



A Union of Professionals

**Staff Guild**

Local 1521A

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## EXECUTIVE BOARD AGENDA

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December 9, 2022

3:00pm – 6:00pm

ELAC, Administration Bldg. G1, 3<sup>rd</sup> Floor, Room 301

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- I. Call to Order
  - II. Flag Salute
  - III. Approval of Agenda
  - IV. Approval of Minutes from October 13<sup>th</sup> & November 10, 2022, Meeting
  - V. Action Items
    - a. Bush Gottlieb Legal Bill
    - b. Closed Session Item
    - c. Closed Session Item
    - d. Closed Session Item
  - VI. Campus Worksite Reports
 

<input type="checkbox"/> City	<input checked="" type="checkbox"/> Mission	<input checked="" type="checkbox"/> Valley
<input type="checkbox"/> District Office	<input checked="" type="checkbox"/> Pierce	<input type="checkbox"/> West LA
<input checked="" type="checkbox"/> East LA	<input checked="" type="checkbox"/> Southwest	<input type="checkbox"/> Retiree Chapter
<input checked="" type="checkbox"/> Harbor	<input type="checkbox"/> Trade Tech	
  - VII. Officer Reports
    - a. 1<sup>st</sup> Vice President
    - b. 2<sup>nd</sup> Vice President
    - c. Treasurer
    - d. Recording Secretary
      - i. Communication Committee
    - e. Grievance Secretary
  - VIII. President's Report
    - a. District Consultation
    - b. BOT
    - c. PC Consultation
    - d. JLMBC
    - e. DBC

- IX. Committee Report
  - a. Finance Committee
  - b. Election Committees
  - c. Constitution and Bylaws
    - i. Policy & Review AD HOC
  - d. Stipend
- X. Conference/Convention/Training Reports
- XI. Affiliates Reports
  - a. LA County Federation Labor Delegate - D. Morrisette
  - b. Activities Coordinator – Chad Baugher
  - c. EEO – Cassaundra Walker
- XII. COPE (Political Action)
- XIII. New Business

# *Minutes*



## E-Board Meeting Minutes

**Date:** October 13, 2022

**Time:** 3:00pm

### In Attendance

Officers: Hazel Alonzo, Kristine Ayvazyan, Yovanna Campos, Jo-Ann Haywood, Mario Perez

City: Caridad Ahorro, Natalie Embrey, Mitch Polin

District: Gloria Moreno

East: Julio Ortiz, Promise Williams

Harbor: Andy Labrone, Nadine Muro

Mission: Susan Ghirardelli, Michael Griggs, Patricia Carter

Pierce: Sean McDonald, Ngan Mork, Lupita Narkevicius, Melinda Ung

Southwest: Tasha Anderson, Shauna Carter, Safir Larios-Ramirez, Ruben Villanueva, Cassandra Walker

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

Valley: Chad Baugher, Mark Bergquist, Aleta Campbell, Phillip Highley

West: Jesse Saucedo, Cha-Zette Smith

Retirees: Donald Santoianni

Guests: Lisa Demidovich (Bush Gottlieb), Edward Francis, Cyndi Maddren, Dionne Morrissette, Mike Romo, George Sosa

## Executive Board Action

Call to order at 3:15pm

Approval of agenda **M/S/P** Jo-Ann Haywood and Caridad Ahorro

Approval of minutes from September 15, 2022 meeting (add Jeremy Mason as attendee) **M/S/P** Michael Griggs and Cassaundra Walker

### V. Action Items

- a. Bush Gottlieb Legal Bill **M/S/P** Cassaundra Walker and Kristine Ayvazyan

Campus worksite reports – reports submitted except for City, Harbor, and Retiree Chapter

Officer Reports – officer reports submitted, no report from Grievance Secretary

1<sup>st</sup> VP reported that Constitution & Bylaws Committee is working on making changes to the document; the committee has agreed to changes for grievance reps to be appointed and to suspend the \$25 retiree fee; will need to be voted on by E-Board and then membership

**President's Report** – there will be a closed session item next month that Bush Gottlieb will discuss; a request was made for a report from Bush Gottlieb to discuss charges regarding arbitration costs

- a. District Consultation – received list of Unit 1 vacancies (funded and unfunded), list will be sent to chairs to review for discrepancies and follow-up with campus administration
- b. BOT – discussion about LA Labor Fed, can we not contribute? Find out who/how we contribute; their next meeting is October 17; we are an affiliate of the AFL-CIO and should have around 3-4 delegates, find out more from Mike Romo and Dionne Morrissette
- c. PC Consultation – there will be an upcoming PC Rules Training for the officers that will focus on a few rules per session; requested Senior Office Assistant vacancies list in preparation of the Sheriff's Office change; requested list of staffing levels
- d. JLMBC – Medicare Part B reimbursements for retirees; LifeWorks information provided
- e. DBC - cancelled
- f. Additional Items
  - a. Officer assigned campus (T-shirt Distribution) – President has assigned officers to each worksite to be point of contact for questions/concerns from members; invite to monthly meetings; officers will be able to give updates; please work with assigned officer to coordinate distribution of T-shirts for members
    - i. City – Troy
    - ii. ESC – Jo-Ann
    - iii. East – Hazel
    - iv. Harbor – Kristine
    - v. Mission – Mario
    - vi. Pierce – Kristine
    - vii. Southwest – Yovanna
    - viii. Trade – Troy
    - ix. Valley – Mario
    - x. West - Yovanna
  - b. Districtwide Grievance (Telecommute) – remote work policy has been posted on LACCD website, not applicable to represented employees at this time, has gone live for unrepresented employees, process not yet determined, faculty declined to

participate in effects bargaining, goal for the rollout is mid-November, training modules will be necessary for employees and supervisors, we are working on an appeal process, the percentage of remote work will be determined by supervisor/management, next meeting is scheduled for October 19

- c. CCE Conference is October 21 – 23 at LAX Sheraton Gateway
- d. Membership Meeting – tentatively scheduled for November 5<sup>th</sup> from 10am-12pm, will send out email

Motion to extend meeting to 6:15pm or sooner M/S/P Chad Baugher and Aleta Campbell 2 NAY

- e. Executive Director – posting closed for second round attempt, 3 candidates, will convene committee to move forward with hiring, faculty also has posting for ED that affected recruiting

#### Committee Reports

- Finance Committee – committee discussed what to do with investment account
- Election Committee – have met and are up to 4 members; will work on timeline for next year's election
- Constitution & Bylaws
- Stipend Committee – reminder to submit reports

Conference/Convention/Training Reports - none

#### Affiliate Reports

- a. LA County Federation of Labor – D. Morrissette – report submitted
- b. Activities Coordinator – C. Baugher ([Holiday Charities](#))  
Has looked into LA Regional Food Bank to donate, previously done a physical canned food and grocery drive and required a lot of work; with a virtual food drive, you set a goal and the \$25 registration fee goes toward donation, recommendation to do the virtual food drive and set a goal of \$1,100 (\$100 per worksite plus the union office)  
**M/S/P** Natalie Embrey and Julio Ortiz 24 Aye 3 Nay 2 Abstain

Holiday Gift Drive – adopt a family for Operation Santa, families submit their wish lists and gifts are donated to be delivered by Santa to the family, faculty member at LAVC originated idea (Joshua Miller); each worksite will be assigned a family to adopt as well as union office; also open to a traditional toy drive, more information will be sent via email

- c. EEO – C. Walker – no report
- d. COPE (Political Action) – report submitted

Motion to adjourn M/S/P Chad Baugher and Andy Labrune

Meeting adjourned at 6:17pm

Next meeting: November 10, 2022

**Minutes submitted by Yovanna Campos, Recording Secretary**



## E-Board Meeting Minutes

**Date:** November 10, 2022

**Time:** 3:00pm

### In Attendance

**Officers:** Hazel Alonzo, Kristine Ayvazyan, Yovanna Campos, Jo-Ann Haywood, Mario Perez, Troy Pierce

**City:** Caridad Ahorro, Elonda Austin-Pope, Natalie Embrey, Abraham Horowitz, Mitch Polin

**District:** Kimberly Davillier, La Shawn Duffin, Gloria Moreno, VictorHugo Ortiz

**East:** Alejandro de la Parra, Jennifer Estrada, Kevin Ornelas, Julio Ortiz, Josue Ramirez, Rowena Smith-Kersaint, Rosalba Villalobos, Promise Williams, Lynn Wood

**Harbor:** Keiyanna Chisom, Andy Labrune, Nadine Muro, Ken Roberts

**Mission:** Susan Ghirardelli, Michael Griggs, Tara Ward-Thompson

**Pierce:** Jeremy Mason, Sean McDonald, Ngan Mork, Lupita Narkevicius, Darlene Richarte

**Southwest:** Shauna Carter, LaTanya Drake, Safir Larios-Ramirez, Ruben Villanueva, Cassandra Walker

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

**Valley:** Chad Baugher, Mark Bergquist, Phillip Highley

**West:** Marilyn Ingram, Jesse Saucedo, Cha-Zette Smith, Tamara Washington

**Retirees:** Pamela Atkinson, Donald Santoianni

**Guests:** Stephanie Amaya, Karen Bustamante, Maira Cruz, Lisa Demidovich (Bush Gottlieb), Andrea Edwards, Sharen Jacobs, Yolanda Lira, Cyndi Maddren, Dionne Morrissette, Mike Romo

## Executive Board Action

Call to order at 3:10pm

Approval of agenda as amended (remove Bush Gottlieb legal bill, add LACC Discussion after closed session, and change minutes for approval from October 13, 2022 to August 11, 2022) **M/S/P** Rowena Smith-Kersaint and Michael Griggs 30 Aye 0 Nay 0 Abstain

Approval of minutes from August 11, 2022 meeting **M/S/P** Michael Griggs and Mitch Polin 31 Aye 0 Nay 0 Abstain

### V. Action Items

#### a. Recommendation from Finance Committee

Per Caps Discussion

Proposal 1: Increase dues by \$5 per month for 10 months from \$31.09 to \$36.09; additional cost to member: \$60 per year

Proposal 2: Change the collection of dues to 12 months: collect \$31.09 per month for 12 months instead of currently 10 months; additional cost to member: \$62.18 per year

**M/S/P** Jesse Saucedo and Sean McDonald 20 Aye 13 Nay 0 Abstain

Move LACC Discussion before Closed Session (Lisa will join in 30 minutes) **M/S/P** Yovanna Campos and Rowena Smith-Kersaint 33 Aye 0 Nay 0 Abstain

Recap: There was a fatal stabbing at LACC on November 7<sup>th</sup>, two transients involved in an altercation in the parking lot, campus was put on lockdown, all those still on campus were under safety orders to stay in place and lock themselves in offices; assailant has not been arrested; major concerns about security and safety; conversations to be held with BOT and LACCD Administration

Motion to go into closed session **M/S/P** Kristine Ayvazyan and Natalie Embrey 25 Aye 0 Nay 0 Abstain

CLOSED SESSION

Meeting adjourned at 6:55pm

Next meeting: December 9, 2022

Minutes submitted by Yovanna Campos, Recording Secretary



# *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

October 23, 2022

Invoice# 105844

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

Billed through September 30, 2022  
Our file # 11521 01000 LD

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

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

VIA EMAIL

Balance forward as of bill dated September 28, 2022	\$6,275.00
Payment(s)--last payment deposited October 17, 2022	\$6,275.00
Net balance forward	<u>\$0.00</u>

**BILLING SUMMARY**

Total fees	\$3,300.00
Total costs	\$2.00
<b>Total charges for this bill</b>	<u><b>\$3,302.00</b></u>
<b>Total balance now due</b>	<u><b>\$3,302.00</b></u>

RE: RETAINER (\$750.00/month)

Matter 01000

**FEES**

09/06/2022	LD	Prepare to testify at hearing; review documents	1.5 hrs.
09/07/2022	LD	Prepare with JW to testify	0.7 hrs.
09/08/2022	LD	Appearance at XXXX arbitration; review file in advance of testifying; debrief with JW	2.3 hrs.
09/14/2022	LD	Phone call with Alonzo re grievance questions	0.4 hrs.
09/21/2022	LD	Phone call with Alonzo re explaining retainer agreement terms at October Executive Board meeting	0.4 hrs.
09/27/2022	LD	Phone call with Alonzo re RRO restrictions on recording and transcribing meetings	0.2 hrs.
09/28/2022	LD	Meeting with KA re RRO research	0.2 hrs.
09/28/2022	KA	Research Roberts Rules for information regarding unauthorized	1.1 hrs.

		recordings of union meetings		
09/29/2022	LD	Draft email to Alonzo re RRO	0.2 hrs.	
09/29/2022	KA	Draft memorandum re rules against unauthorized recordings of Union meetings, email draft to LD	1.0 hrs.	
		Kathy Amiliategui	2.10 hrs	
		Lisa Demidovich	5.90 hrs	
		Total fees for this matter	8.00 hrs	\$750.00

RE: XXXX DLSE CLAIM

Matter 29005

## COSTS

09/09/2022		Miscellaneous cost advance: DLSE - copies of audio hearing		\$2.00
		Total costs for this matter		\$2.00

RE: INTERNAL INVESTIGATION

Matter 32001

## FEES

09/04/2022	JW	Prepare for arbitration hearing	0.4 hrs.	\$100.00
09/05/2022	JW	Prepare for arbitration hearing	0.5 hrs.	\$125.00
09/08/2022	JW	Arbitration hearing	8.3 hrs.	\$2,075.00
09/08/2022	JW	Phone - LD to debrief	0.6 hrs.	\$150.00
09/20/2022	JW	Arbitration case research	0.3 hrs.	\$75.00
09/21/2022	JW	Draft email to H. Alonzo following up on second date and court reporter invoice	0.1 hrs.	\$25.00
		Jason Wojciechowski	10.20 hrs	250.00/hr
		Total fees for this matter	10.20 hrs	\$2,550.00

**BUSH GOTTLIEB**

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

November 27, 2022

Invoice# 105992

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

Billed through October 31, 2022  
Our file # 11521 01000 LD

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

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

VIA EMAIL

Balance forward as of bill dated October 23, 2022	\$3,302.00
Net balance forward	<u>\$3,302.00</u>

**BILLING SUMMARY**

Total fees	\$5,325.00
<b>Total charges for this bill</b>	<u><b>\$5,325.00</b></u>
Net balance forward	\$3,302.00
<b>Total balance now due</b>	<u><u><b>\$8,627.00</b></u></u>

RE: RETAINER (\$750.00/month)

Matter 01000

**FEES**

10/06/2022	LD	Review and respond to email from Alonzo re October E-Board meeting confirmation	0.2 hrs.
10/13/2022	LD	Executive Board meeting to present on retainer terms; review retainer terms in advance of meeting	0.5 hrs.
10/25/2022	LD	Review Labor Commissioner appeal; consult with expert; discuss with ED	0.6 hrs.
10/26/2022	LD	Draft email to XXXXX requesting AFT/CFT funding for XXXXX appeal of Labor Commissioner decision	0.4 hrs.
10/26/2022	JW	Review files re conversion statute of limitations; draft email response to LD text re same	0.2 hrs.
10/31/2022	LD	Phone call with Rothner re funding; phone call with Alonzo re same; discuss demurrer research with KA; discuss demurrer with	1.2 hrs.

ED

Jason Wojciechowski	0.20 hrs	
Lisa Demidovich	2.90 hrs	
Total fees for this matter	<u>3.10 hrs</u>	<u>\$750.00</u>

RE: XXXXX DLSE CLAIM

Matter 29005

FEES

10/03/2022	ED	Draft email to worker comp attorney re status of the case	0.2 hrs.	\$50.00
10/11/2022	ED	Review decision and circulate	0.6 hrs.	\$150.00
10/25/2022	ED	Review appeal and process; research response and procedural issues; follow-up with LD re same	1.0 hrs.	\$250.00
10/26/2022	ED	Research re options for appeal, options for counter claim; etc; review KA's research/email/exchange re same	1.2 hrs.	\$300.00
10/26/2022	LD	Draft email to KA re research for XXXXX appeal	0.2 hrs.	\$50.00
10/26/2022	KA	Begin research on appeals process from labor commissioner decision, secondary source research on appeals process, research discovery rights of appellant	3.2 hrs.	\$248.45
10/27/2022	KA	Research de novo trial of appeal of labor commissioner's decision; research on LASC judges who decide appeal cases, research on statute of limitations and counterclaims for de novo appeals; research on statute of limitations on conversion claim and other potential claims	6.4 hrs.	\$496.89
10/28/2022	ED	Review and follow-up research re KA's research on procedural and related issues on appeal	1.2 hrs.	\$300.00
10/28/2022	KA	Finish research re de novo appeals, send research to LD and ED	0.5 hrs.	\$38.82
10/29/2022	ED	Review KA's research re various issues on appeal/process/options for response	1.0 hrs.	\$250.00
10/29/2022	KA	Research civil procedure rules re response time after being served an amended notice of appeal; email LD and ED response	0.2 hrs.	\$15.53
10/31/2022	ED	Phone call with LD; review appeal and KA's research re appeal and demurrer	1.0 hrs.	\$250.00
10/31/2022	KA	Call with LD about research assignment ; research re re preemption on cba and union constitutions; research re potential dismissal of complaint for failure to state violation	5.8 hrs.	\$450.31

Erica Deutsch	6.20 hrs	250.00/hr	\$1,550.00
Kathy Amiliategui	16.10 hrs	125.00/hr	\$1,250.00
Lisa Demidovich	0.20 hrs	250.00/hr	\$50.00
Total fees for this matter	<u>22.50 hrs</u>		<u>\$2,850.00</u>

Discounted by \$762.50

RE: INTERNAL INVESTIGATION

Matter 32001

FEES

10/09/2022	JW	Arbitration preparation	2.8 hrs.	\$700.00
10/10/2022	JW	Prepare for arbitration hearing	0.4 hrs.	\$100.00
10/10/2022	JW	Arbitration hearing	3.4 hrs.	\$850.00
10/10/2022	JW	Organize file and plan brief drafting schedule	0.3 hrs.	\$75.00
Jason Wojciechowski	6.90 hrs	250.00/hr	\$1,725.00	

Total fees for this matter

6.90 hrs

\$1,725.00

# ***Campus Worksite Reports***

## AFT Staff Guild Executive Board

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

**Date:** 11/30/2022

Campus: East Los Angeles College



**Campus E-Board:**

*Rowena Smith Kersaint, Chapter Chair Promise Williams, First Delegate*

**Chapter Meeting:**

*November 21, 2022*

**Consultation:**

*November 21, 2022*

**Unit member issues/updates:**

Click or tap here to enter text.

**Shared Governance /Other Committees:**

Click or tap here to enter text.

**Classified Hiring Committee**

*11/15/2022 SFP Specilaist Linda Yanez 11/17/2022 Student Services Assistant Rosalba Villalobos*

*11/17/2022 Financial Aid Assistant Linda Yanez*

**Classified Hiring:**

**Other:**

Click or tap here to enter text.

**AFT Staff Guild Officers**

President: Hazel Alonzo | First Vice President: Jo-Ann Haywood | Second Vice President: Vacant  
Recording Secretary: Yovanna Campos, Interim | Treasurer: Kristine Ayvazyan | Grievance Secretary: Troy Pierce  
Executive Director: Vacant



## Chapter Report November 2022

### Chapter Meeting

Harbor's chapter meeting was held on Wednesday, November 16, 2022 at 12pm in the ASO Senate Room. Jersey Mike's sandwiches was provided. At the meeting, I provided the members with the contact information for the LAHC executive board members, asked members to consider joining the campus and union committees that are in need of representatives, and provided the members with the updates from the AFT 1521A E-Board meeting. I encouraged my members to attend the LAHC Holiday Mixer that is scheduled for December 8, 2022 in the Student Union Multipurpose Room. Provided the members with the update on the remote work program, and informed my members of a leadership retreat that will be hosted by the president for Harbor's administration. Every month I introduce an article from the contract where members can read the article in its entirety and ask questions. If I am unable to answer any of the questions, I will forward it to the AFT 1521A E-Board Members. This month, we read article 3. The members at Harbor decided they would like to have their own holiday party so, at the meeting, we decided to have our holiday party on December 9, 2022 at 12pm.

### Chapter Executive Board

Harbor's E-Board members did not meet due to conflict in my schedule. Nothing to report.

### Consultations

The President's consultation meeting with Dr. Luis Dorado was held on Monday, November 14, 2022. At this meeting, Dr. Dorado informed us that the Personnel Commission has put the female locker room attendant position on hold. Dr. Dorado is waiting for the MOU prior to approving any remote work but is supportive of our members working remotely. Camera was recently installed and the older cameras were update. He will provide a list of cameras on campus at a later date. The emergency notification system is currently inactive because we are transitioning to a new program. He understands the importance of having an active emergency notification system and will provide a status update at our next consultation meeting. Dr. Dorado is recommending that I.T department report to Harbor College Administrator, specifically the VP of Admin. Services Dr. Romali because he is not happy with the I.T. reporting to a regional manager and has expressed his concerns with I.T. not reporting directly to the campus and not completing tasks in a timely manner. Dr. Dorado asked that I encourage all staff members to attend the LAHC Holiday Mixer.

### Unit Member Issues/Updates

- Assisted a member who received a Letter of Reprimand with a written response to the reprimand and provided the member with the working out of classification form and incident form.
- Assisted a member with completing the working out of classification form. This member has been doing the duties of an SFP-Specialist for three years but current job title is SFP-Tech.
- A member is currently working a 4-hour day work shift due to stress. Grievance Rep., Justin, has been assisting this member by providing all of the available options to the member.

- Dean Chelvi is still requesting ACR's from a member when the VPAA, Mr. Juan Baez and College President has agreed that the member does not need to submit a ACR unless the member is out of the office during their regular work schedule. Justin and I are scheduled to meet with Mr. Baez on December 6, 2022 to discuss and come up with a solution with this matter.

#### **Shared Governance/Other Committees**

- Nothing to report.

#### **Hirings**

- Sat on hiring committee for the Vice President of Student Service position.

#### **Other**

Nothing to report.

# AFT Staff Guild Executive Board

## AFT Staff Guild, Local 1521A Chapter Report

Date: November 30, 2022

Campus: LA Mission College



### **Campus E-Board:**

My executive board met with the college president to discuss hiring issues in the financial aid department and issues concerning Athletics.

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### **Chapter Meeting:**

There was no chapter meeting, but a meeting is scheduled for sometime before the winter break.

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### **Consultation:**

During this month's president's consultation, my e-board and I continue the discussion regarding financial aid staffing and issues concerning Athletics.

In joint consultation with the president, we discussed how we could approach students about participating in a campus-wide training to make our campus more cohesive.

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### **Unit member issues/updates:**

Financial Aide and admissions are still struggling with the staffing issues due to unfilled positions.

Issues from the previous report still remain.

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### **Shared Governance /Other Committees:**

College council updates were given on the status of the new Student Services building.

Questions were raised as to when walked-throughs could take place, as well as a discussion regarding the procedure for monitoring the functionality of campus elevators.

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### **Classified Hiring Committee**

I am pleased to report that we have a new foundation director, Ms. Julianne Rosetti. I had the privilege to be on her hiring committee, which was a great experience because it was my first hiring committee as a classified employee.

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### **Classified Hiring:**

Nothing to report.

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### **Other:**

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#### 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

Pierce Chapter Report  
November 2022

**Chapter Meeting**

- N/A
- Office Hours held on 11/16/22 in lieu of chapter meeting
  - Answered member questions
  - T-shirts distributed
- Chapter Executive Board met on 11/18/22

**Consultation**

- None, scheduled for early December

**Unit Member Issues/Updates**

- Ongoing Fire Alarm Issues: Going off in Media Arts, Music, and Distance Education/FSRC
- Lifeguards – pool closure
- Cleanliness of staff bathrooms
- Staffing 20+ Vacancies throughout campus:
  - Academic Affairs
  - A&R
  - College Bookstore

**Shared Governance/Other Committees**

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

**Hirings with Interview Dates**

- Student Services Assistant - Thursday, November 10, 2022
- Child Development Center Assistant – Monday, November 7, 2022
- SFP Program Specialist – Wednesday, November 16, 2022
- Stock Control Aide – Tuesday, December 6, 2022
- Office Assistant – Tuesday, December 6, 2022
- Student Services Aide – Monday, November 28, 2022

**Other**

No Report

# AFT Staff Guild Executive Board

## AFT Staff Guild, Local 1521A Chapter Report

Date: November 30, 2022

Campus: LASC



### **Campus E-Board:**

11/14/22

### **Chapter Meeting:**

11/17/22

### **Consultation:**

11/18/22

### **Unit member issues/updates:**

Unit member claims they were confronted and harassed by M & O supervisor for complaining about the cleanliness of the restrooms in their building. Unit member has filed a 3E.

Financial Aid still waiting on 21/24" monitors to be installed for laptops that were received last month.

Supervisor with COVID came to work. Put entire office at risk of infection. Claimed they wore mask the entire day, stayed in their office, and used the restroom in another area in order to not infect anyone.

### **Shared Governance /Other Committees:**

11/01 Budget Comm and College Council. Academic Senate 11/08. 11/10 Tech Planning. 11/18 1st Quarter FTE and Enrollment w/LACCD -meeting to discuss finances and enrollment numbers with the college - \$ we have, \$ we need to spend.\$ we are projected to spend. \$ state of the college. 11/21 SEAPAC - committee composition. 11/30 WEC - campus cleanliness, Dr. Culpepper, president, came to meeting to answer questions about the cleanliness, a campus emergency plan, and other items and how they were being handled and when we could expect results.

### **Classified Hiring Committee**

### **Classified Hiring:**

Sports Event Technician

### **Other:**

Assoc Dean, Workforce, Hiring Committee formed. Public Information Office hiring Committee formed, first meeting 12/07/22.

### **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: Nov 30th, 2022

Campus: Valley



**Campus E-Board:**

did not meet for month of November

**Chapter Meeting:**

The chapter meeting addressed how several campus committees did not meet for the month of November, and those that did discussed majority Program Review. We also discussed the Virtual Food drive, and the application process to Remote Work as the email from Human Resources came out the night prior. As a Chapter Chair I provided a cheat sheet of sorts, with a check list of all requirements.

**Consultation:**

did not meet for month of November

**Unit member issues/updates:**

the only issues we had this month with members, was contract understanding, mostly with a emphasis on holiday requests

**Shared Governance /Other Committees:**

Many of the Committees this month are focusing on Program Review, so very little of anything else was discussed

**Classified Hiring Committee**

Maintenance & Operations - Custodian B-Shift

Maintenance & Operations - Heating & Air Conditioning Technician

**Classified Hiring:**

\*\*\*still awaiting the list from campus HR\*\*\*

**Other:**

We had our Caring Campus Roll-Out which was a big success.

**AFT Staff Guild Officers**

President Suleman Ishaque | First Vice President: Hazel Alonzo | Second Vice President: Jo-Ann Haywood  
Secretary: Luz Nunez | Treasurer: Kristine Ayzayan  
Executive Secretary: Steven Butcher  
Grievance Secretary: Troy Pierce

# *Officer & Staff Reports*

December 9, 2022

## EXECUTIVE BOARD REPORT-GRIEVANCE SECRETARY

Guild Members,

Since last report, have been working and consulting with Grievance Representatives, Chapter Chairs, Guild Officers, and individual Unit I Members to address complaints, issues of concern and grievances.

We are seeing a spate of members being asked to work out of classification, such as travelling off-site. Recommend that members fill out a Temporary Working Out of Classification (TWOC), or compensation at any higher rated salary and for mileage, until issues can be resolved.

### **Member Representation**

- Assisting members with ADA information.
- Working with members on TWOC issues.
- Follow up meeting with delegate on issue of concern.
- Assist member with information on accommodations.
- Consult with member who is on PAL
- Consult with Grievance Representatives on issues
- Work with Chapter Chairs on pending issues.
- Assist member with adjunct issues/classified assignments
- Travel to campuses for in person meetings/consultations.

### **Committees**

- Board of Trustees Meetings
- Executive Board Meeting
- General Membership Meeting

### **Miscellaneous**

- PC Rules Research
- BoT Rules Research
- CDFEH Research
- Provide Chapter Chair with flow of complaint procedure

This is a very brief snapshot for the month of November 2022. If you would like to contact me, you may do so at anytime [TPierce@aft1521A.org](mailto:TPierce@aft1521A.org), or (323) 868-1180 cellular.

Fraternally,

Troy L. Pierce, Grievance Secretary



# ***Profit & Loss***

**AFT College Staff Guild  
Profit & Loss Detail  
October 13 through December 7, 2022**

Expense	Type	Date	Num	Name	Memo	Clr	Split	Amount	Balance
<b>Building Expense</b>									
5448 - Occupancy	Check	11/01/2022	16776	Barnam Building Corporation	7/1/2022 through 6/30/2023		1005 - General Checking	4,080.00	4,080.00
Total 5448 - Occupancy								4,080.00	4,080.00
Total Building Expense								4,080.00	4,080.00
<b>Operational</b>									
5005 - Equipment	Check	12/07/2022	16791	Unions-America.com	grievtrac.com (10/27/22 1/27/23)		1005 - General Checking	179.85	179.85
Total 5005 - Equipment								179.85	179.85
5021 - Office Supplies	Check	11/22/2022	16781	ODP Business Solutions LLC	Office Depot Invoice Number 276487517001		1005 - General Checking	119.25	119.25
	Check	12/07/2022	16790	ODP Business Solutions LLC	Office Depot Invoice Number 278473657001		1005 - General Checking	118.57	237.82
Total 5021 - Office Supplies								237.82	237.82
5025 - Telephone	Check	10/20/2022		Att Payment			1005 - General Checking	151.20	151.20
Total 5025 - Telephone								151.20	151.20
5174 - Staff Equipment	Check	11/22/2022	16781	ODP Business Solutions LLC	Office Depot Invoice Number 276488731001		1005 - General Checking	547.48	547.48
	Check	12/07/2022	16790	ODP Business Solutions LLC	Office Depot Invoice Number 278472167001		1005 - General Checking	281.08	828.56
Total 5174 - Staff Equipment								828.56	828.56
Total Operational								1,397.43	1,397.43
<b>Organizational</b>									
5105 - Subtotal Chapters									
5105.3 - East	Check	10/31/2022	16794	Rowena Smith-Kersaint	Holiday Party 2022		1005 - General Checking	373.08	373.08
	Check	10/31/2022	16794	Rowena Smith-Kersaint			1005 - General Checking	991.40	1,364.48
	Check	11/01/2022	16774	Panera, LLC	Invoice # 6016803500028		1005 - General Checking	38.74	1,403.22
	Check	11/01/2022	16777	Panera, LLC	Invoice # 6060873500035 Meeting on 10/28/22		1005 - General Checking	121.72	1,524.94
	Check	11/01/2022	16777	Panera, LLC	Invoice # 6016803500019 Meeting on 10/31/22		1005 - General Checking	571.05	2,096.02
	Check	11/22/2022	16785	Alonti Cafe & Catering	East LA Chapter meeting 11/21/22		1005 - General Checking	248.86	2,344.88
	Check	11/22/2022	16786	Rowena Smith-Kersaint	Holiday Party 2022		1005 - General Checking	26.99	2,371.87
	Check	11/22/2022	16786	Rowena Smith-Kersaint			1005 - General Checking	35.12	2,406.99
	Check	11/22/2022	16786	Rowena Smith-Kersaint			1005 - General Checking	253.74	2,660.73
	Check	11/22/2022	16786	Rowena Smith-Kersaint			1005 - General Checking	18.49	2,679.22

**AFT College Staff Guild  
Profit & Loss Detail**

October 13 through December 7, 2022

Type	Date	Num	Name	Memo	Cir	Split	Amount	Balance
Check	11/22/2022	16786	Rowena Smith-Kersaint			1005 - General Checking	51.78	2,731.00
Check	11/22/2022	16786	Rowena Smith-Kersaint			1005 - General Checking	325.83	3,056.83
Check	11/22/2022	16786	Rowena Smith-Kersaint			1005 - General Checking	54.92	3,111.75
Check	11/28/2022	16787	Rowena Smith-Kersaint	Holiday Party 2022		1005 - General Checking	221.07	3,332.82
Check	11/28/2022	16787	Rowena Smith-Kersaint			1005 - General Checking	901.18	4,234.00
Check	11/28/2022	16787	Rowena Smith-Kersaint			1005 - General Checking	36.49	4,270.49
Check	11/28/2022	16787	Rowena Smith-Kersaint			1005 - General Checking	263.99	4,534.48
Check	11/28/2022	16787	Rowena Smith-Kersaint			1005 - General Checking	1,138.35	5,672.83
Check	11/28/2022	16787	Rowena Smith-Kersaint			1005 - General Checking	1,422.22	7,095.05
Check	11/28/2022	16787	Rowena Smith-Kersaint			1005 - General Checking	137.88	7,232.93
Check	11/28/2022	16787	Rowena Smith-Kersaint			1005 - General Checking	256.34	7,489.27
Check	11/28/2022	16787	Rowena Smith-Kersaint			1005 - General Checking	111.52	7,600.79
Total 5105.3 - East							7,600.79	7,600.79
<b>5105.4 - Harbor</b>								
Check	11/22/2022	16784	Keyanna Chisom	Chapter Meeting on 8/18/22		1005 - General Checking	75.23	75.23
Check	11/22/2022	16784	Keyanna Chisom	Chapter Meeting 11/17/22		1005 - General Checking	213.15	288.38
Total 5105.4 - Harbor							288.38	288.38
<b>5105.5 - Mission</b>								
Check	11/01/2022	16773	LAMC Culinary Arts institute	Chapter Meeting for 10/20/22		1005 - General Checking	1,822.26	1,822.26
Total 5105.5 - Mission							1,822.26	1,822.26
<b>5105.6 - Pierce</b>								
Check	12/07/2022	16807	Kristine Ayvazyan	LAPC 12/13/22 meeting		1005 - General Checking	951.64	951.64
Total 5105.6 - Pierce							951.64	951.64
Total 5105 - Subtotal Chapters							10,663.07	10,663.07
<b>5110 - Conventions</b>								
General Journal	11/01/2022	1 - 7183R	Rosalba Villalobos	Reverse of GJE 1 - 7183 -- For CHK 16742 voided on 11/01/22		1005 - General Checking	-566.68	-566.68
Check	11/01/2022	16775	Rosalba Villalobos	AFT Convention 2022		1005 - General Checking	566.68	0.00
Check	11/22/2022	16782	Jo-Ann Haywood	AFT Convention 7/12 - 7/17		1005 - General Checking	479.54	479.54
Total 5110 - Conventions							479.54	479.54
<b>5111 - Conferences</b>								
Check	11/22/2022	16783	Yovanna Campos	CCE Conference Raffle		1005 - General Checking	195.14	195.14
Check	12/07/2022	16814	Jo-Ann Haywood	CCE Conference 10/20 - 10/23		1005 - General Checking	330.00	525.14
Total 5111 - Conferences							525.14	525.14
<b>5125 - Meetings/Representation</b>								
Check	12/07/2022	16789	Domain Networks	Annual Website Domain Listing		1005 - General Checking	289.00	289.00

**AFT College Staff Guild  
Profit & Loss Detail  
October 13 through December 7, 2022**

Type	Date	Num	Name	Memo	Clr	Split	Amount	Balance
Total 5125 Meetings/Representation							289.00	289.00
5140 Dues & Subs								
Check	10/17/2022		Constant Contact			1005 - General Checking	70.00	70.00
Check	10/31/2022		Microsoft			1005 - General Checking	137.50	207.50
Total 5140 Dues & Subs							207.50	207.50
Total Organizational							12,164.25	12,164.25
Per Capitas								
5205 - AFT								
Check	11/01/2022	16768	AFT			1005 - General Checking	11,333.69	11,333.69
Check	12/07/2022	16788	AFT			1005 - General Checking	11,323.70	22,657.39
Total 5205 - AFT							22,657.39	22,657.39
5210 - CFL								
Check	11/01/2022	16768	AFT			1005 - General Checking	781.90	781.90
Check	12/07/2022	16788	AFT			1005 - General Checking	781.20	1,563.10
Total 5210 - CFL							1,563.10	1,563.10
5215 - CFT								
Check	11/01/2022	16768	AFT			1005 - General Checking	26,921.44	26,921.44
Check	12/07/2022	16788	AFT			1005 - General Checking	26,897.71	53,819.15
Total 5215 - CFT							53,819.15	53,819.15
5220 - LACFL								
Check	11/01/2022	16772	L. A. County Federation of Labor, AFL-CIO	AFL CIO Dues September/October 2022		1005 - General Checking	1,680.00	1,680.00
Total 5220 - LACFL							1,680.00	1,680.00
Total Per Capitas							79,719.64	79,719.64
Personnel								
5305 - Salaries								
Check	10/20/2022		Thru Paychex			1005 - General Checking	4,002.23	4,002.23
Check	11/01/2022	16771	OPEIU Local 537	September & October 2022 Dues/Lopez/Hiedenreich		1005 - General Checking	248.00	4,250.23
Check	12/07/2022	16793	OPEIU Local 537	November 2022 Dues/Lopez/Hiedenreich		1005 - General Checking	124.00	4,374.23
Total 5305 - Salaries							4,374.23	4,374.23
5306 - Stipends								
Check	12/07/2022	16795	Gloria Moreno			1005 - General Checking	600.00	600.00
Check	12/07/2022	16796	Rowena Smith-Kersaint			1005 - General Checking	600.00	1,200.00
Check	12/07/2022	16797	Koyanna Chisom			1005 - General Checking	600.00	1,800.00
Check	12/07/2022	16798	michael Griggs			1005 - General Checking	600.00	2,400.00
Check	12/07/2022	16799	Tara Ward Thompson			1005 - General Checking	600.00	3,000.00

**AFT College Staff Guild  
Profit & Loss Detail**

October 13 through December 7, 2022

Type	Date	Num	Name	Memo	Ctr	Split	Amount	Balance
Check	12/07/2022	16800	Kookie Williams			1005 - General Checking	600.00	3,600.00
Check	12/07/2022	16801	Chad Baugher			1005 - General Checking	600.00	4,200.00
Check	12/07/2022	16802	Lupita Narkevicius			1005 - General Checking	600.00	4,800.00
Check	12/07/2022	16803	Jesse Saucedo			1005 - General Checking	600.00	5,400.00
Check	12/07/2022	16804	Hazel I. Alonzo			1005 - General Checking	2,500.00	7,900.00
Check	12/07/2022	16805	Jo-Ann Haywood			1005 - General Checking	2,000.00	9,900.00
Check	12/07/2022	16806	Mario Perez			1005 - General Checking	2,000.00	11,900.00
Check	12/07/2022	16808	Krstine Ayvazyan			1005 - General Checking	2,000.00	13,900.00
Check	12/07/2022	16809	Yovanna Campos			1005 - General Checking	2,000.00	15,900.00
Check	12/07/2022	16810	Troy L. Pierce			1005 - General Checking	2,500.00	18,400.00
Check	12/07/2022	16811	Melinda Ung	July - October 2022		1005 - General Checking	400.00	18,800.00
Check	12/07/2022	16812	Ngan Mork	Nov - Dec. 2022		1005 - General Checking	200.00	19,000.00
Check	12/07/2022	16813	Cassandra Walker			1005 - General Checking	600.00	19,600.00
Total 5306 - Stipends							19,600.00	19,600.00
<b>5355 - Payroll Taxes</b>								
Check	10/20/2022		Thru Paychex			1005 - General Checking	978.52	978.52
Total 5355 - Payroll Taxes							978.52	978.52
<b>5360 - Workers Compensation</b>								
Check	10/20/2022		Thru Paychex			1005 - General Checking	98.52	98.52
Total 5360 - Workers Compensation							98.52	98.52
<b>5365 - Employee Benefits</b>								
Check	11/01/2022	16770	OPEIU Locals 30 & 537 Trust Fund	October 2022		1005 - General Checking	4,540.00	4,540.00
Check	11/01/2022	16770	OPEIU Locals 30 & 537 Trust Fund	Interest from September		1005 - General Checking	3.73	4,543.73
Check	12/07/2022	16792	OPEIU Locals 30 & 537 Trust Fund	October 2022		1005 - General Checking	4,540.00	9,083.73
Total 5365 - Employee Benefits							9,083.73	9,083.73
<b>5375 - Mileage</b>								
Check	12/07/2022	16815	Mano Perez			1005 - General Checking	133.75	133.75
Check	12/07/2022	16815	Mano Perez			1005 - General Checking	180.00	313.75
Total 5375 - Mileage							313.75	313.75
Total Personnel Services							34,448.75	34,448.75
<b>5515 - Legal</b>								
Check	11/01/2022	16769	Katherine L. Waki, CSR	Reporting of meeting on 10/10/22		1005 - General Checking	990.50	990.50
Total 5515 - Legal							990.50	990.50
Total Services							990.50	990.50

4:58 PM  
 12/07/22  
 Accrual Basis

**AFT College Staff Guild**  
**Profit & Loss Detail**  
 October 13 through December 7, 2022

	Type	Date	Num	Name	Memo	Ctr	Split	Amount	Balance
66000 - Payroll Expenses									
	Check	10/21/2022		Paychex			1005 - General Checking	159.00	159.00
Total 66000 - Payroll Expenses								159.00	159.00
Total Expense								132,959.57	132,959.57
Net Income								-132,959.57	-132,959.57

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

**LA County Federation; AFL-CIO**  
Monday, November 21, 2022 @ 7:00 p.m.

- **VP Joann Waddell** chairs meeting for tonight/Chair Thom Davis serves as Interim President. Pledge of Allegiance.
- **UTLA, Melina Abdullah, Local 721**, and others nominate, **Yvonne Wheeler** as our New President, **M/S/P**.  
**\*Sworn in, Followed by her (President Wheeler) Acceptance Speech.**
- **Thom Davis, Interim President**, Returns original role of Chair, as a result. Several members of the body express, individually for several minutes on Ms. Wheeler's, now Presidents character, and sentiments of great expectancy of good things to come, example, Karen Bass, Rex Richardson, Thom Davis, along with those from the audience.
- New (7) Delegates sworn in; Congratulations were given, and List of New Delegates to be sworn in @ the next E-Board Meeting, displayed on projector screen. **M/S/P**.
- **Political Director, Devin**; Consolidated voting, and interviews conducted.
- **Deputy Director, Hugo**; Mayor Elect was a challenge, and we rose to it with Rex Richardson for Long Beach.  
**\*Welcomed Congresswoman Karen Bass to speak to the membership.**
- **Rusty Hicks** presence was acknowledged, **LA County Federation, former President**.
- **Claudia, Organizing**; UC Academic workers on strike for equity, anti-bullying, and livable wages.  
**\*One Day Longer, One Day Stronger**  
Starbuck's on strike, Red Cup Day, "National Strike", 112 Stores closed down. Another taking place, December 9<sup>th</sup> in New York, and other cities.
- **HOL; House of Labor**, E-Board Minutes, October; E-Board Minutes, November. **M/S/P**.
- **Financial Report for October 2022**, Attached; **M/S/P**.
- **Armando Olivias**; Turkeys given out November 20<sup>th</sup>, and Toy Drive, thanked all. 4,000 Boxes of food/2,000 Gift Cards given to union, and community folks.

**Affiliates Report**

**Please refer to attached flyers**, MLK, Jr. Day 2023, Saturday, January 14, 2023 to be held at InterContinental Los Angeles Downtown, an IHG Hotel, 2023 House of Labor Meeting Schedule, Resolution to reaffirm the Los Angeles County Federation of Labor's stance against racism, LA County Community Services December Food Distributions Schedule, SEIU Local 99 March & Rally for 12.13, Second Chance Apprenticeship Readiness Program Information, Certified Nursing/Medical Assistants Training, Introduction to Electric Bus Manufacturing Paid Training, and LA Trade-Technical College Labor Studies Program Courses Schedule.

Respectfully Submitted,  
*Dionne M. Morrisette*  
LA County Fed., AFL-CIO Delegate



**Los Angeles County Federation of Labor  
Special Executive Board Minutes  
November 19, 2022**

Interim Chair Joanne Waddell called the meeting to order at 10:14 a.m after a quorum was reached.

A discussion was held, and no actions were taken. Interim Chair Waddell adjourned the meeting.



**Los Angeles County Federation of Labor  
Executive Board Minutes  
November 17, 2022**

The meeting was called to order by Interim Chair Joanne Waddell at 10:03 a.m.

**Members Present:** Abogado, Aguilar, Barton, Cobarruvias, Davis, Dougherty, Gillotte, Green, Griswold, Hannan, Hernandez, Hsieh, Hinson, Huerta, Liang, Lima, Marley, Morales, Nakamura, O'Keefe, Palombi, Ramirez, RaPue, Rascon, Robles, Waddell, Wheeler.

**Members Excused:** Austin, Brown, Corona, Harkey, Jimenez, Le, Minato, Rivera, Verrett.

**Members Absent:** Arias, Cobos, Moreno, Straeter, Villalvazo.

**MINUTES OF PREVIOUS MEETING**

Interim Chair Waddell called for a motion to approve the October 2022 Executive Board meeting minutes.

It was moved, seconded, and carried to approve the October 2022 Executive Board meeting minutes.

It was moved, seconded, and carried to approve the October 17, 2022, special Executive Board meeting minutes.

**FINANCIAL REPORT**

It was moved, seconded, and carried to approve the Financial report for the month of October 2022, as presented.

**INTERIM PRESIDENT'S REPORT**

Interim President Thom Davis invited Chief of Staff Justin Wesson to discuss recent political victories. He congratulated Devin Osiri for his hard work during the November election cycle and for the recent historical victories that resulted in the election of the first black woman as mayor of Los Angeles, the election of the first black mayor of Long Beach, and the passing of the United to House LA measure. Brother Wesson paused to sincerely thank the members of the Executive Board for their support during this political cycle.

Brother Osiri gave a detailed update on the election results for six priority races and one measure. His remarks were followed by a commendation to Political Deputy Director Hugo Romero for an effective campaign in Long Beach. He concluded his report by thanking the Executive Board for supporting and opening their union halls for the campaigns.

Brother Romero thanked the Executive Board for their support in electing Long Beach's first black mayor. In addition, he outlined the efforts and victories of the Long Beach races.

Interim President Davis announced the addition of Brother Steve Neal as the Director of Outreach and Engagement to the Federation, who will focus on re-building the community outreach and engagement department. In addition, he added that before the end of the year, the Federation plans to bring on a Communications Director.

Interim President Davis invited Brother Neal to address the Executive Board members. During his remarks, he talked about his former experiences at the Federation and expressed his gratitude for this opportunity.

Interim President Davis informed the Executive Board that contact had been made with an organization called Mental Health Connections to offer one-on-one mental health support to the Federation employees.

Vice President Derek Hsieh reported ALADS would be assisting the Federation and working with the appropriate Federation staff in reviewing both the physical security of the building and related policies. Interim President Davis thanked Vice President Hsieh for visiting the Federation and providing recommendations to ensure employees' safety and security at the facility.

## **NEW BUSINESS**

Interim Chair Waddell called for a motion to support LAANE with a contribution of \$10,000 to their City of Justice Awards Dinner on December 8, 2022.

It was moved, seconded, and carried to support LAANE with a contribution of \$10,000 to their City of Justice Awards Dinner on December 8, 2022.

Interim President Davis read the resolution to reaffirm the Los Angeles County Federation of Labor's stance against racism submitted by IATSE B-192.

Interim Chair Waddell called for a motion to accept to support the resolution to reaffirm the Los Angeles County Federation of Labor's stance against racism and pass it on to the House of Labor Representatives.

It was moved, seconded, and carried to accept to support the resolution to reaffirm the Los Angeles County Federation of Labor's stance against racism and pass it on to the House of Labor Representatives.

Labor Community Services Assistant Director Taro O'Sullivan announced upcoming food distributions: turkey distribution on November 20, 2022, at IBEW Local 11/NetZero Plus Electrical Training Institute, food distribution at USW Local 675, the collection of toys at the House of Labor meeting on November 21, 2022, as well as supporting members of UFCW 770 that are affected by the layoff from Farmer John. The Executive Board was encouraged to donate toys to support the toy program and sign-up volunteers to help with the turkey distribution.

Interim President Davis took a moment to thank the members of the Executive Board and the Federation staff for their support during the challenging times.

The Federation staff members were excused from the meeting.

The Executive Board went into Executive Session. After a discussion was held, the meeting was adjourned.

**Los Angeles County Federation of Labor, AFL-CIO  
Representative to the House of Labor Meeting Minutes  
October 17, 2022**

Interim Chair Joanne Waddell called the meeting to order at 7:03 PM.

Interim Chair Waddell led the Pledge of Allegiance to the American flag.

Interim Chair Waddell announced the vacancy for the office of the President of the Federation and informed the Representatives that nominations would be held in November.

A motion was made by Sister Celina Barron of Los Angeles Young Workers and seconded by Ingrid Gunnell of AFT 1021/UTLA to suspend the regular agenda in light of the recent events until the Representatives have heard all voices. Representatives then addressed the House with their remarks and demands regarding the anti-sentiment comments made in the audio recording and demanded reform of Federation culture.

It was moved, seconded, and the motion failed to suspend the regular agenda.

Interim Chair Waddell stated that the voices of Representatives were heard and that the regular agenda would continue. She also stated that the former President had been put on leave and subsequently resigned on October 10, 2022, and the Board released a press release on the same day calling for the resignation of the three councilmembers.

#### **NOMINATIONS**

Interim Chair Waddell called for nomination for Vice President seat #38. A motion was made by Brother Joseph Aredas of IATSE Local 695 and seconded by Brother Malakhi Simmons of IATSE Local 728 to nominate Sister Heidi Nakamura of IATSE Local 695 to fill the vacancy for Vice President seat #38. Followed by Interim Chair Waddell calling for nominations three times.

Interim Chair Waddell declared Sister Nakamura unanimously elected as Vice President for seat #38 with no opposition.

Interim Chair Waddell administered the Oath of Obligation for Officers to newly elected Vice President Heidi Nakamura.

#### **CREDENTIALS**

Interim Chair Waddell administered the Oath to New Representatives.

The names of new Representatives to be seated at the following meeting were shown on PowerPoint slides. See attached list of Representatives below.

It was moved, seconded, and carried to approve the new Representatives as named.

#### **MINUTES OF PREVIOUS MEETING**

Interim Chair Waddell called for a motion to approve the September 2022 House of Labor meeting minutes.

It was moved, seconded, and carried to approve the September 2022 House of Labor meeting minutes.

#### **EXECUTIVE BOARD MINUTES**

Interim Chair Waddell called for a motion to approve the October 2022 Executive Board meeting minutes and actions.

It was moved, seconded, and carried to approve the October 2022 Executive Board meeting minutes and actions.

#### **FINANCIAL REPORT**

Interim Chair Waddell called for a motion to approve the Financial report for September 2022.

It was moved, seconded, and carried to approve the Financial report for September 2022, as reported

## INTERIM PRESIDENT'S REPORT

Interim President Thom Davis reported that on October 10, 2022, there was a statement the Federation released calling for the resignation of the three Councilmembers involved in making anti-sentiment remarks.

Interim President Davis made a motion to approve, calling for the resignation of the two remaining Councilmembers.

Interim Chair Waddell called for a motion to approve on calling for the resignation of Councilmember Kevin De Leon and Councilmember Gil Cedillo. It was moved, seconded, and unanimously approved to call for the resignation of Councilmember Kevin De Leon and Councilmember Gil Cedillo.

Interim President Davis discussed the Executive Board's commitment to transforming the Federation to ensure everyone is protected, rights are respected, and no one is treated differently. Members of the Executive Board, composed of Representatives of various unions, have met numerous times to develop a plan and discuss ideas for change. Additionally, he said that making a difference in transforming the Federation will require work, engagement, and accountability at every level.

Interim President Davis highlighted the positive work the Federation is doing, such as working on electing the first black woman for Mayor of Los Angeles and the first black mayor of Long Beach. Further, Labor Community Services distributes food through its food distribution program, and this holiday season, they will provide turkeys and toys to working families.

Labor Community Services, Executive Director Armando Olivas, reported that over 700,000 union families in LA County had received food assistance. Brother Olivas announced: upcoming food distributions, the turkey program, and a holiday program in December where toys will be distributed. Representatives were encouraged to sign up for a toy drive at their local.

Interim President Davis concluded his report by reminding Representatives that the Federation continues to provide COVID vaccines and health screenings on Thursdays.

## REPORTS OF ORGANIZATIONS

Jason Swanson, LCLAA, invited Representatives to the LCLAA membership meeting on the second Wednesday of every month at USW Local 675.

Michael Romo, AFT 1521A, reminded Representatives not to sign a petition against AB 257, the Fast Food Accountability and Standards Recovery Act, circulated by the restaurant industry.

Ramon A Lacayo, UNITE HERE! Local 11, informed Representatives of the recent victory of the workers at the Chateau Marmont winning the right to unionize.

Juan Ramirez, AFT 1021/UTLA, invited Representatives to attend the picket line on October 19, 2022, to demand LAUSD Superintendent implement UTLA's Beyond Recovery contract demands and bargains in good faith.

Martin Martinez, IAM 1930, District Lodge 47, informed Representatives of the recent victory of city employees as the City of Long Beach passed a \$5.8 million budget to provide economic relief for front-line workers.

Melina Abdullah, CFA - LA Chapter, invited Representatives to camp outside Councilmember Kevin De Leon's home in Eagle Rock, demanding his resignation.

Celina Barron, LA Young Workers, invited Representatives to LA Young Workers monthly meeting on October 25, 2022, via Zoom.

Agnes Braga, SEIU Local 99, asked Representatives to support the Federation staff during this difficult time.

Nicole Miller, IATSE Local B-192, informed Representatives that a resolution to reaffirm the Los Angeles County Federation of Labor's stance against racism would be submitted to the Federation's Executive Board. Representatives were encouraged to sign on to the resolution that was distributed.

Leslie Simmons, IATSE Local 839, called on Representatives to attend House of Labor meetings not just during difficult times but every month.

Astrid Campos, NUHW, advocated involving community organizations, staff, especially frontline staff, in collaboration with the labor movement to demand a process of reconciliation and reparation as part of the starting point of the healing process by bringing facilitators and holding training sessions.

**It was moved, seconded, and carried to adjourn at 8:35 PM.**

**New Representatives (October 2022)**

<b>First Name</b>	<b>Last Name</b>	<b>Organization Name</b>
Teresa	Avendano	AFSCME Local 3299
Q	Arachchi	AFSCME Local 3634
Frank	Forde	AFSCME Local 3634
Fred	Hines	AFSCME Local 3634
John	Humphrey	AFSCME Local 3634
Jennifer	Detar	CSEA Local 500
Luis	Lozano	CWA Local 9588
Brenda	Rogokos	CWA Local 9588
DeJon	Ellis	IATSE Local 80
Adriana	De La Cruz	IATSE Local 80
Joel	Galarza	IATSE Local 80
Damon	Doherty	IATSE Local 80
Renata	Ray	IATSE Local 44
Ron	Shulem	IATSE Local 44
Ayse	Arf	IATSE Local 44
Andrea	Brittan	IATSE Local 44
Natasha	Pirouzian	IATSE Local 44
April	Watkins	IATSE Local 705
Maria	Timpani-Lerma	IATSE Local 705
Sharon	Kozen	IATSE B-192
Paul	Moreno	Ironworkers Local 433
Martin	De La Cruz	Laborers Local 300
Joel	Rangel Jr.	Operating Engineers Local 12
Jose	Rios	PPOA
Nancy	Escobedo	PPOA
Roberto T	Torres	Sheetmetal Workers 170
Terry	Diggs	Teamsters Local 396
Rudy	Frias	Teamsters Local 396
Mark	King	Teamsters Local 396



## Financial Report for October 2022

### POLITICAL ACCOUNTS

	Fed General	Solidarity Fund	Building Association	Trust Fund	COPE	Member Communications	Issues & Initiatives
<b>Cash Receipts</b>							
Per Capita/Affiliate Fees	376,667.26	-	-	-	32,753.68	-	-
Fundraising/Contributions	-	-	-	-	-	-	-
Interest	975.62	155.73	-	133.49	-	-	-
Rental Income	-	-	-	-	-	-	-
Other Income/Market Value Change	174.99	-	-	-	-	-	-
<b>Total Cash Receipts</b>	<b>377,817.87</b>	<b>155.73</b>		<b>133.49</b>	<b>32,753.68</b>		
<b>Cash Disbursements</b>							
Salaries	122,231.00	-	-	-	-	-	-
Salary Related Expenses	68,896.30	-	-	-	-	-	-
Conferences, Conventions, Meetings	8,906.04	-	-	-	-	-	-
Special Events	4,000.00	-	-	-	-	-	-
Office & Administrative Expenses	27,783.33	35.00	2,110.19	90.00	7,292.92	412.41	10.00
Professional Fees	19,609.17	-	-	-	19,081.12	3,200.00	-
Program - The Peoples Project	155,434.54	-	-	-	-	-	-
Program - Policy	1,000.00	-	-	-	-	-	-
Program - Political	-	-	-	-	-	-	-
Program - Organizing	18,000.00	-	-	-	-	-	-
Program - Communications	21,500.00	-	-	-	-	-	-
Contributions/Independent Expenditures	1,000.00	-	-	-	546,300.00	-	-
Other Expenses/Scholarship	1,208.57	-	-	-	-	-	-
<b>Total Cash Disbursements</b>	<b>449,568.95</b>	<b>35.00</b>	<b>2,110.19</b>	<b>90.00</b>	<b>572,674.04</b>	<b>3,612.41</b>	<b>10.00</b>
<b>Cash Increase / (Decrease)</b>	<b>\$ (71,751.08)</b>	<b>\$ 120.73</b>	<b>\$ (2,110.19)</b>	<b>\$ 43.49</b>	<b>\$ (539,920.36)</b>	<b>\$ (3,612.41)</b>	<b>\$ (10.00)</b>
<b>Fund Balances:</b>							
Balance as of 9/30/22	3,107,416.48	1,835,593.10	159,688.38	194,469.83	1,431,473.31	161,188.51	156.46
Cash Increase / (Decrease) October 2022	(71,751.08)	120.73	(2,110.19)	43.49	(539,920.36)	(3,612.41)	(10.00)
<b>Balance as of 10/31/22</b>	<b>\$ 3,115,665.40</b>	<b>\$ 1,835,713.83</b>	<b>\$ 157,578.19</b>	<b>\$ 194,513.32</b>	<b>\$ 891,552.95</b>	<b>\$ 157,576.10</b>	<b>\$ 146.46</b>



# MLK DAY 2023



The Los Angeles County  
Federation of Labor

Special Host  
**Yvette Nicole  
Brown**



Featuring  
Mayor  
**Karen Bass**



**Saturday, January 14, 2023**

VIP 7:30am | Breakfast 8:10am | Program 9:00am

InterContinental Los Angeles Downtown, an IHG Hotel  
900 Wilshire Blvd. Los Angeles, CA 90017



For more information, contact Rose Pinar at [Rose@lafed.org](mailto:Rose@lafed.org) or (213) 381-8811.  
Event proceeds advance the work of the LA FED.

01/13/23





**STANDARD ROOMS \$24,000**

- 2 Tables (20 seats) at the Breakfast with priority seating
- 5 tickets to V.P. Private Reception before Breakfast
- Website recognition
- Special acknowledgment during the Breakfast Program

**WORKER POWER \$6,000**

- Table (10 seats) at the Breakfast
- 2 tickets to V.P. Private Reception before Breakfast
- Website recognition

\$1,200

- Table (10 seats) at the Breakfast

**WORKER POWER \$12,000**

- 1 Tables (10 seats) at the Breakfast
- 3 tickets to V.P. Private Reception before Breakfast
- Website recognition
- Special acknowledgment during the Breakfast Program

**WORKER POWER \$3,000**

- Table (10 seats) at the Breakfast
- 2 tickets to V.P. Private Reception before Breakfast

\$250



## **2023 HOUSE OF LABOR MEETING SCHEDULE**

**JANUARY 23**

**FEBRUARY 27**

**MARCH 20**

**APRIL 17**

**MAY 15**

**JUNE 26**

**JULY 17**

**AUGUST 21**

**SEPTEMBER 18**

**OCTOBER 16**

**NOVEMBER 20**

**DECEMBER 18**



## **Resolution to reaffirm the Los Angeles County Federation of Labor's stance against racism**

Presented by the Delegates of IATSE Local B-192 to the Los Angeles County Federation of Labor Executive Board

WHEREAS, our coalition, the Los Angeles County Federation of Labor, proclaims that "[a]ll workers, their families, and their communities deserve the right to life, liberty, and the pursuit of happiness" and that, as a Federation, "we advocate for the protection of working people and working families in all communities";

AND WHEREAS, as a collective of Union members in Los Angeles, "We strive to be at the forefront of fighting systemic inequality – shaping our society and its structures to be not just equal, but equitable for all – by holding those in power and those representing us accountable";

AND WHEREAS, a recently released recording that included racist, disparaging language during a conversation held at our own Federation's headquarters and with our former president Ron Herrera, revealing words and conduct that violate the aforementioned objectives and values of the federation, came to our attention;

AND WHEREAS, as Los Angeles County Federation of Labor delegates, we stand by our oath to uphold our collective values to "build a movement for justice" while holding accountable those who fail to represent us by not emulating and abiding by such values;

AND WHEREAS, former president Herrera has resigned, and we look forward to a replacement in leadership who will adhere to our values by taking meaningful action against racism and ensuring the direction of the Los Angeles Labor Movement includes consistent and deliberate anti-racist speech and actions;

AND WHEREAS, we, as representatives of our respective Unions and Union Locals, will support our leaders and representatives when and only when they remain steadfast and committed to the needs of ALL working people by condemning racism and discrimination, just as we as a delegation have committed to doing so;

THEREFORE, BE IT RESOLVED that the Los Angeles County Federation of Labor representatives have condemned and will continue to condemn racism and discrimination in all its forms and remain united in taking steps to achieve and maintain anti-racism among all our Unions and for working people everywhere.

SUPPORTED BY:

Representatives of IATSE Local 839

Representatives of IATSE Local 705

Representatives of IATSE Local 80



Representatives of IATSE Local 728  
Representatives of UTLA/AFT Local 1021  
Representatives of CWA Local 9588  
Representatives of CWA Local 9400  
Representatives of NALC Branch 2902  
Representative Mike Fridley, Teamsters Local 986  
Representative Anabella Aguirre, 1877 USWW  
Representative Rob Siminoski, IBEW Local 40  
Representative Suzan Lowitz, IATSE Local 871  
Representative Natalina Monteiro, AFT 1521  
Representative Jose Martinez, SEIU 721  
Representative Bobbiejean Anderson, SEIU 721  
Representative Sharon Polk, TWU 502



**Labor  
Community  
Services**  
LOS ANGELES



## DECEMBER FOOD DISTRIBUTIONS

**December 3**  
9:00 am - 12:00 pm

**Mid-Wilshire**  
**Walter J Towers**  
**1930 Wilshire Blvd**  
**Los Angeles, CA**  
**90057**

**December 10**  
9:00 am - 12:00 pm

**Culver City**  
**Ford & Wallach**  
**3629 Motor Avenue**  
**Los Angeles, CA**  
**90034**

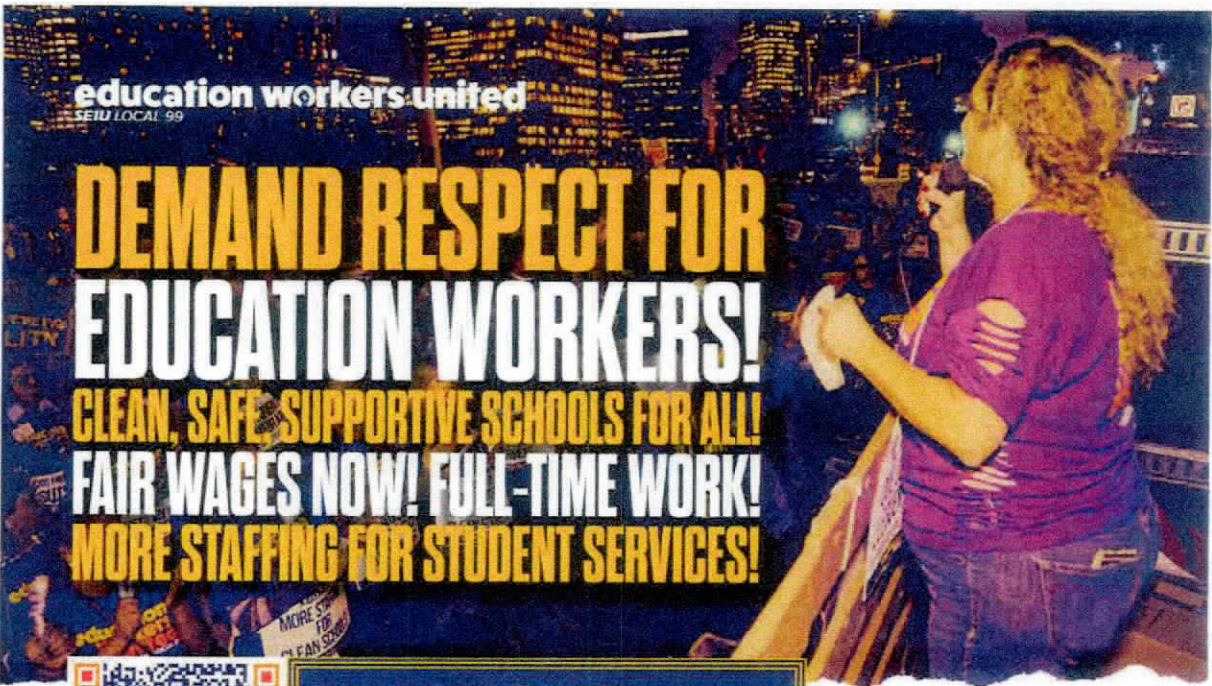
**December 13**  
9:00 am - 12:00 pm

**Mission Hills**  
**LiUNA Office**  
**14800 Devonshire**  
**Los Angeles, CA**  
**91345**

**December 17**  
9:00 am - 12:00 pm

**Pico-Union**  
**LA Fed Holiday Event**  
**2130 James Wood Blvd**  
**Los Angeles, CA**  
**90006**





education workers united  
SEIU LOCAL 99

**DEMAND RESPECT FOR  
EDUCATION WORKERS!  
CLEAN, SAFE, SUPPORTIVE SCHOOLS FOR ALL!  
FAIR WAGES NOW! FULL-TIME WORK!  
MORE STAFFING FOR STUDENT SERVICES!**



**MARCH & RALLY**

Tuesday, December 13, 2022 at 4:00pm  
LAUSD Headquarters  
333 S Beaudry Ave. Los Angeles, CA 90017

*Scan the QR code to sign-up online!*

Dire staffing shortages at LAUSD are making it difficult to ensure clean, safe and supportive schools for all students.

LAUSD can recruit and retain more staff by paying the wages we deserve and increasing hours so we can provide the full-time services students need.

But LAUSD is stalling. After months of contract negotiations, they're stuck on a low-ball wage offer and refuse to increase full-time hours.

It's time to send the district a strong message! Join SEIU Local 99 members as we take over LAUSD Headquarters in Downtown L.A. RSVP to attend.



PROGRAM DETAILS:	REQUIREMENTS:	MORE INFORMATION:
<p><b>11 Week Program</b></p> <p><b>Start Date:</b> September 2022</p> <p><b>Time:</b> Monday-Friday, 8:00 am to 2:15 pm</p> <p><b>Pay:</b> Receive Bi-Weekly Stipend</p> <p><b>Certifications:</b> MC3, OSHA 10, CPR &amp; First Aid</p>	<p><b>Provide Proof of the Following Documentation:</b></p> <ul style="list-style-type: none"> <li>• Valid Driver's License/Permit</li> <li>• High School Diploma/G.E.D</li> <li>• Valid Social Security card</li> <li>• Proof of Incarceration</li> </ul> <p>* <b>Interested in a Career in Construction</b></p> <p>* <b>Drug Free- Including Marijuana</b></p> <p>* <b>Have a Good Attitude</b></p>	<p><b>Donnie McCleary</b> Life Coach <a href="mailto:dniccleary@arc-ca.org">dniccleary@arc-ca.org</a></p> <p><b>Cesar Zuniga</b> Life Coach <a href="mailto:czuniga@arc-ca.org">czuniga@arc-ca.org</a></p>

c-16

"This project is supported by the Employment and Training Administration (ETA) of the U.S. Department of Labor (DOL) as part of an award totaling \$1,494,579 with 5% financed with nongovernmental sources. The contents are those of the author(s) and do not necessarily represent the official views of, nor an endorsement, by ETA, DOL, or the U.S. Government."

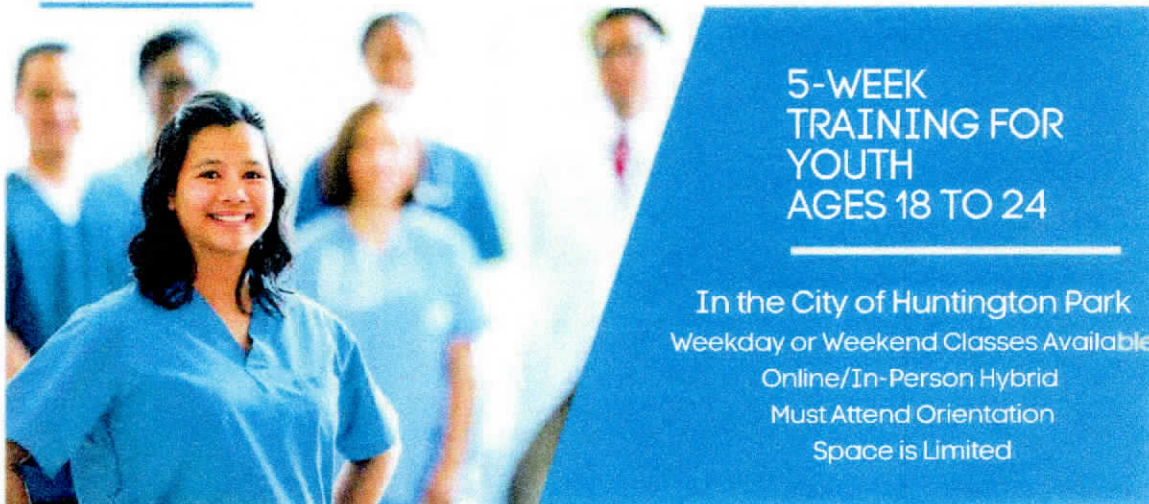


# Certified Nursing/Medical Assistants Training

**Starting Pay  
 \$18.50\*+ /Hr.**

\*(average starting wage)

We are looking for  
 dedicated individuals  
 who are ready to start  
 their  
 Healthcare Careers.



**5-WEEK  
 TRAINING FOR  
 YOUTH  
 AGES 18 TO 24**

In the City of Huntington Park  
 Weekday or Weekend Classes Available  
 Online/In-Person Hybrid  
 Must Attend Orientation  
 Space is Limited



### UNION CAREER

ASSISTANCE IN SECURING A UNION CAREER ENJOY THE BENEFITS OF JOB SECURITY, HIGHER WAGES, AND MORE!



### SUPPORT SERVICES

ADDITIONAL TRANSPORTATION AND CLOTHING SUPPORT MAY BE AVAILABLE TO QUALIFYING STUDENTS.



### PAID TRAINING

PARTICIPANTS WILL RECEIVE A STIPEND UPON SUCCESSFUL COMPLETION OF THE 5-WEEK TRAINING.

### REQUIRED DOCUMENTS

- RIGHT-TO-WORK DOCUMENTS (PHOTO ID, BIRTH CERTIFICATE / SOCIAL SECURITY CARD / PASSPORT)
- PROOF OF INCOME / PUBLIC ASSISTANCE / UI BENEFITS
- REGISTERED W/ SELECTIVE SERVICE (MALES)

### Apply Today

Click ON LINK  
<https://forms.office.com/r/6pvCy1cB3E>

OR EMAIL  
[jobs@miguelcontrerasfoundation.org](mailto:jobs@miguelcontrerasfoundation.org)

Snap QR Code



Funded by the City and County of Los Angeles WOS in partnership with the Employment Development Department.  
 Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities. To ensure availability, your request should be received at least 5 business days in advance of the need. City: TTY 711, Phone 213-365-9629, Fax 213-365-9839 / County: TTY 310-762-1283, Phone 310-762-1101, Fax 310-762-1129



# Introduction to: Electric Bus Manufacturing

## \$15/HOUR PAID TRAINING

We are looking for dedicated individuals who are ready to train for a career in the (EV) Electric Vehicle Manufacturing Industry.

Our commitment is to provide the best training & supportive services possible to prepare you!



Training starts:  
February 3, 2023

9 - Week  
PAID TRAINING\*

Friday & Saturday  
8 am to 4 pm  
Training at Proterra &  
Citrus College

Jobs available to apply  
in Los Angeles  
& San Gabriel Valley  
\*Job Placement Not Guaranteed



### UNION CAREER

ASSISTANCE IN SECURING A UNION CAREER ENJOY THE BENEFITS OF JOB SECURITY, HIGHER WAGES AND MORE!



### SUPPORT SERVICES

ADDITIONAL TRANSPORTATION AND CLOTHING SUPPORT MAY BE AVAILABLE TO QUALIFYING PARTICIPANTS.



### PAID TRAINING

PARTICIPANTS WILL RECEIVE A STIPEND UPON SUCCESSFUL COMPLETION OF THE 9-WEEK TRAINING

### REQUIRED DOCUMENTS

- RIGHT-TO-WORK DOCUMENTS (PHOTO ID, BIRTH CERTIFICATE / SOCIAL SECURITY CARD / PASSPORT)
- PROOF OF INCOME / PUBLIC ASSISTANCE / UI BENEFITS
- REGISTERED W/ SELECTIVE SERVICE (MALES)

### Apply Today

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OR EMAIL

[jobs@miguelcontrerasfoundation.org](mailto:jobs@miguelcontrerasfoundation.org)

Scan QR Code





**PLEASE  
POST**

**SPRING 2023 starts Feb 6, 2023 – June 5, 2023**

- Develop Union Leadership Skills
- Earn an AA Degree or Certificate in Labor Studies
- Network with Union Activists & Leaders

**3-UNIT CLASSES  
AT TRADE TECH**

DAY CLASS

**LS 1 U.S. Labor History\***  
(Class#24944)  
Monday/Wednesday  
10:10 to 11:35am  
Room E3-205  
Instr: J. Galvez

**LS 21 Working Class in Cinema\***  
(Class#24942)  
Tuesday/Thursday  
10:10 to 11:35am  
Room E3-205  
Instr: M. Chen

**ENROLLMENT FEES:**

CA Residents \$46/unit  
ASO Rep fee \$2/semester  
ASO Membership \$7/sem  
\*\*membership fee, optional  
but must opt out.  
Health Fee \$19/semester  
\* Off-Campus Labor  
Studies classes exempt  
**MAX MONT  
SCHOLARSHIP:** For  
Labor Studies classes only.

**3-UNIT ONLINE CLASSES** (16 weeks) 3 hrs. & 10 mins./week

• Courses will be conducted completely online, no in person or campus meetings

LS 1 – U.S. Labor History	E. Wills	class#17828
LS 2 – Collective Bargaining	Akel & Klipple	class#17841
LS 3 – Labor Law	J. Young	class#17835
LS 4- Labor in America	E. Wills	class#24944
LS 10 – Identity & Diversity in Lab.	E. Wills	class#24242

**3-UNIT OFF CAMPUS EVENING CLASS**(16 weeks)  
6:00 pm to 9:10 pm (free parking)

<b>Tuesday</b>		
LS 9 – Union Organizing Strategies	M. Bell & M. Hart	class#23552
UFCW 324: 8530 Stanton Ave in Buena Park, CA		
<b>Wednesday</b>		
LS 21 - Working Class in Cinema	M. Hatcher	class#19350
Teamsters 1932: 433 N Sierra Way in San Bernardino, CA		
<b>Thursday Evening:</b>		
LS 4 – Labor in America	M. Hatcher	class#24458
Teamsters 952: 140 S. Marks Way in Orange County		

**1-UNIT WEEKEND CLASSES AT TRADE TECH FROM 8:30 AM – 5:20 PM**  
Building E3, Room 205 (NEW Culinary Arts Building)  
Free Parking: Olive Street parking structure for Labor Studies weekend classes only, during class hours only. Must display Guest Parking Permit issued in class.

Class	Dates	Instructor	Class #
LS 123 – Steward Training	2/25 & 3/4	M. Hatcher	class #19578
LS 113 – Union Leadership	3/11 & 3/18	A. Sanchez	class#24415
LS 103 – Labor Relations Law	4/15 & 4/22	Levy & Levy	class#24299
LS 125 – Labor Arbitration	4/29 & 5/6	L. Zigman	class#24413
LS 132 – Strategic Bargaining	5/13 & 5/20	J. Walker	class#24236

**NOTE: This updated schedule and supersedes listing in Trade-Tech's class schedule.**

Must pre-enroll online at least one week before class starts at:  
<http://www.laccd.edu/Students/openccapply/applvlattc/Pages/default.aspx>

For further information contact LATTTC Labor Center at [www.laborcenter@lattc.edu](mailto:www.laborcenter@lattc.edu) or call (213) 763-7129



**THE ARBITRATION PROCESS**

**LS 125 - Labor Arbitration**

December 3 & 10 2022

**LOU Zigman'S INTRO**

**53 years - Labor/Management**

**TRIAL ATTONEY - 5 YEARS - NLRB**

**ARBITRATOR - 47 YEARS**

**COAST-TO-COAST-TO COAST**

**the ziggyjudge**



**Have Gavel Will Travel  
Enthusiastic As Ever !**

**Lou Zigman's Notes  
ziggyjudge@aol.com**

## THIS CLASS

NEW & EXPERIENCED UNION & HR REPS

EXPERIENCED REPS - "SPRING TRAINING"

### Purpose of this Class

SKIM SUBJECTS

TO UNDERSTAND BASIC CONCEPTS

TO FEEL COMFORTABLE - CONFIDENT

KNOW WHAT U DON'T KNOW - ASK QUESTIONS

SEEKING MORE KNOWLEDGE?

MORE IN-DEPTH 3 UNIT CLASSES AT LATTC

UNION LEADERSHIP - EMPLOYER POLICIES

CHECK OUT FREE ZOOM CLASSES

LAUGH A LOT - LEARN A LOT

# **ARBITRATION**

## **DEFINITION**

***RESOLVING DISPUTES W/O LAWSUITS***

**ARBITRATORS ARE PRIVATE JUDGES**

## **ARBITRATION HEARINGS**

**SIMILAR TO COURT HEARINGS**

**EVIDENCE – TESTIMONY - LESS FORMAL**

**ADVOCATES – LAWYERS OR NON-LAWYERS  
(EXPERIENCED - HR REPS – UNION REPS)**

## **LEGAL SIGNIFICANCE OF DECISIONS**

**BASICALLY – FINAL & BINDING**

**APPEALS - VERY *LIMITED* COURT REVIEW**

**ARBITRATORS EXPERTS – *LAW OF THE SHOP***

**Lou Zigman's Notes  
ziggyjudge@aol.com**

**HISTORY OF LABOR/MANAGEMENT  
ARBITRATION**

- 1935 NATIONAL LABOR RELATIONS ACT – NLRB**
- 1940s GROWTH OF LABOR UNIONS**
- WW II THE WAR LABOR BOARD**
- 1947 THE TAFT-HARTLEY ACT – IT’S THE LAW  
(If parties agree to arbitrate they must arbitrate)**
- 1957 U.S. SUPREME COURT – LINCOLN MILLS  
(Court enforces the law – Employers must arbitrate)**
- 1960 SUPREME CT – STEELWORKERS TRILOGY  
(Arbitrators recognized for their special expertise)\**

**STEELWORKERS TRILOGY**

**PARTIES *MUTUAL* FINAL DECISION - CBA**

**PARTIES AGREED – THEIR *SYSTEM* OF RESOLUTION**

**PARTIES SET *RULES* OF THE “GAME”**

**PURPOSE – TO RESOLVE – NOT TO ARBITRATE**

**“RULES” - THE GRIEVANCE PROCEDURE**

**PROCEDURAL *DUE PROCESS* NOTICE  
SHARE INFORMATION - *NO* HODING THE BALL**

**RESOLUTION – *STEPS* 1, 2 – ARBITRATION**

**PARTIES *CHOOSE* THEIR JUDGES – EXPERTISE**

**METHOD FOR ARBITRATOR SELECTION**

**ARBITRATION FAVORED OVER LAWSUITS**

**ARBITRATOR SELECTED BY THE PARTIES**

***THE LAW OF THE SHOP***

**FEWER LAWYERS - ATMOSPHERE LESS FORMAL**

**RULES OF EVIDENCE LESS FORMAL**

**HEARINGS ALWAYS REQUIRES DUE PROCESS**

**FASTER DECISIONS - LESS EXPENSIVE**

**DECISIONS – PRIVATE**

**ADVOCATES “SENSITIVE” TO CONTINUING  
RELATIONSHIPS BETWEEN THE PARTIES**

**WHO ARE THE ARBITRATORS?**

**FORMAL QUALIFICATIONS – NOT REQUIRED**

**ANY PERSON BOTH PARTIES AGREE ON**

**EXPERIENCE IN PROFESSION**

**LAWYERS - HR – UNION – PROFESSORS  
FEDERAL & STATE AGENCIES - NLRB – FMCS – SCMS – PERB**

**POSITIVE - REPUTATION – TRUSTED  
(FAIR-SHAKE)**

**NO IDEOLOGUES!**

## **IDEAS TO EXPEDITE RESOLUTION**

### **GRIEVANCES**

**THINKING - OUT-OF-THE-BOX**

**WIN-WIN VS. LOSE-LOSE SETTLEMENTS**

**NOPRECENTIAL SETTLEMENTS**

**FACE-SAVERS**

**CLOSER ATTENTION TO CBA TIMEFRAMES**

**ATTENTION TO BACKLOGS**

**BOARDS OF ADJUSTMENT**

### **EXPEDITED ARBITRATION**

**[FOR RUN-OF-THE-MILL LESS COMPLICATED ISSUES]**

**MED/ARB**

**ORAL CLOSING ARGUMENT**

**DECISIONS WITHIN 5 DAYS**

**VIRTUAL HEARINGS - ZERO TRAVEL COSTS**

**NO COURT REPORTERS - NO WRITTEN BRIEFS**

**OTHER SUGGESTIONS?**

**MORE TO FOLLOW**