	-	-	-	-
Program Expenses:								
The Peoples Project	-	740,550.94	-	-	-	-	-	-
Organizing	-	-	-	-	-	-	-	-
Strategic Campaigns	-	-	-	-	-	-	-	-
Communications	-	-	-	-	-	-	-	-
Contributions	16,861.57	-	10,000.00	-	-	-	-	-
Consultants	70,228.00	-	-	-	-	-	-	-
Per Capita/Membership Fess	32,442.55	-	-	-	-	-	-	-
Total Expenses	409,655.21	740,550.94	10,000.00	1,351.75	-	1,899.75	-	-
Net Increase / (Decrease)	\$ 157,054.76	\$ (740,550.94)	\$ (8,880.34)	\$ (1,351.75)	\$ 560.00	\$ 52,515.90	\$ -	\$ -
CASH FLOW								
Balance as of 3/31/24	4,175,674.95	1,145,909.35	946,723.88	142,523.25	94,929.91	647,197.55	157,568.70	(0.00)
Net Increase / (Decrease)	157,054.76	(740,550.94)	(8,880.34)	(1,351.75)	560.00	52,515.90	-	-
United Business CD	257,903.27	-	-	-	-	-	-	-
A/R	(288,510.49)	-	-	-	-	-	-	-
Cash Balance 4/30/24	\$ 4,302,122.49	\$ 405,358.41	\$ 937,843.54	\$ 141,171.50	\$ 95,489.91	\$ 699,713.45	\$ 157,568.70	\$ (0.00)

Ms. Yvonne Wheeler
President, Los Angeles County Federation of Labor

Dear President Wheeler,

The third full week of May (19th through 25th) has been designated as Classified School Employee Week in California by the California School Employees Association and the California state Legislature.

To recognize the event locally, CSEA's Rio Hondo College 477 requests you to adopt the following resolution:

WHEREAS, classified professionals provide valuable services to the schools and students of school and community college districts in the state of California; and

WHEREAS, classified employees contribute to the establishment and promotion of a positive instructional environment; and

WHEREAS, classified employees serve a vital role in providing for the welfare and safety of all public education students; and

WHEREAS, classified employees of the TK-12 and community college districts strive for excellence in all areas relative to the educational community;

THEREFORE, BE IT RESOLVED, that the Los Angeles County Federation of Labor hereby recognizes and wishes to honor the contribution of the classified professionals to quality education in the state of California and declares the week of May 19 - 25, 2024, as Classified School Employee Week.

Respectfully yours,
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION

Sandra Hernandez, President
Rio Hondo College 477



For safe staffing, our **Patients Can't Wait!** During the COVID-19 State of Emergency, the California Department of Public Health (CDPH) stopped enforcing safe staffing laws. Hospitals used the crisis to cut corners wherever they could, putting our patients—and our licenses—at risk.

California's pandemic emergency order is officially over—there are no more excuses for unsafe staffing that breaks the law. CDPH must protect frontline healthcare workers and our patients. That includes fining hospitals that violate nurse to patient ratios.

We call on CDPH to:

Text the word "CDPH" to 787-753 to join the campaign!

- Issue hospital fines in accordance with the law when violations are found after investigations are finalized.
- Meet with employees away from managers, to get the real story.
- Protect employees who stand up for safe staffing from retaliation.
- Provide evaluators with the resources they need to carry out the law.
- Educate evaluators on the law.

SIGN THE PETITION TODAY!



SCAN ME

The Worker's Voice

BYRON HERRERA FOR EXECUTIVE BOARD 2024 I.B.E.W. ELECTIONS

Securing Our Future Together



REPLACE, RESTORE, RENEW

We are in a leadership crisis with our Local Union Administration. We have been in this crisis for the last six years when we experienced the systematic stripping of the workers right to be a presence and a voice at the negotiating table and to be provided the opportunity to create the negotiating agenda. We have lived under the thumb of those who do not adhere to our Constitution and Bylaws which provides a system of checks and balances on their control and power in the Union.

The Executive Board is charged with holding the Administration accountable. They *are* the check and balance for the administration. It is critical that the Executive Board be nonbiased and without a conflict of interest. This means they should not be employed as staff of the administration nor should they represent any entities that would benefit from this position of power. Our present board does not meet these standards. It is time to replace, restore and renew

Proud Member of IBEW Since 1997

WHAT ARE THE PRIMARY RESPONSIBILITIES OF AN EXECUTIVE BOARD MEMBER?

Constitutional Definition Article XVII Sections 9-14 in brief

- Meet regularly and can take actions on behalf of the Local Union in between general meetings
- Act on matters referred by the Business Manager
- Acts as a trial board; and try all members for any violation of the Constitution, or the bylaws of the L.U.
- Submit a report of its actions and findings to each regular meeting for approval except in the case of individuals found in contempt of Constitution and bylaws.
- Fully cooperate with other officers and representatives of the L.U. to protect and advance the interests of the workers.

By-Law Definition (In addition to Constitutional Requirements). Article IV Sections 1-6 in brief

- Investigate all applications for membership including traveling cards, with the exception of apprentices.
- Manage, invest, expend and contribute Local Union funds in accordance with the Constitution and By-laws
- Protect the standing of members in financial distress.
- Review the expenditures of the Business Manager
- Employ and pay attorneys, accountants and other special or expert services as well as legal proceedings
- The Board or Business Manager shall not have the authority to sign contracts affecting wages and working conditions without ratification by a specially called meeting of the groups involved. Copies of all agreements shall be on file with the Board.

I have been working, advocating, and agitating on behalf of my brothers and sisters of the working class since I was a law student at the University in Guatemala. My work and studies since that time have been to secure better working conditions and representation for all of us who punch a time clock.

With your help I will continue the struggle for representation, fair practices, integrity and transparency from a seat on the Executive Board.

EDUCATION

1986-1988 Universidad de San Carlos de Guatemala, College of Law

2013-2019 Los Angeles Trade Technical College, Labor Studies Certificate

- Los Angeles County Federation of Labor – Certificate of Achievement Labor Studies
- Grievance and Arbitration
- Shop Steward Class
- Workers Legal Rights
- Labor and Political Actions
- Union Organizing Strategies
- Labor and the Public sector
- Employee Benefits Plans
- Collective Bargaining
- Enforcing Worker Rights, I and II
- Sexual Harassment and Discrimination
- Intro to Community Organizing
- Labor in America
- Sociology
- Political Science

LOCAL UNION SERVICE

- 2023 – Present **Began attending** District 2 District 3 and District 6 meetings in addition to General Meetings for the sake of informing members on workers' rights, by-laws and policies
- 2022 **Elected** Chair of Sound and Communication Unit
- 2022 **Organized** Rank and File for sound unit negotiations and elections
- 2022 **Designed** petition and collected 500+ signatures to the International President and International Vice President requesting transparency and inclusion in upcoming negotiations.
- 2019 and 2022 **Organized** meetings between Joel Barton Business Manager and Sound Members Unit.
- 2019 **Appointed** to allocation committee by Rusty Rotten President.
- 2017 **Published** the first "Worker's Voice Newsletter" to raise awareness and educate the rank and file on critical union issues. *Newsletter continues presently.*
- 2015 **Organized** the 2014 Sound Unit Picnic Celebration for successful contract negotiations.
- 2015 **Appointed** to the allocation committee by Dick Reed President
- 2014 **Organized** and collected signatures for separation of Sound Unit from District 9 contract. *Successful in separation of wages from other locals in District 9.*
- 2014 **Elected** by sound unit members as a representative in contract negotiations.
- 2014 **Created** Organizing and Communication Committees for upcoming negotiation.
- 2013 Successfully **initiated** changing Sound and Communication meetings from weekday to Saturdays. Resulting in the attendance of more than 100

COMMUNITY SERVICE

- 2023 **Participated** in Union del Barrio event in support of Chair Omali Yeshitela and the Hands Off the Uhuru 3 campaign.
- 2023 **Organized** and participated in actions with Communities and Renters Autonomous Collective (CARACOL) for Rent Stabilization and Tenant Protections in the City of Cudahy. Creation of Ordinance No. 736 Chapter 5.12 and Ordinance No. 737 Tenant Protections
- 2022 **Participated** in political actions with Los Angeles Community Action Network (LA CAN)
- 2018 **Organized** humanitarian aid for Central American refugees in the US Mexico border (Tijuana, Mexico)
- 2015 **Participated** in political actions with the Los Angeles County Federation of Labor to Raise the Wage Campaigns/Fight for \$15
- 2014 **Organized** tenants in my neighborhood to provide education about their Tenant Rights and against illegal evictions.

The Los Angeles County Federation of Labor, AFL-CIO
proudly presents:

I AM



A WOMAN



SATURDAY, JANUARY 18, 2025





PRESS RELEASE

Union Perks Unveils Exciting New Service: Union Grub

Irvine, CA (January 16, 2024) – Union Perks, a long-time provider of benefits and services for union members, is thrilled to announce the launch of its newest offering – Union Grub, our catering service and food truck, unionized with world-famous Teamsters Local 848. This innovative service is designed to cater to the diverse culinary needs of union members, whether for union events or private family gatherings.

Our food truck, is set to revolutionize the way union members experience catering, offering a delectable range of cuisines to suit every palate. From mouth-watering Tacos to savory Greek delights, our menu has been carefully crafted to ensure a memorable and satisfying culinary experience for all.

Key Features of our Food Truck:

1. **Versatile Menus:** Our food truck menus are diverse, offering a wide array of options to cater to different tastes and preferences. Whether you're craving Mexican street food or indulging in the flavors of Greek cuisine, Union Grub has you covered.
2. **Perfect for Any Occasion:** Whether it's a union event, corporate gathering, or a private family celebration, our food trucks are equipped to handle any occasion. We bring the deliciousness to you, making your event hassle-free and enjoyable.
3. **Union Member Discounts:** As part of our commitment to union members, Union Grub's food truck offers exclusive discounts to those who utilize our services. It's our way of giving back to the hardworking individuals who make up our union community.
4. **Professional Service:** Our experienced chefs and staff ensure a seamless and professional service, leaving you free to enjoy the festivities while we take care of the culinary delights.

"Union Perks is excited about the launch of Union Grub's food truck and believes it will become a staple at union events and family gatherings. We are committed to providing high-quality service and enhancing the overall experience for our valued union members," said Dr. G., CEO of Union Perks.

For more information or to book Union Grub's food truck for your next event, please contact, Jamal Abuomar, jamal@uniongrub.com, Direct: 626-926-4032

Press contact: Elena Bosio, VP@unionperks.com

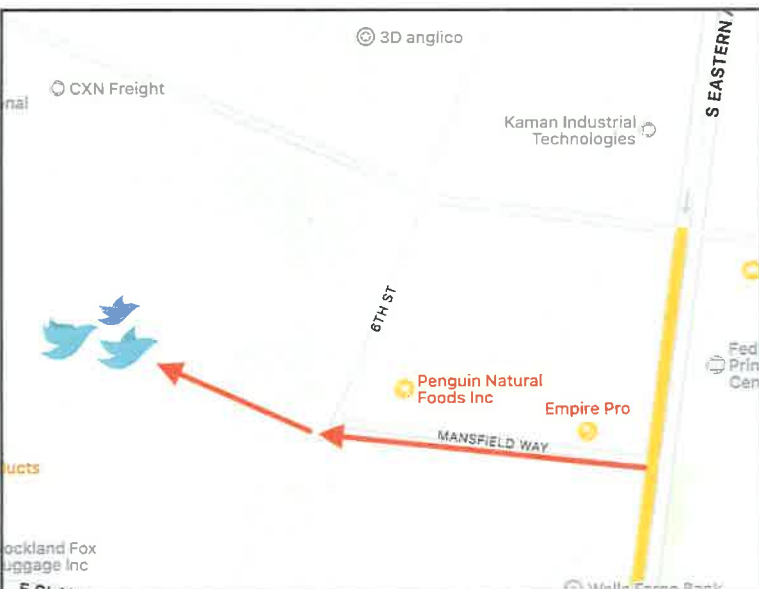
About Union Perks

Union Perks is a long-time provider of benefits and services for union members, dedicated to supporting their well-being and enhancing their overall quality of life. Learn more at www.unionperks.com

Printed in-house

VOLUNTEERS NEEDED!

Help Labor
Community Services
sort out the donated
food that was collected
during this year's Stamp
Out Hunger Food Drive!



**MONDAY - SATURDAY
MAY 20TH - JULY 1ST
2 TIME SHIFTS
8:00 AM - 1:00 PM
1:00 PM - 4:00 PM**

**SALVATION ARMY
5600 RICKENBACKER ROAD, BLDG 1D
BELL, CA 90201**

**TAKE MANSFIELD WAY & CONTINUE
ON THE ROAD TO DESTINATION**

**To Sign Up To Volunteer, Please Sign Up At
<https://lcs-la.org/stamp-out-hunger>**

**For Organizations and Groups Who Would Like To
Volunteer, Please Contact Marcos Juan at
(323) 620-3030 | marcos@lcs-la.org**

UNITED UNIONSTM

"Together, We Are Strong!"



Through our official authorized partnerships, United Unions is here to connect you to some of the industry leading benefit programs! From Legal Services and Dental Specialist, all the way to Discount Programs and Insurance Needs. United Unions and its official partners are here to service you! Visit our site and see our "Member Benefit Programs" page to learn more about programs and services you can access!

Insurance Needs

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QUESTIONS? CONTACT: DALTON JAIMES
(949) 836-4645 DALTONJAIMES@UNITEDUNIONS.NET



BUY YOUR TICKETS NOW!

Union Night at Dodger Stadium



Join us as the Los Angeles Dodgers
face the Cleveland Guardians

Saturday
Sept. 7, 2024
6:10 PM



Click here for ticket pricing, packages, and tshirt information.
Groups that buy 50 or more tickets will be honored on the field.
Please call 1-866-DODGERS x5 for more info and group rates.



Labor 411
EDUCATION



Dear Executive Director, Ms. Luukia Smith

This letter serves as an official dispute lodged in accordance with the procedures outlined in the Constitution and Bylaws Article 6.a., pertaining to internal disputes within our organization.

Article 6.a.

"6.INTERNAL REVIEW (Internal Disputes)

a. The Executive Board has established a procedure for internal review. An internal dispute refers to any member of the Staff Guild who feels aggrieved by a member of the staff guild or officer or officers of the Staff Guild. They may file a written complaint with the Executive Director."

I am currently experiencing bullying, harassment in the shape of abuse of authority, evidenced by the unjust removal of my position as Los Angeles Valley Chapter Chair without due process. This action, taken on May 13th, 2024, appears to be retaliatory in nature and involves several individuals: Andrea Edwards, Troy Pierce, Maira Cruz, James Highley, and Jesus Saucedo, the newly elected officers.

Andrea Edwards and Maira Cruz have been involved in misconduct related to the misuse of our organization's logo, leading to disciplinary actions. Troy Pierce has exhibited shortcomings in his role as Treasurer, including the mishandling of release time and failure to fulfill IRS requirements. James Highley has expressed dissatisfaction with his role as Grievance Rep and has attributed his shortcomings to me. Jesus Saucedo has been disciplined for aggressive behavior, with myself being the target of his actions. During the 2024 Election process, many of these issues became apparent, as such fueled the retaliation from the aforementioned.

These individuals, through their actions, seem to seek retaliation by abusing their power, which aligns with their previous complaints against the former administration. They have ignored legal counsel and failed to provide due process, violating both the Labor-Management Reporting and Disclosure Act (LMRDA) and our local bylaws.

The timeline of events further underscores the lack of legitimacy in their actions. Despite being elected unchallenged in June 2023, the election results were not certified, and no officers were sworn in due to ongoing challenges. Those that held an official title, such as myself, never vacated their held positions, but instead assisted the Monitor/Executive Director in her day to day activities and received release time to do so, much like how LACCD assigns Interim Administrators from a campus to work at the district office, which after their time is over they return back to their previous assigned campus.

With correspondence from Ms. Edwards and Mr. Pierce to AFT National, Mr. Dan McNeil sent an email June 28th, 2023 which stated,

"To be clear, the AFT presumes that the local election results are valid until presented with conclusive evidence to the contrary. Because a review of the election is in progress and no decision has been made, those candidates who were declared the winners on May 31, 2023, by the AAA should assume office on July 1, in accordance with the Local 1521A constitution."

This does not state, the results are certified, nor that elected winners are sworn in, it states very simply the candidates who won should assume office until presented with conclusive evidence to the contrary.

An arbitrator's award recommended a rerun of the election, nullifying any presumed legitimacy of the previous results.

After the nullification of the Arbitrators Award, and the letter from Dan McNeil, it is clear there are no actual officer, nor was there any official officer. The only official power is that placed within the Monitors control.

Legal counsel advised against the requirement to run for another position, emphasizing the need for adherence to democratic principles within our organization.

Hi Luukia,

- This "resign to run" question has come up before, and my advice has been (and is now) that the Union should NOT have a rule that people must give up their current position to run for a different position. It's not written anywhere, which is a problem, but even if it were written down, it would still be problematic under the LMRDA.

- So you are correct: Chad should be allowed to return to the Chapter Chair position he held before these elections.

- Please let me know if that answers the question.

- Hanging out with seals and sea lions sounds like a wonderful way to spend a Wednesday!

- Best wishes,

Mike

- **Michael E. Plank**

Bush Gottlieb, a Law Corporation

801 North Brand Boulevard, Suite 950 Glendale, CA 91203

Main (818) 973-3200 | Direct (818) 973-3231 | Cell (323) 979-9335

Pronouns: He / Him / His

www.bushgottlieb.com

In conclusion, the retaliatory disciplinary action taken against me lacks validity, and I should rightfully continue in my role as Chapter Chair. I urge that this matter be reported to AFT National and CFT to address the abuse of power by our local officers.

Sincerely,

Chad Baugher

213-245-3852

chadbaugher@gmail.com

Member of AFT 1521a, Los Angeles Staff Guild

LEGALITY OF DUE PROCESS

The Labor-Management Reporting and Disclosure Act (LMRDA), 29 U.S.C.A. §§ 401-530, is a federal law that protects the rights of union members. Among other safeguards, the LMRDA grants rights to union members and protects their interests by promoting democratic procedures within labor organizations. It also imposes responsibilities on union officers. The AFT is a private sector union that is subject to the LMRDA. While Local 1521A is not technically subject to the LMRDA, the principle that a union member must be provided with due process in any disciplinary proceeding is firmly enshrined in public sector labor law and well-established in California law.

Section 101(a)(5) of the LMRDA states, "[n]o member of any labor organization may be fined, suspended, expelled, or otherwise disciplined except for nonpayment of dues by such organization or by any officer thereof unless such member has been (A) served with written specific charges; (B) given a reasonable time to prepare his defense; (C) afforded a full and fair hearing." Courts have interpreted this section to require an opportunity for the charged party to present evidence and testimony; to have the hearing conducted by a neutral party, and to have a transcript made of the hearing.

In addition to the baseline due process required by the LMRDA, a local must follow its constitution and bylaws. Local 1521A has an "internal review" process for the resolution of internal disputes. The 1521A Bylaws, at Section 6, state in full:

The Internal Review process has two steps: (1) an initial investigation and (2) a hearing by a neutral arbitrator. At the first step, an investigation is conducted by either the executive director or the president and the results are presented to the Executive Board. If the matter is not resolved, the Executive Board may authorize a hearing to be conducted by a neutral arbitrator. The findings of the neutral arbitrator are then adopted or revised by the Executive Board.

In the context of member discipline, step one of the Internal Review processes is to investigate whether discipline is appropriate and/or necessary; if the matter cannot be resolved informally, step two requires that the member be afforded a formal hearing before a neutral third-party, with a transcript and record of the hearing. The formal hearing is not optional. This is the only way for the Local 1521A Bylaws to be interpreted in a manner that is consistent with the due process requirements for member discipline under the LMRDA.

May 22, 2024

Hello Ms. Smith (Executive Director)

I would like to add additional evidence to the Formal Dispute I filed with you on May 15, 2024 at 12:38pm.

Since my initial complaint, I was contacted via Ms. Aleta Campbell, acting Chapter Chair during my interim position with AFT 1521a, as the Advisor to the Monitor, in forms of Grievances.

Ms. Campbell called me at 8:33pm for which the conversation lasted until 8:58pm, and she told me that I had to send an email to President Andrea Edwards the same night, as she needed to send in a Release Time Letter to the district. The conversation Ms. Campbell had with Ms. Edwards consisted of Ms. Edwards tell him her, that during a meeting with CFT President Jeff Freitas, that he pointed out there was a loophole in the Constitution & Bylaws which support myself returning to Valley College as Chapter Chair. As Chapter Chair, my first act should be to appoint Ms. Campbell as the Grievance Representative. I was Ms. Campbells believe that Ms. Edwards was offering the Chapter Chair position to me, and it only hung on my email of the same night.

As you can see in this letter, I sent Ms. Edwards the email the same night at 11:02pm. In the email, I expressed my interest of being Chapter Chair, and my first official order of business was to appoint Ms. Campbell as the Grievance Rep, and secondly to appoint her to attend CFT Summer School.

I heard nothing from her, so I sent a follow email on May 20th at 2:56pm inquiring either receipt of my original email or a response. I heard back from Ms. Edwards at 3:15pm, for which she informed me that she was polling the officers of the decision, and it would be closed at end of day and re-iterated that Ms. Campbell was still Chapter Chair and that release time for myself as Grievance Rep was with the district. The fact that the offer she made to Ms. Campbell, who extended said offer to me on her behalf, just to be taken away, again without due process or as it appears, very childish and playing of games with this whole ordeal, again justifies the initial complaint of retaliation, harassment, and removing of title without due process.

Today, May 22nd, at 12:26pm, I received an email from Ms. Edwards, stating that she has made a decision, or the officers have made a decision, to deny my return as Chapter Chair on the grounds of "historical practices" but states no historical practices where a Chapter Chair going into an election step down to run. This statement that she has a "unanimously determined" justifies the complaint against all the officers on this matter.

With this added evidence to my dispute/complaint, I would like to adjust my desired outcome.

I would like the outcome to be:

- For this incident to be brought before a Neutral Arbitrator to decide the outcome
- This incident to be sent to AFT National, on behalf of AFT 1521a, with the request of a formal investigation and abuse of authority without due process
- This incident to be sent to CFT, on behalf of AFT 1521a, with the request of a formal investigation and abuse of authority without due process
- To be reinstated back to Valley College Chapter Chair
- A letter of formal apology to be delivered at the next Executive Board, after the conclusion of this investigation
- If I am not reinstated to Valley College Chapter Chair, the I request to receive the financial Stipend which would have been afforded from May 2024 – June 2025, in the amount of \$1,250
 - (May 13th 2024 to June 30th 2024 and July 1st 2024 to June 30th 2025 - \$50 for May 2024 and the \$1200 for the next fiscal year)

Sincerely,

Chad Baugher
213-245-3852

chadbaugher@gmail.com

Member of AFT 1521a, Los Angeles Staff Guild

Email Evidence:

Re: Thank you for your support, as Chapter Chair @ LAVC Inbox x



Andrea Edwards

to me, Luukia, Troy, Jesse, Maira, melinda.laccd@gmail.com, phillip

12:26 PM (5 hours ago)



Good Afternoon, Mr. Baugher,

I appreciate your patience and understanding. Regrettably, I was unable to follow up with you yesterday due to a prior commitment to attend the "Classified Day of Action in Sacramento."

Regarding the meeting on Wednesday, May 15, 2024, to discuss the union's (AFT 1521A) Constitution & Bylaws (CBL) and the interpretation and language therein, the focus was primarily on **Article V: Chapters & Article VI: Elections** concerning vacancies and your request for possible reinstatement.

All recommendations were thoroughly discussed, assessed, and weighed against past practices and historical perspectives. All Officers had the opportunity to weigh in and vote via a poll system. After careful consideration, we have unanimously determined to follow the Local's historical practices, which we believe superseded any ambiguity in interpretation.

We want you to know that we respect and carefully consider all recommendations.

Thank you,

Andrea Edwards, MSW

AFT 1521A, President

AFT College Staff Guild, Local 1521A

3356 Barham Boulevard

Los Angeles, CA 90068



From: Chad Baugher <chadbaugher@gmail.com>

Sent: Monday, May 20, 2024 3:28 PM

To: Andrea Edwards <aedwards@aft1521a.org>

Cc: amcampbell1@gmail.com <amcampbell1@gmail.com>

Subject: Re: Thank you for your support, as Chapter Chair @ LAVC

Hi

Thank you for the timely response to this matter.

So, for clarification, the conversation you had with Ms. Aleta Campbell, was you needed an email from me, verifying my interest to retain my Chapter Chair position, for which I sent that email that very night, so you could send the release time to district the following day, as you where on a deadline to do so. Now you are retracting that offer/confirmation of me retaining the Chapter Chair position until after a poll of officers? All of this even after CFT President, Jeff Freitas, told you and the other officers that I should retain my position, Legal told you I should retain my position and Local Monitor, Luukia Smith, told you I should retain my position.

This way of performing business is very confusing, you say no, you say yes, you say wait. Please make up your mind. You say a poll by end of business day, so tell me, does that mean first thing in the morning, tomorrow, May 21st, I should hear something from you? Will this be straight from you, or through a second party again?

Sincerely,

Chad Baugher

213-245-3852

chadbaugher@gmail.com – Personal Email

lavcchapterchair@aft1521a.org – LAVC Chapter Chair

cbaugher@aft1521a.org – AFT 1521a Activities Coordinator

Los Angeles Valley College

On Mon, May 20, 2024 at 3:15 PM Andrea Edwards <aedwards@aft1521a.org> wrote:

Good Afternoon, Mr. Baugher,

Thank you for following up regarding your request to resume your role as Chapter Chair at Valley College. We have discussed the matter and are currently polling the AFT 1521A Officers. The poll will close by the end of business today, Monday, May 20, 2024.

As it stands, the current Chapter Chair, Ms. Campbell, has appointed you as Valley College's "Grievance Representative," for which release time has been issued to the District.

Thank you for your patience, and I will get back to you soon.

Thanks,

Andrea Edwards, MSW

AFT 1521A, President

AFT College Staff Guild, Local 1521A

3356 Barham Boulevard

Los Angeles, CA 90068



From: Chad Baugher <chadbaugher@gmail.com>

Sent: Monday, May 20, 2024 2:56 PM

To: Andrea Edwards <aedwards@aft1521a.org>

Cc: amcampbell1@gmail.com <amcampbell1@gmail.com>

Subject: Re: Thank you for your support, as Chapter Chair @ LAVC

Hello Andrea and Happy Monday

I am doing a follow up on my email last week from the 15th, as I have yet to hear anything from you, either in receipt of the email or a response to the email.

I look forward to hearing from you in a timely fashion.

Sincerely,

Chad Baugher

213-245-3852

chadbaugher@gmail.com – Personal Email

lavcchapterchair@aft1521a.org – LAVC Chapter Chair

cbaugher@aft1521a.org – AFT 1521a Activities Coordinator

Los Angeles Valley College

On Wed, May 15, 2024 at 11:02 PM Chad Baugher <chadbaugher@gmail.com> wrote:

Hello Andrea,

I spoke with Aleta Campbell this evening and she informed me that you and the other officers had a meeting with Jeff Freitas from CFT. I was informed that you were told that with the conclusion of the election, for which I went into as a Chapter Chair, and lost my run, I should return as Chapter Chair at Valley College.

I am writing this to inform you I will in fact continue in my role as Chapter Chair. Thank you for your support on this.

My first official action, continuing as Chapter Chair, is to appoint Ms. Aleta Campbell as the Grievance Rep at Valley College, as the position is currently vacant.

Secondly, I will be passing on the CFT Summer School and will be appointing Ms. Aleta Campbell as the representative from Valley College for said event. However, if personal events take place in Ms. Aleta Campbells life, I will then retain the position to represent Valley College, but as it stands, right now it is Aleta.

I look forward to working with you and your administration.

Sincerely,

Chad Baugher

213-245-3852

chadbaugher@gmail.com – Personal Email

lavcchapterchair@aft1521a.org – LAVC Chapter Chair

cbaugher@aft1521a.org – AFT 1521a Activities Coordinator

Los Angeles Valley College

|

AFT 1521A Stipend Policy

AFT Staff Guild Constitution & Bylaws state:

- a) Stipend proposals by the Financial Committee shall be submitted to the Executive Board for approval prior to each term.
- b) Stipend hours shall be reported on an activity sheet and shall be submitted to the Union office for review and approval. Stipend distribution is subject to proof of required committee participation, mandated site meetings, and other aforementioned responsibilities associated with the position.
- c) Continual failure to attend or participate in required activities assigned to the office will result in having stipends nullified or reduced, presented to and voted upon by the Executive Board.

A committee comprised of non-compensated members shall convene every 6 months to determine what stipends shall be paid out. The Committee will be comprised of one member from each worksite at the recommendation of the Chapter Chair. Submitted activity sheets will be evaluated to determine if stipends are to be distributed in their entirety.

Who, How Much, and When

1. Officers, Chapter Chairs, and Grievance Reps are eligible for a stipend
2. Current Annual Stipend Amounts: *These amounts can change by a recommendation from the Financial Review Committee to the E Board prior to the start of each term*
 - a. President and Grievance Rep - \$5,000
 - b. All other officers - \$4,000
 - c. Chapter Chairs and Grievance Reps - \$1,200
3. Stipend checks will be distributed as follows:
 - a. Monthly reports for December – May will be paid in June
 - b. Monthly reports for June – November will be paid in December

Criteria to receiving a stipend

1. Every stipend recipient must turn in **both** the Activity Report and the E Board Report monthly to receive the entire stipend. *(This is new for the grievance reps)*
 - a. All relevant areas should be filled out describing the work that was done that month.
 - b. If only one report is received in any given month, the stipend amount will be decreased by 50% for that month. For example,
 - i. \$5,000 annual stipends reduced to \$213/month
 - ii. \$4,000 annual stipends reduced to \$167/month
 - iii. \$1,200 annual stipends reduced to \$50/month
2. Both reports must be submitted by the 7th of the following month.
 - a. There will be a decrease of the monthly stipend amount by approximately 5% for each late report. (approx. 10% if both the activity report and officer/chapter report are late)
 - i. \$5,000 annual stipends reduced by \$21 for each late report
 - ii. \$4,000 annual stipends reduced by \$16.50 for each late report
 - iii. \$1,200 annual stipends reduced by \$5 for each late report
 - b. No late reports will be accepted after the Stipend Committee meets in December and June.