



A Union of Professionals

**Staff Guild**

Local 1521A

## AGENDA

### Executive Board Meeting

Thursday, August 17, 2023, | 3:00 PM

East Los Angeles College F5 Building, Room 201 | Zoom

<https://cft.zoom.us/j/83486996178> Meeting ID: 834 8699 6178

1. Call to Order
2. Flag Salute
3. Adopt Agenda
4. Approval of Minutes: July 13, 2023 (Regular)
5. Action Items:
  - a. GRC (Grievance Review Committee)
  - b. Legal Bill
  - c. Profit & Loss
  - d. Elections Committee Hearing Report
  - e. Executive Director | Monitor
6. Chapter Reports – Report(s) Submitted  
 City     District Office     East     Harbor     Mission  
 Pierce     Southwest     Trade-Tech     Valley     West     Retirees
7. Officers Reports - Report(s) Submitted
  - a. Treasurer
  - b. 1<sup>st</sup> Vice President
  - c. 2<sup>nd</sup> Vice President
  - d. Recording Secretary
  - e. Grievance Secretary
8. President's Report
  - a. BOT
  - b. PC Consultation
  - c. JLMBC
  - d. DBC
  - e. Additional Comment(s)
    - i. Negotiations



*A Union of Professionals*

**Staff Guild**

Local 1521A

9. Committee Reports
  - a. Constitution/Bylaws
  - b. Finance
  - c. Stipend
  - d. Communication
10. Conference/Convention/Training Reports
  - a. AFT Collective Bargaining
  - b. CFT Summer School Training
11. Affiliate Reports
  - a. L.A. County Federation Labor Delegate – Dionne Morrisette
  - b. Activities Coordinator – Chad Baugher
  - c. EEO – Cassandra Walker
12. COPE – Political Coordinator- Julio Ortiz
13. New Business
14. Adjournment

# *Minutes*

# *Action Items*

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

May 30, 2023

Invoice# 106800

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

Billed through April 30, 2023  
Our file # 11521 01000 ED

Attn: Hazel Alonzo, President, halonzo@aft1521a.org

cc: Kristine Ayvazyan, Treasurer, kayvazyan@aft1521a.org

VIA EMAIL

Balance forward as of bill dated April 27, 2023	\$19,614.48
Payment(s)--last payment deposited May 8, 2023	\$19,614.48
Net balance forward	<u>\$0.00</u>

**BILLING SUMMARY**

Total fees	\$5,487.50
Total costs	\$6.40
<b>Total charges for this bill</b>	<u><b>\$5,493.90</b></u>
<b>Total balance now due</b>	<u><u><b>\$5,493.90</b></u></u>

RE: RETAINER (\$750.00/month)

Matter 01000

**FEES**

04/02/2023	ED	Review and respond to email ; follow-up emails	0.7 hrs.
04/03/2023	ED	Review and respond to email	0.4 hrs.
04/04/2023	ED	Review calculation of Matsuda backpay; email exchange re same	0.5 hrs.
04/04/2023	SY	Meeting - webinar on attorney's fees in Section 3550 cases	1.1 hrs.
04/06/2023	ED	Draft email	0.3 hrs.
	Erica Deutsch	1.90 hrs	
	Sara Yufa	1.10 hrs	
	Total fees for this matter	<u>3.00 hrs</u>	<u>\$750.00</u>

RE: BUTLER DLSE CLAIM

Matter 29005

## FEES

04/27/2023	KA	Research guidance for request for admissions and interrogatories in civil court		1.0 hrs.	\$250.00
		Kathy Amiliategui	1.00 hrs	250.00/hr	\$250.00
		Total fees for this matter	1.00 hrs		\$250.00

## COSTS

04/18/2023		Miscellaneous court costs - LASC (Visa) 2/28/23			\$5.80
		Total costs for this matter			\$5.80

## RE: INTERNAL INVESTIGATION

Matter 32001

## FEES

04/03/2023	JW	Draft email ; draft letter		0.8 hrs.	\$200.00
		Jason Wojciechowski	0.80 hrs	250.00/hr	\$200.00
		Total fees for this matter	0.80 hrs		\$200.00

## RE: ELECTION CHALLENGE

Matter 32004

## FEES

04/03/2023	ED	Review and research election issue		2.2 hrs.	\$550.00
04/04/2023	ED	Research and draft response		1.0 hrs.	\$250.00
04/04/2023	MEP	Review and respond to emails		1.1 hrs.	\$275.00
04/14/2023	MEP	Review election rules and procedures		0.2 hrs.	\$50.00
04/26/2023	MEP	Phone call		0.4 hrs.	\$100.00
		Erica Deutsch	3.20 hrs	250.00/hr	\$800.00
		Michael E. Plank	1.70 hrs	250.00/hr	\$425.00
		Total fees for this matter	4.90 hrs		\$1,225.00

## RE: INTERNAL COMPLAINTS AND INVESTIGATIONS 2023

Matter 33001

## FEES

04/04/2023	ED	Review and revise report; proof and edit		1.6 hrs.	\$400.00
04/14/2023	ED	Review PERB charge; email exchange begin response; discuss re position statement	re same;	2.0 hrs.	\$500.00
04/17/2023	ED	Draft email re notice of appearance		0.2 hrs.	\$50.00
04/21/2023	ED	Draft email re FMCS arbitrator; email and texts re same		0.4 hrs.	\$100.00
		Erica Deutsch	4.20 hrs	250.00/hr	\$1,050.00
		Total fees for this matter	4.20 hrs		\$1,050.00

## RE: ANDREA EDWARDS PERB CHARGE

Matter 33002

FEES

04/14/2023	ARB	Review charging documents; draft position statement in response to same	2.6 hrs.	\$650.00
04/14/2023	JCV	Draft notice of appearance and proof of service	0.4 hrs.	\$50.00
04/14/2023	JCV	Email with notice of appearance for signature	0.2 hrs.	\$25.00
04/18/2023	ED	Review and revise response	1.3 hrs.	\$325.00
04/18/2023	ARB	Review and revise position statement	1.6 hrs.	\$400.00
04/18/2023	JCV	File notice of appearance with PERB	0.2 hrs.	\$25.00
04/19/2023	ARB	Review and revise position statement; prepare same for mailing	1.6 hrs.	\$400.00
04/19/2023	CEM	E-file position statement with PERB	0.3 hrs.	\$37.50
04/20/2023	ED	Phone calls and texts	0.4 hrs.	\$100.00

Adrian R. Butler	5.80 hrs	250.00/hr	\$1,450.00
Chelsea E Mayo	0.30 hrs	125.00/hr	\$37.50
Erica Deutsch	1.70 hrs	250.00/hr	\$425.00
Judy C. Valenzuela	0.80 hrs	125.00/hr	\$100.00
Total fees for this matter	<u>8.60 hrs</u>		<u>\$2,012.50</u>

COSTS

04/30/2023	Postage	\$0.60
Total costs for this matter		<u>\$0.60</u>

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

June 16, 2023

Invoice#

106875

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

Billed through

May 31, 2023

Our file #

11521

01000

ED

Attn: Hazel Alonzo, President, halonzo@aft1521a.org

cc: Kristine Ayvazyan, Treasurer, kayvazyan@aft1521a.org

VIA EMAIL

Balance forward as of bill dated May 30, 2023

\$5,493.90

Net balance forward

\$5,493.90

**BILLING SUMMARY**

Total fees

\$3,525.00

**Total charges for this bill**

**\$3,525.00**

Net balance forward

\$5,493.90

**Total balance now due**

**\$9,018.90**

RE: RETAINER (\$750.00/month)

Matter 01000

**FEES**

05/08/2023	ED	Review and respond to email and calls	0.8 hrs.
05/09/2023	ED	Review and respond to email	0.2 hrs.
05/10/2023	ED	Draft email ; email exchange re same	0.4 hrs.
05/11/2023	ED	Research and email	1.0 hrs.
05/11/2023	JW	Phone - re election and internal issues	0.4 hrs.
05/12/2023	ED	Review and respond to email	0.2 hrs.
05/15/2023	ED	Review and respond to emails	0.3 hrs.
05/18/2023	ED	Review email	0.2 hrs.
	Erica Deutsch	3.10 hrs	
	Jason Wojciechowski	0.40 hrs	
	Total fees for this matter	<u>3.50 hrs</u>	<u>\$750.00</u>



## RE: ELECTION CHALLENGE

Matter 32004

## FEES

05/18/2023	MEP	Attorney conference		0.5 hrs.	\$125.00
05/18/2023	MEP	Phone call		0.6 hrs.	\$150.00
05/19/2023	MEP	Meeting with election committee		0.8 hrs.	\$200.00
05/19/2023	MEP	Review and respond to email		0.2 hrs.	\$50.00
05/25/2023	MEP	Review email; phone call		0.5 hrs.	\$125.00
	Michael E. Plank		2.60 hrs	250.00/hr	\$650.00
	Total fees for this matter		<u>2.60 hrs</u>		<u>\$650.00</u>

## RE: INTERNAL COMPLAINTS AND INVESTIGATIONS 2023

Matter 33001

## FEES

05/15/2023	ED	Phone calls and emails ; recommendations on next steps; review and respond to email		1.4 hrs.	\$350.00
05/16/2023	ED	Meeting and text exchange prior to and after meeting		2.0 hrs.	\$500.00
05/17/2023	ED	Draft email and texts ; call re same; email exchange with		1.7 hrs.	\$425.00
05/18/2023	ED	Draft email to accompany release of report		1.0 hrs.	\$250.00
05/18/2023	ED	Phone call		0.5 hrs.	\$125.00
05/19/2023	ED	Review and research arbitrator panel		1.3 hrs.	\$325.00
	Erica Deutsch		7.90 hrs	250.00/hr	\$1,975.00
	Total fees for this matter		<u>7.90 hrs</u>		<u>\$1,975.00</u>

## RE: ANDREA EDWARDS PERB CHARGE

Matter 33002

## FEES

05/19/2023	ARB	Phone - call		0.3 hrs.	\$75.00
05/22/2023	ARB	Phone - call		0.3 hrs.	\$75.00
	Adrian R. Butler		0.60 hrs	250.00/hr	\$150.00
	Total fees for this matter		<u>0.60 hrs</u>		<u>\$150.00</u>

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

July 18, 2023

Invoice# 107000

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

Billed through June 30, 2023  
Our file # 11521 01000 ED

Attn: Andrea Edwards, President,  
andrea.a.a.edwards@gmail.com

cc: Kristine Ayvazyan, Treasurer, kayvazyan@aft1521a.org

VIA EMAIL

Balance forward as of bill dated June 16, 2023	\$9,018.90
Net balance forward	<u>\$9,018.90</u>

**BILLING SUMMARY**

Total fees	\$17,937.50
Total costs	\$1.32
<b>Total charges for this bill</b>	<b><u>\$17,938.82</u></b>
Net balance forward	\$9,018.90
<b>Total balance now due</b>	<b><u><u>\$26,957.72</u></u></b>

RE: RETAINER (\$750.00/month)

Matter 01000

**FEES**

06/05/2023	ED	Phone call	0.6 hrs.
06/13/2023	JW	Review emails ; and draft emails	0.3 hrs.
06/13/2023	JW	Research	0.3 hrs.
06/13/2023	JW	Phone	0.5 hrs.
06/14/2023	JW	Review/respond to email	0.2 hrs.
06/20/2023	JW	Review/respond to emails	0.2 hrs.
06/21/2023	LD	Review and respond to email after forwarding	0.2 hrs.
06/26/2023	JW	Texts and emails	0.3 hrs.
06/27/2023	JW	Review cover letter for election committee report and send feedback	0.2 hrs.
06/27/2023	JW	Respond to email	0.2 hrs.
06/28/2023	JW	Review/respond to emails	0.3 hrs.

06/29/2023	ED	Review email impersonating A. Edwards and email and Board re same	1.0 hrs.	
	Erica Deutsch		1.60 hrs	
	Jason Wojciechowski		2.50 hrs	
	Lisa Demidovich		0.20 hrs	
	Total fees for this matter		<u>4.30 hrs</u>	<u>\$750.00</u>

RE: BUTLER DLSE CLAIM

Matter 29005

## FEES

06/12/2023	KA	Discovery, begin reviewing and drafting discovery documents	0.9 hrs.	\$225.00
06/14/2023	KA	Draft admissions requests	2.9 hrs.	\$725.00
06/15/2023	KA	Discovery, draft special interrogatories	3.0 hrs.	\$750.00
06/17/2023	ED	Review discovery documents and upcoming deadlines	1.5 hrs.	\$375.00
06/20/2023	ED	Review discovery documents; prepare for trial	1.5 hrs.	\$375.00
	Erica Deutsch		3.00 hrs	250.00/hr
	Kathy Amiliategui		<u>6.80 hrs</u>	<u>250.00/hr</u>
	Total fees for this matter		<u>9.80 hrs</u>	<u>\$2,450.00</u>

RE: ELECTION CHALLENGE

Matter 32004

## FEES

06/02/2023	MEP	Phone call	0.2 hrs.	\$50.00
06/02/2023	MEP	Phone call	0.2 hrs.	\$50.00
06/05/2023	MEP	Attorney conference	0.3 hrs.	\$75.00
06/06/2023	ED	Research ; call re same	1.2 hrs.	\$300.00
06/06/2023	ED	Phone call and follow up discussion	0.5 hrs.	\$125.00
06/06/2023	MEP	Attorney conference	0.4 hrs.	\$100.00
06/06/2023	MEP	Review bylaws	0.7 hrs.	\$175.00
06/07/2023	MEP	Review challenges	0.4 hrs.	\$100.00
06/07/2023	MEP	Phone call	0.5 hrs.	\$125.00
06/08/2023	ED	Review petition; review emails and calls	1.3 hrs.	\$325.00
06/08/2023	MEP	Review and respond to emails; phone call	1.3 hrs.	\$325.00
06/08/2023	MEP	Review challenges	3.8 hrs.	\$950.00
06/09/2023	ED	Review notices re correction and emails re same	0.4 hrs.	\$100.00
06/09/2023	MEP	Review and respond to emails; phone call	0.5 hrs.	\$125.00
06/10/2023	MEP	Review election challenges	0.5 hrs.	\$125.00
06/13/2023	ED	Meeting ; respond to email	1.5 hrs.	\$375.00
06/13/2023	MEP	Review and respond to emails	0.3 hrs.	\$75.00
06/13/2023	MEP	Attorney conference	1.5 hrs.	\$375.00
06/13/2023	MEP	Review correspondence	1.0 hrs.	\$250.00
06/13/2023	MEP	Phone call	0.5 hrs.	\$125.00
06/14/2023	ED	Phone calls and emails	1.0 hrs.	\$250.00
06/14/2023	MEP	Review and revise draft letter	0.5 hrs.	\$125.00

06/15/2023	ED	Review and respond to emails ; email exchange re same	0.9 hrs.	\$225.00	
06/15/2023	MEP	Prepare report	5.9 hrs.	\$1,475.00	
06/15/2023	MEP	Phone call	0.5 hrs.	\$125.00	
06/16/2023	MEP	Prepare report ; email to election committee	0.8 hrs.	\$200.00	
06/16/2023	MEP	Review and respond to email	0.2 hrs.	\$50.00	
06/20/2023	MEP	Phone call	0.5 hrs.	\$125.00	
06/20/2023	MEP	Meeting	1.7 hrs.	\$425.00	
06/21/2023	ED	Review email	0.2 hrs.	\$50.00	
06/22/2023	ED	Review report	1.0 hrs.	\$250.00	
06/22/2023	MEP	Phone call	0.3 hrs.	\$75.00	
06/22/2023	MEP	Review and revise report	1.5 hrs.	\$375.00	
06/23/2023	MEP	Meeting	2.0 hrs.	\$500.00	
06/23/2023	MEP	Review and revise report ; draft letter to E-Board	1.8 hrs.	\$450.00	
06/23/2023	MEP	Phone call	0.2 hrs.	\$50.00	
06/24/2023	ED	Research election issues and transition	0.8 hrs.	\$200.00	
06/26/2023	ED	Review and respond to emails ; email exchange re same	0.5 hrs.	\$125.00	
06/26/2023	MEP	Phone call	0.2 hrs.	\$50.00	
06/26/2023	MEP	Review and respond to emails	0.5 hrs.	\$125.00	
06/26/2023	MEP	Review and revise letter	0.6 hrs.	\$150.00	
06/27/2023	ED	Review election committee report; email exchange re same	1.0 hrs.	\$250.00	
06/28/2023	ED	Phone call ; follow up emails; discuss and review responses ; review email ; review proposed changes to the constitution	2.5 hrs.	\$625.00	
06/28/2023	MEP	Phone call ; review correspondence	0.7 hrs.	\$175.00	
06/28/2023	MEP	Review and respond to emails ; review emails	2.2 hrs.	\$550.00	
06/28/2023	MEP	Review and revise letter	0.6 hrs.	\$150.00	
06/29/2023	MEP	Review and revise email ; phone call	0.9 hrs.	\$225.00	
06/30/2023	MEP	Meeting - election committee	1.3 hrs.	\$325.00	
06/30/2023	MEP	Attorney conference	0.5 hrs.	\$125.00	
	Erica Deutsch		12.80 hrs	250.00/hr	\$3,200.00
	Michael E. Plank		35.50 hrs	250.00/hr	\$8,875.00
	Total fees for this matter		<u>48.30 hrs</u>		<u>\$12,075.00</u>

RE: INTERNAL COMPLAINTS AND INVESTIGATIONS 2023

Matter 33001

FEEES

06/02/2023	ED	Phone call and texts	1.0 hrs.	\$250.00	
06/03/2023	ED	Phone call and texts	1.0 hrs.	\$250.00	
06/14/2023	KA	Discovery draft request for admissions	1.0 hrs.	\$250.00	
06/16/2023	JW	Review report to election committee and send feedback	0.4 hrs.	\$100.00	
	Erica Deutsch		2.00 hrs	250.00/hr	\$500.00

Jason Wojciechowski	0.40 hrs	250.00/hr	\$100.00
Kathy Amiliategui	1.00 hrs	250.00/hr	\$250.00
Total fees for this matter	<u>3.40 hrs</u>		<u>\$850.00</u>

## COSTS

06/30/2023	Postage		\$1.32
	Total costs for this matter		<u>\$1.32</u>

RE: ANDREA EDWARDS PERB CHARGE

Matter 33002

## FEES

06/02/2023	ARB	Review notes from call		0.2 hrs.	\$50.00
06/03/2023	ED	Review update and email re same		0.2 hrs.	\$50.00
	Adrian R. Butler		0.20 hrs	250.00/hr	\$50.00
	Erica Deutsch		<u>0.20 hrs</u>	250.00/hr	<u>\$50.00</u>
	Total fees for this matter		0.40 hrs		<u>\$100.00</u>

RE: SAUCEDO PERB CHARGE

Matter 33003

## FEES

06/23/2023	ED	Review charge and outline defense		1.5 hrs.	\$375.00
06/26/2023	ARB	Review file		1.1 hrs.	\$275.00
06/26/2023	CSM	Meeting		0.2 hrs.	\$25.00
06/26/2023	CSM	Review new DFR charge and resources		2.0 hrs.	\$250.00
06/27/2023	ED	Review PERB charge and outline defense		1.0 hrs.	\$250.00
06/27/2023	ARB	Review correspondence		0.2 hrs.	\$50.00
06/27/2023	CSM	Draft letter in response to PERB complaint		2.1 hrs.	\$262.50
06/27/2023	CSM	Research PERB standard re DFR charges, harm to employment relationship		0.4 hrs.	\$50.00
06/28/2023	ARB	Review and revise draft position statement		0.2 hrs.	\$50.00
06/28/2023	CSM	Draft and revise position statement		1.0 hrs.	\$125.00
	Adrian R. Butler		1.50 hrs	250.00/hr	\$375.00
	Carson S McKinney		5.70 hrs	125.00/hr	\$712.50
	Erica Deutsch		<u>2.50 hrs</u>	250.00/hr	<u>\$625.00</u>
	Total fees for this matter		9.70 hrs		<u>\$1,712.50</u>

***Campus  
Worksite  
Reports***

Hello everyone,

Help out you are having a great summer. On our campus it has been relatively quiet because the majority of our communities have taken a break during summer and are scheduled to reconvene during fall semester. During our last chapter meeting which was held Thursday July 27th questions were raised from our members in regards to how negotiations being affect receiving the cola increase. I also gave a recent update on the date of the election. The whole canvas is preparing for its annual community event that will take place Saturday August 12th. This is a wonderful event for the community to come and see what Los Angeles Mission College can offer! We are all waiting for the opening of our new student services building. I hope that all of you have a great start to your fall semester and remember we are stronger together!

Sincerely,

Michael Griggs

Pierce Chapter Report  
August 2023

**Chapter Meeting**

- Chapter eboard meeting held on Wednesday, July 19, 2023

**Consultation**

- Tuesday, July 25, 2023
  - Discuss Pool Status and Lifeguards

**Unit Member Issues/Updates**

- Multiple meetings with College President, (5) Pool Lifeguard staff, Lifeguard supervisor, Dean and VPSS. Pool is closed discussing next steps to discuss the status of employment. Working together with College President, Local Union President and HR to create a LACCD/1521A/LAPC MOU.
- IT Staff: Regarding Work hour change within shift for multiple members for different reasons.

**Shared Governance/Other Committees**

- 1 Vacancy for Work Environment Committee
- 1 Vacancy for Sustainability Committee Taskforce
- Caring Campus - We have several Staff Ambassadors
- [Our Shared Governance & Other Committee Representatives](#)

**Hiring Committees**

- SFP Program Office Assistant, Monday, July 24, 2023
- Student Services Assistant, Tuesday, July 25, 2023
- SFP Program Specialist, Wednesday, July 26, 2023

**Other**

No Report



**AFT Staff Guild Executive Board**

**AFT Staff Guild, Local 1521A Chapter Report**

Date: \_\_\_\_\_

Campus: \_\_\_\_\_



**Campus E-Board:**

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**Chapter Meeting:**

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**Consultation:**

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**Unit member issues/updates:**

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**Shared Governance /Other Committees:**

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**Classified Hiring Committee**

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**Classified Hiring:**

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**Other:**

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AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: Month of July 2023

Campus: Valley



**Campus E-Board:**

July 7: Agenda attached - Informal meeting held to establish new ground rules and strategies to reinvigorate members.

July 19: Agenda attached - discussed the state of our Union and campus, and created the first agenda for Campus Membership meeting.

**Chapter Meeting:**

July 21: Agenda/Sign-in Sheet attached - The state of our Union and campus, Union benefit: Annual Physical Exam Day, Announcements.

July 28: Agenda/Sign-in Sheet attached - AFT 11521A Presentation for new hires at the Library Department Staff meeting.

**Consultation with President:**

July 17: Agenda attached - In Attendance: Campbell, Aleta; Shtromberg, Nino.

**Unit member issues /updates:**

July 12: Meeting with a member about denied vacation.

July 17: Meeting with a member working in IT about new A+ Certification for their position.

July 20: Meeting with members that work in the biology lab about working out of class.

**Shared Governance /Other Committees:**

July 18: Caring Campus - In Attendance: Campbell, Aleta; Shtromberg, Nino.

July 31: Agenda attached - All College Leadership Group Meeting.

**Classified Hiring Committee**

None for this month.

**Classified Hiring:**

July 14: Sent a welcome email to new hires.

July 14: Sent an email invitation to new hires for our Campus Membership meeting.

**Other:**

Ongoing: Working on cleaning up our AFT 1521A office on campus and getting it organized.

*Respectfully submitted,  
Aleta Campbell,  
Valley Chapter Chair  
August 2, 2023*

AFT Staff Guild Officers  
President: Andrea Edwards / First Vice President: Jesse Saucedo  
Second Vice President: Maira Cruz / Secretary: Yovanna Campos  
Treasurer: Troy Pierce / Grievance Secretary: Chad Baugher



A Union of Professionals  
**Staff Guild**  
 Local 1521A

*Valley  
 Chapter*

## CAMPUS E-BOARD INFORMAL MEETING

**Date:** July 7, 2023

**Time:** 1:30 PM

**Facilitator:** Aleta Campbell

**Location:** AFT Office/Monarch Hall

### Chapter Executive Board Members:

Chapter Chair: Aleta Campbell | Grievance Representative: Philip Highley

1<sup>st</sup> Delegate: Teresa Dunham-Frost | 2<sup>nd</sup> Delegate: Nino Shtromberg | 3<sup>rd</sup> Delegate: Alicen Vera

Alternate Delegate 1: Vacant | Alternate Delegate 2: Vacant | Alternate Delegate 3: Vacant

Guests: Chad Baugher, Cyndi Maddren

Time	Item	Owner
1:30 pm	Welcome	AC
1:31 pm	State of our Local	AC/CB
1:35 pm	State of our Chapter	AC/CB/CM
1:39 pm	Biggest challenges on campus	All
1:41 pm	Discuss first membership meeting's agenda, day, time (poll?) - Should meetings be recorded?	All
1:44 pm	Consultation with the President (agenda items, attendees)	All
1:48 pm	Committee Assignments:	AC
2:00 pm	Recruitment of Alternate Delegates, suggestions	AC
2:02 pm	Open	All
2:27 pm	Announcements: Next E-Board, July 13, 2023, at 3:00 Next Consultation w/President, July 17, 2023 at 3:00 pm Next Campus Membership meeting, TBD	AC
2:30 pm	Adjournment	AC



A Union of Professionals  
**Staff Guild**  
 Local 1521A

*Valley  
 Chapter*

## CAMPUS E-BOARD MEETING

**Date:** Wednesday, July 19, 2023

**Time:** 2:00 PM

**Facilitator:** Aleta Campbell

**Location:** AFT Office/Monarch Hall

Chapter Executive Board Members:

Chapter Chair: Aleta Campbell | Grievance Representative: Philip Highley

1<sup>st</sup> Delegate: Alicen Vera | 2<sup>nd</sup> Delegate: Teresa Dunham-Frost | 3<sup>rd</sup> Delegate: Nino Shtromberg

Alternate Delegate 1: Vacant | Alternate Delegate 2: Vacant | Alternate Delegate 3: Vacant

Time	Item	Owner
2:00 pm	Welcome	AC
2:01 pm	Consultation with the President: (agenda items, attendees)	AC/NS
2:05 pm	State of our Local: Formulate an unified message to our members	AC/All
2:09 pm	State of our Chapter: Ways to unify our members	All
2:15 pm	Discuss first membership meeting's agenda: Are there any items you want to add/modify	All
2:20 pm	Caring Campus: (agenda items, attendees)	AC/NS
2:28 pm	Committee Assignments: Suggestions	AC
2:30 pm	Recruitment of Alternate Delegates, suggestions	AC
2:32 pm	Open	All
2:57 pm	Announcements: New LAVC Classified Employees Next Campus Membership meeting, July 21, 2023 New Employee Orientation, August 16, 2023, at 9:00 am Next AFT - E-Board, August 17, 2023, at 3:00 pm Next Campus E-Board, August 17, 2023, at 3:00 pm Next Consultation w/President, August 21, 2023 at 3:00 pm Opening Day Activities, August 24, 2023 at 8:00 am	AC
3:00 pm	Adjournment	AC



A Union of Professionals  
**Staff Guild**  
 Local 1521A

*Valley  
 Chapter*

- Location:** Monarch Hall, Fireside Room
- Date:** July 21, 2023
- Time:** 12:00 noon – 1:00 pm

### Membership Meeting Agenda

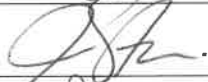




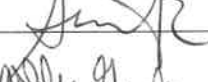


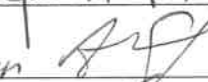



Time	Item	Owner(s)
12:00 pm	Welcome	AC
12:01 pm	Go/No Go	All
12:04 pm	Best Meeting - Day/Time/Modality	All
12:07 pm	Union Benefits: Use it or lose it!	AC
12:10 pm	Announcements: New LAVC Classified Employees Next Campus Membership Meeting, August 18, 2023 at 1:15 pm New Employee Orientation, August 16, 2023, at 9:00 am Next AFT - E-Board, August 17, 2023, at 3:00 pm Next Campus E-Board, August TBD, 2023 Next Consultation w/President, August 21, 2023 at 3:00 pm Opening Day Activities, August 24, 2023 at 8:00 am	AC
12:13 pm	State of our Local and Chapter	AC/E-Board
12:23 pm	State of Our Campus	All
12:30 pm	Consultation with the President	AC/NS
12:33 pm	Committee Assignments	AC
12:34 pm	Open	All
1:00 pm	Adjournment	AC

Chapter Chair: Aleta Campbell | Grievance Representative: Philip Highley  
 1<sup>st</sup> Delegate: Alicen Vera | 2<sup>nd</sup> Delegate: Teresa Dunham-Frost | 3<sup>rd</sup> Delegate: Nino Shtromberg  
 Alternate Delegate 1: Vacant | Alternate Delegate 2: Vacant | Alternate Delegate 3: Vacant



## AFT 1521A Membership Meeting Sign-in Sheet

July 21, 2023

Name	Signature	Personal Email	Mobile Number	Department	Committee?
Josefina P. Stein		Josefina.Stein.jse@gmail.com	(818) 433-8872	CAOT	
Cyndi Macdren		themaddrens@yahoo.com		MASTER Calendar	
James Grude		jgrude1@yahoo.com		Music	
RAY LAWSON		lawsonr@gmail.com		IT	
Israel Ortiz				Distance Ed	WEC, BWG
Sergio Nataganelu		nakagash@gmail.com	818 877 0048	A+R/Grad unit	
Ashley Gonzalez		ashg@cox.net		A+R	
Isaac Otero		isaacdotero@gmail.com	323-273-7110	REPRO	
Teresa Dunham-Frost					
Hasmik Kirakosyan		emel1311@gmail.com	(818) 284-0255	Workforce/Coop. Ed.	
Monica Guzman		guzmanmca@ucla.edu	323-945-7111	Student Life	
Aleta Campbell		—	—	—	



## Library Department Staff Meeting, July 28, 2023, AFT 1521A Segment

**Committees:**

**Council/Planning Committees:**

Budget, Educational Planning, Facilities Planning, Institutional planning, Program Effectiveness Council, Technology, Work Environment

**Participatory Governance Committees:** AFT 1521A Chapter Chair has a seat on many of these.

**Other Committees:**

Accreditation Steering, Anti-Racism Taskforce, Career Technical Education, Citizen’s Building Oversight, Classified Staff Development, Team Transfer, Urban Forest

**Information on differential is found in our LACCD and AFT Staff Guild 1521A Agreement 2020 – 2023; pages 134-135.**

**Bi-Lingual Differential:**

To be eligible for a Bi-Lingual Differential, an employee must meet the conditions and fulfill the requirements stated in Personnel Guide B 349 and Personnel Commission Rule 588.

**Educational Differential:**

In order for a Unit 1 employee to be eligible for an Education Differential, they must present the District with evidence of an earned degree from an accredited institution of higher education. Such evidence shall be in the form of an official transcript sent directly to the District by the institution which awarded the degree, or an official sealed transcript provided by the employee. A foreign degree must be determined to be equivalent to a U.S. degree by an accrediting agency approved by the District. Employees shall be eligible for the Education Differential the pay period following the receipt of proof of the degree.

Degree	Differential per Month Effective July 1, 2020	Differential per Month Effective July 1, 2021	Differential per Month Effective July 1, 2022
AA or AS Degree	\$59.71	\$62.74	\$66.86
BA or BS Degree	\$74.30	\$78.07	\$83.19
MA or MS Degree	\$88.90	\$93.41	\$99.54
Doctoral Degree	\$250.00	\$262.68	\$279.91

**To start the process, contact: Yasmin Aviles at: [AVILESYE@LAVC.EDU](mailto:AVILESYE@LAVC.EDU)**

**Computing Differentials:**

Unit 1 employees who provide documentation of having successfully completed training leading to Microsoft Office Specialist (“MOS”) certification or Network+ Certification, and who have received such certification, shall receive a differential of \$132.67 effective July 1 2020.

1. **MOS Certification.** The Microsoft Office Specialist (“MOS”) certification shall be valid for three (3) years from the date of issuance. To renew eligibility for the computing differential after three (3) years, an employee must present proof of having successfully tested for and received a current MOS certification for the version of MS Office that is in use at their worksite. The certification shall remain valid for purposes of the computing differential, on a year-to-year basis, until a new certification is offered by Microsoft.

**Microsoft Office Specialist certification (MOS) campus contact:**

Jeanne Owens | [owensjb@lavc.edu](mailto:owensjb@lavc.edu) | Will proctor online or in-person tests for LACCD employees.

Appointment times for testing are available through the PD office. Email [profdev@lavc.edu](mailto:profdev@lavc.edu) for information about the process. You can also check out the details and process on the new [LACCD MOS site](#).

**AFT 1521A contacts**

If you’re not already a member please sign up at the New Member Link:

<https://leadernet.aft.org/webform/aft-staff-guild>

**Chapter Executive Board Members:**

Chapter Chair	Aleta Campbell	<a href="mailto:campbea2@lavc.edu">campbea2@lavc.edu</a>	Ext. 7228
Grievance Representative	Philip Highley	<a href="mailto:highlejp@lavc.edu">highlejp@lavc.edu</a>	Ext. 2573
1 <sup>st</sup> Delegate	Alicen Vera	<a href="mailto:veraa@lavc.edu">veraa@lavc.edu</a>	Ext. 2976
2 <sup>nd</sup> Delegate	Teresa Dunham-Frost	<a href="mailto:frosttd@lavc.edu">frosttd@lavc.edu</a>	Ext.
3 <sup>rd</sup> Delegate	Nino Shtromberg	<a href="mailto:Shtromn@lavc.edu">Shtromn@lavc.edu</a>	Ext. 2976

**\*There are three vacant Alternate Delegate seats, let me know if you are interested.**

Next Membership meeting, TBD. Look out for a poll next week to vote on your choice of meeting day and time.







A Union of Professionals  
**Staff Guild**  
Local 1521A

*Valley  
Chapter*

Consultation with the President  
July 17, 2023  
3:00 pm

**Rumor Control**

- AFT 1521A Governance

**Campus Events**

- Opening Day, Thursday, August 24th

**New Business**

- Summer Campers
  - Moving stones and obstructing walkways near Theater Building
  - Obstructing hallways in Monarch Hall
- Program Review Response
  - Classified not feeling appreciated
  - Invitation for Maribeth Armant to join Caring Campus/Staff development event planning committee
- Graffiti and Gang Tagging
  - Reporting Procedure & Removal Plan

**Old Business**

- Parking
  - Mitigation Plan, cite violators
- Campus Cleanliness
  - Hire more custodians
    - Internal Audit Results
    - Posting on External Jobs Board
    - LAPC Custodian Training Certificate
- Communication with Members
  - Location of AFT Staff Guild assigned bulletin board(s)

**Next Meeting**

- **August 21, 2023 at 3:00 pm**

Chapter Chair: Aleta Campbell      Grievance Representative: Philip Highley  
1<sup>st</sup> Delegate: Alicen Vera      2<sup>nd</sup> Delegate: Teresa Dunham-Frost      3<sup>rd</sup> Delegate: Nino Shtromberg  
1<sup>st</sup> Alternate Delegate: Vacant      2<sup>nd</sup> Alternate Delegate: Vacant      3<sup>rd</sup> Alternate Delegate: Vacant

**Administrators/Managers**

Mark an "x" next to each person who is present:

- Barry Gribbons, President, Chair
- Tom Aduwo, SPOC
- Jennifer Borucki, Manager, Public Relations
- Vernon Bridges, Manager, Financial Aid
- Aleta Campbell, AFT1521A
- Ruby Christian-Brougham, AFT1521
- Jenna Cole, Dean, Academic Affairs
- Cecilia Cruz, Associate Dean, Student Discipline
- Stephanie Schlatter, Acting Associate Dean, Services for Students with Disabilities
- Deborah diCesare, Dean, Economic Development
- Carmen Dominguez, Dean, Academic Affairs
- Ashley Dunn, Registrar
- Debra Erikson, Community Services Manager
- Michelle Fowles, Dean, Institutional Effectiveness
- Mark Henderson, Regional IT Manager
- Brandon Hildreth, Dean, Adult Education, Workforce Development, and Dual Enrollment
- Mike Jack, Interim Facilities Director
- Mary John, College Store Manager
- Matt Jordan, VP, Academic Affairs
- Florentino Manzano, VP, Student Services
- Robert Medina, College Financial Administrator
- Laurie Nalepa, Dean, Academic Affairs
- Elizabeth Negrete, Dean, Student Life
- Jeanne Owens, Professional Development Coordinator
- Edgar Perez, Academic Senate
- Sherri Rodriguez, Dean, Special Programs
- Sarah Song, VP, Administrative Services
- Ronya Waters, Interim Director of Foundation

## All College Leadership Group

Los Angeles Valley College  
5800 Fulton Avenue  
Valley Glen, CA 91401

Monday, July 31, 2023  
ACA 2504

### Agenda

+ *Website*

1. Opening Day staff participation and hours and hours of operation
2. Leadership retreat debrief
3. Strategic goals
4. Upcoming year
5. Relay for Life - October 21, 10am-9pm

August, 2023

**1521A Retiree Chapter Report** to Executive Board Meeting

UPGRADE IN HEALTH BENEFITS COMING OUR WAY EFFECTIVE JANUARY 1, 2024:

DELTADENTAL: Effective January 1, 2024

Porcelain Crowns in any part of the mouth will be covered.

Preventative care meaning cleaning and Xray will be covered 100% instead of 80%.

Pinhole procedure surgery, less painful procedure to treat gum recession will be available.

VSP-Effective January 1, 2024

Computer Glasses will be covered for Retirees and their dependents.

**HEALTH FAIRS**

September 15th-There will be a health fair that day that will address the needs and questions from Retirees. Be on the lookout for information on how to sign up to attend this event.

**OPEN ENROLLMENT IS COMING. BE ON THE LOOKOUT FOR AN ANNOUNCEMENT CONCERNING THIS. IF YOU DO NOT CHOSE TO MAKE ANY CHANGES, THERE IS NOTHING MORE YOU NEED TO DO.**

Respectfully submitted,

Fern Reisner

AFT1521A Retiree Chapter President

# *Officer & Staff Reports*

August 17, 2023

### Executive Board Report – Treasurer July 2023

Good day Brothers and Sisters; Siblings,

As of July 1, 2023, have been:

- Working with CFT (ZOOM) as well as AFT to gain access to accounts of the College Staff Guild
- Working with PayChex to ensure that three (3) OPEIU Staff working with our Guild received proper pay for work performed
- Worked with CFT to ensure that payment was provided to employees the first two (2) weeks new officers were in place
- Worked with account representative to reactivate dependent insurance for one (1) of our OPEIU Staff Employees; account was short in payment
- Worked with United Bank employee to gain introduction to US Bank affiliate (New account holder)
- Put together accounts for our Guild where “overdue” notices were coming in
- Meet with CFT Officers (ZOOM) and Staff Guild Officers (Challenges of losing candidates)
- Attend Executive Board Meeting (WLAC)
- Working on securing AT&T Account (3 cell phones) Data and telephonic turned off or restricted for (323) 868-1180
- Sent out message to stipend receivers and chapter chairs to continue to send in any reimbursements; once all settled, monies will be distributed.
- Working on paying accounts that are noted as “overdue”.
- Able to access office computer with a password that was created by Guild President in 2020; no account or data accessible with that generic password.

Month of July 2023 report is brief. If need any clarifications, call me at (323) 851-1521.

Fraternally,

Troy L. Pierce

July 31, 2023

## EXECUTIVE BOARD REPORT-GRIEVANCE SECRETARY

Guild Members,

Since taking office, 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 issue at hand

### **Member Representation**

- Consult with Grievance Representatives on issues.
- Work with Chapter Chairs on pending issues.
- Travel to campuses for in person meetings/consultations
- Grievance Filed: LATTC
- Grievance Filed: ESC
- Assist members with On-the-Job Harassment
- Assist members with understanding B-Shift hours

### **Committees/Meetings**

- Consultation with Management
- Consultation with Personnel Commission
- Executive Board Meeting
- AFT Cornell University Contract Negotiations (July 17 – July 21, 2023)

### **Miscellaneous**

- PC Rules Research
- BoT Rules Research
- Travel various chapters in person meetings.
- Consultation with Member on Negotiations.

This is a very brief snapshot for the month of July 2023. If you would like to contact me, you may do so at anytime [CBaugher@AFT1521A.org](mailto:CBaugher@AFT1521A.org) or (323) 580-6959 office/cellular.

Fraternally,

Chad Baugher, Grievance Secretary

*In Strength and Unity!*

# *Committees*

# *Reports*

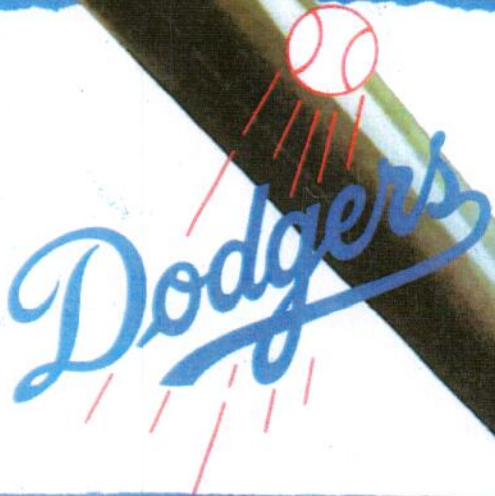


# ***Profit & Loss***

***Affiliates/  
Committees/  
COPE  
Reports***

**BUY YOUR TICKETS NOW!**

# Union Night at Dodger Stadium



Join us as the Los Angeles Dodgers  
face division rival San Francisco Giants

**Saturday**  
**Sept. 23, 2023**  
**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 323-224-1594 for more info and group rates.



**Labor 411**  
FOUNDATION





# STAND *with*

# Smart & Final

# WORKERS



TELL *Smart & Final*  
DO WHAT'S RIGHT FOR  
YOUR CUSTOMERS AND  
YOUR WORKERS!



PRINTED IN-HOUSE WITH UNION LABOR



**JOIN US** As we intensify our  
public campaign at SMART & FINAL stores

**WHO:** Union and Community activists and leaders

**WHAT:** Public Handbilling

**WHEN:** June 28th and June 29th

**TIME:** 3 P.M. TO 5 P.M.

**WHERE:** SMART & FINAL SUPERMARKETS

Choose a store to support!



#1. 1028 N Mountain Ave. Upland CA, 91786  
Point of Contact: Alfredo Salazar  
(213) 422-3828

#2. 15111 Bear Valley Rd. Hesperia CA, 92345  
Point of Contact: Alex Flores  
(213) 631-6138

#3. 10113 Venice Blvd. W Los Angeles CA, 90034  
Point of Contact: Felix Chavez  
(213) 407-0604

#4. 4237 Woodruff Ave. Lakewood CA, 90713  
Point of Contact: Carlos Santamaria  
(202) 539-5343

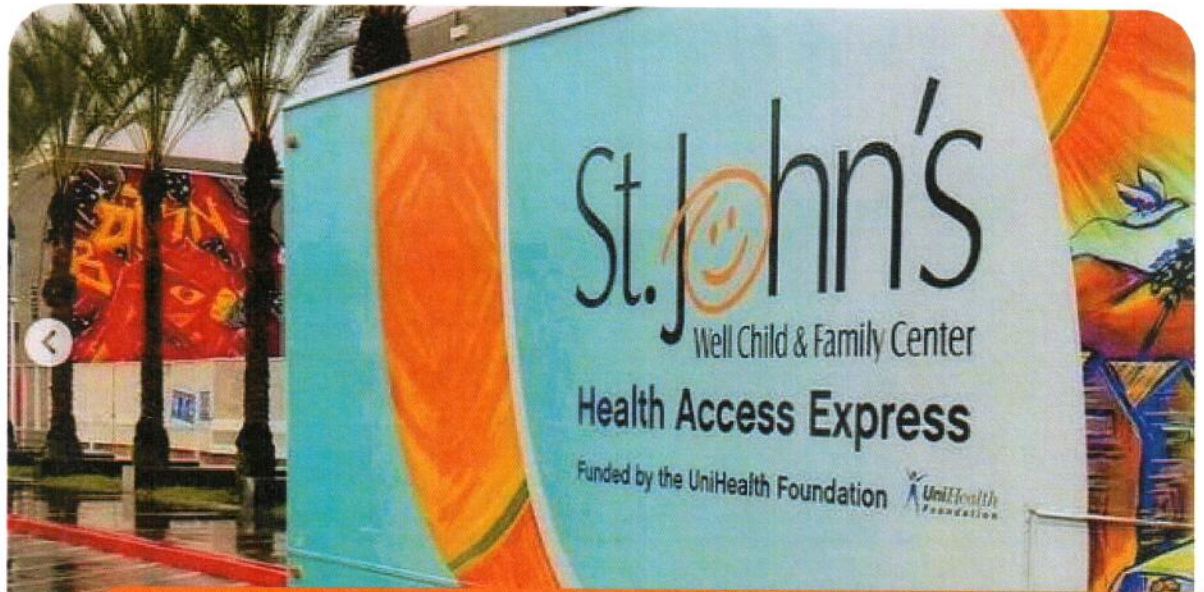
#5. 280 E. Compton Blvd. Compton CA, 90220  
Point of Contact: Oscar Ruiz  
(213) 590-7119

**GET IN TOUCH**

INFO: CALL OR TEXT  
OSCAR RUIZ AT (213) 590-7119

*Please* **RSVP**





## ST. JOHN'S MOBILE HEALTH CLINIC

**DATE:** THURS. 7.13.23

**TIME:** 8:00 AM-3:30 PM

**LOCATION:**

2130 JAMES M WOOD BLVD.  
LOS ANGELES, CA 90006

St. John's is continuing their Community Clinic at The LA Fed! Join us every Thursday for free health screenings including:

- COVID-19 Vaccine
- Diabetic Health Services
- High Blood Pressure Services
- School Immunizations/Childhood Immunizations
- Sports Physicals

Walk-Ins Welcome | Same Day Appointments Available

**FECHA:** JUEVES 7.13.23

**TIEMPO:** 8:00 AM-3:30 PM

**UBICACIÓN:**

2130 JAMES M WOOD BLVD.  
LOS ANGELES, CA 90006

¡St. John's continúa con su Clínica Comunitaria en LA Fed! Únase a nosotros todos los jueves para exámenes de salud gratuitos que incluyen:

- Vacunas de COVID-19
- Servicios de salud para diabéticos
- Servicios de presión arterial alta
- Vacunas Escolares/Vacunas Infantiles
- Exámenes físicos deportivos

Citas sin cita previa | Citas del mismo día disponibles

**날짜:** 목요일 7.13.23

**시간:** 8:00 AM-3:30 PM

**장소:**

2130 JAMES M WOOD BLVD.  
LOS ANGELES, CA 90006

세인트 존스 모바일 건강센터에서는 LA 카운티노조연맹 건물에서 커뮤니티를 위해 지속적으로 의료서비스를 제공하고 있습니다. 매주 목요일 무료 건강검진에 참여해 보세요. 검진항목은

- 코로나19 백신 접종
- 당뇨 관련 서비스
- 고혈압 관련 서비스
- 입학 및 아동 예방접종
- 스포츠 신체검사

예약없이 오셔도 환영합니다. / 당일 예약도 가능합니다.

**FOR MORE INFO, CALL (323) 541-1411**

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**Labor Studies 127 – 1 Unit of College Credit**  
 at Los Angeles Trade Tech College: 400 W. Washington Blvd. LA, CA 90015

Two Saturdays: Sept. 16 & 23 at 8:30 AM - 5:20 PM

# WORKERS' COMPENSATION

Instructors

## SCOTT FORD & CHERYL WALLACH



**Scott Ford**  
Partner, Ford & Wallach



**Cheryl Wallach**  
Partner, Ford & Wallach

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

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

**FORD & WALLACH**

### CLASS DESCRIPTION

Online Enrollment: Scan QR code Below or visit <https://bit.ly/fw-lattc>  
 (Parking is free. Pass will be emailed to your student portal upon enrollment)



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

**Labor Studies 127 - 1 Unit**  
**Two Saturdays: Sept. 16 & 23. Meets 8:30am-5:20pm**  
**Location: LATTCC, Room TBD**  
**Instructors: Scott Ford and Cheryl Wallach**

#### Topics Include:

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

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

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

**Phone: 213.380.3140 • [www.FordWallach.com](http://www.FordWallach.com)**

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





WE'RE GOING DARK IN  
LOS ANGELES

THERE WILL BE **NO**  
HOUSE OF LABOR  
FOR JULY 2023.

WE'LL RESUME WITH OUR NEXT  
HOL MEETING ON  
**AUGUST 21, 2023**

VISIT **WWW.THELAFED.ORG** TO STAY UP  
TO DATE WITH ALL THINGS LA LABOR





MLK DAY 24 · JANUARY 13 · MLK DAY 24 · JANUARY 13 · MLK DAY 24 · JANUARY 13

SAVE THE DATE

JANUARY 13, 2024

MLK DAY 2024

THE LA FED HONORS

TWENTY-SOMETHING LEADERS



**DR. KING  
WAS 26**

WHEN HE LED THE  
MONTGOMERY BUS  
BOYCOTT



**AMANDA  
GORMAN WAS 22**

WHEN SHE WROTE  
THE HILL WE CLIMB  
FOR PRESIDENT  
BIDEN'S



**DOLORES HUERTA  
& CESAR CHAVEZ  
WERE 25**

WHEN THEY STARTED  
ORGANIZING



**TOMMIE SMITH  
& JOHN CARLOS  
WERE 24 AND 23**

AT THE 1968  
OLYMPICS



**TENNESSEE STATE  
REPRESENTATIVES**

**JUSTIN JONES  
& JUSTIN J.  
PEARSON ARE  
27 AND 28**



# *New Business*