

AFT College Staff Guild, Local 1521A
Executive Board Meeting
Thursday, January 9, 2020
AFT Office - 3:00 p.m.

AGENDA

- 1) Call to Order
- 2) Flag Salute
- 3) Adopt Agenda
- 4) Approve Minutes of December 12, 2019 (Regular)
- 5) Reports: Worksites/Retiree Chapter (20 min) *Written Reports*

<input type="checkbox"/> City	<input type="checkbox"/> District Office	<input type="checkbox"/> East LA	<input type="checkbox"/> Harbor	<input type="checkbox"/> Mission	
<input type="checkbox"/> Pierce	<input type="checkbox"/> Southwest	<input type="checkbox"/> Trade-Tech.	<input type="checkbox"/> Valley	<input type="checkbox"/> West LA	<input type="checkbox"/> Retirees
- 6) Report: Executive Secretary – S. Butcher (3 min.) – Written Report
- 7) Reports: Officers:
 - a) Treasurer – Vacancy (3 min.) – Written Report
-Profit & Loss
 - b) First Vice-President – M. Gaitan (3 min.) – Written Report
 - c) Second Vice-President – S. Ishaque (3 min) – Written Report
 - d) Secretary – C. Smith (3 min) – Written Report
Communication Committee Report
- 8) Administrator’s Report:
 - A. Joint Labor Management Benefits Committee (JLMBC) – R. Newbold
 - B. LACCD Budget – DBC/Executive DBC
 - C. Audit Update – R. Newbold

- 9) Committee Reports
 - a) Finance Committee – Report – J. Hooker
 - b) Constitutional/By-Laws – H. Alonzo
 - c) L.A. County Federation of Labor Delegates Report – D. Morrissette
 - d) Activities Coordinator – M. Romo
 - e) Grievance Report – Grievance Secretary, S. Jeter-Williams
 - f) Grievance Review Committee

- 10) **COPE Session** - Political Coordinator – Julio Ortiz – New Political Coordinator’s Report
- 11) Ride Share Report– V. Tylecek
- 12) Old Business (2 min)
- 13) New Business (2 min)
- 14) Announcements
- 15) Adjournment

Adjournment to Thursday, February 13, 2020, 3:00 p.m. – AFT Office

Notes

**AFT Staff Guild
Committee on Political Education (COPE)
Agenda
Thursday, January 9, 2020**

1. Endorsements
2. Events Request(s): Schools and Communities First
3. Political Action Committee (PAC)
4. LACCD Trustees Election 2020
 - Candidates
 - Phone Banking
 - Contribution
 - Budget
 - Committee
5. COPE – Automatic Contribution/Losses
6. Other

MINUTES

College Staff Guild, Local 1521A
Executive Board Meeting
Thursday, December 12, 2019
AFT Office 3:00 p.m.

Present: Officers: R. Newbold; S. Jeter-Williams; S. Ishaque; M. Gaitan; S. Page; C. Smith | **City:** Y. Campos; V. Tylecek; M. Polin; A. Sanchez | **District:** H. Alonzo; M. Romo; V. Ortiz; G. Moreno; | **ELAC:** T. Pierce; J. Ortiz; R. Villalobos | **Harbor:** K. Roberts; A. Labrune | **Mission:** S. Mignosi; F. Colt; M. Castillo; M. Murray | **Pierce:** M. Montanez; J. Millhone; | **Southwest:** C. Walker; Y. Owens | **Trade:** | **Valley:** J. Hooker; C. Maddren; T. Ramirez; L. Martinez; C. Baugher | **West:** J. Haywood; D. Morrissette; L. Nunez; D. Douglas;

Retirees: D. Santoianni:

Guests:

Excused: R. Smith-Kersaint; W. Gilliam

Absent: Officers: | **City:** | **District:** A. Lim; L. Duffin; S. Jackson; A. Kochlef | **ELAC:** | **Harbor:** T. Davis; T. Gonzalez | **Mission:** | **Pierce:** K. Ayvazyan | **Southwest:** S. Nelson | **Trade:** K. Williams | **Valley:** | **West:** M. Hakim | **Retirees:** M. Horn

1. Call to Order @ 3:00 p.m.
2. Flag Salute
3. Adopt Agenda
4. Approve minutes from November 10th, 2019 Approved with changes
5. Reports: (20 minutes)
 - a. City: Y. Campos - Report submitted
 - b. District: H. Alonzo - Report submitted
 - c. East: R. Smith - Report submitted
 - d. Harbor: T. Davis - Report Submitted
 - e. Mission: S. Mignosi - Report submitted
 - f. Pierce: Miguel Montanez - Report submitted
 - g. Southwest: C. Walker - Report submitted
 - h. Trade Tech: L. Hunter - Report submitted
 - i. Valley: J. Hooker - Report submitted
 - j. West LA: J. Haywood - Report submitted
 - k. Retirees: F. Reisner - Report Submitted
6. Report from Executive Secretary - Report submitted
7. Officer Reports:

Treasure: S. Page - Profit and loss discussed - R. Newbold - Covered Profit and Loss

Motion to approve the submission of P&L - Motion passed

- a. First VP: M. Gaitan - No report
- b. Second VP: S. Ishaque - A&R Eval. Techs.; CCE conference; IT restructuring; officers meeting; consultation
- c. Secretary: C. Smith - Consultation; communication committee; grievance training; officers meeting

- d. Action Item - Officers submitted to eboard to approve stipends for the period of July 1st-December 31st. **Motion to authorize stipends based on last disbursement prorated based on activity reports. Motion Passed - 1 nay**
- e. **Motion to approve a \$500 holiday bonus for the office staff. Motion passed - 4 nay, 1 abstention**
- f. **Motion to approve a \$500 holiday bonus to S. Butcher - Motion passed - 6 nay, 2 abstentions**
- g. **Motion to authorize a \$500 holiday bonus to grievance secretary - Motion fails - 6 yea**

8. Administrators Report - R. Newbold

Discussed updated ed code with classified vote to approve to have the largest classified union to be able to appoint a personnel commissioner. Under the new structure classified staff would appoint a commissioner, BOT would appoint a commissioner, and the two commissioners would appoint the 3rd. We will be sending the petition to chapter chairs to circulate to our members for signatures.

- a. Joint Labor-Management Benefits Committee (JLMBC) - R. Newbold - been very active, F. Reiser will be attending JLMBC as a retiree appointment; retirees paid premiums that they should have not had to pay, the money has been reimbursed back to January 2019; HRA for some retirees was swept and has also been resolved; changes for health care in 2020 or 2021 depending on the health care choice made premiums could increase drastically; JLMBC will be working to get retiree premiums returned back to 2018.
 - b. Consultation with ESC - R. Newbold, S. Butcher, S. Ishaque, C. Smith
 - c. LACCD Budget - DBC/Executive DBC - No Report
 - d. Activities Coordinator - M. Romo - Written Report Submitted
 - e. Audit Update - R. Newbold Auditor has all the necessary documentation. Audit should be completed by January. Once complete, a special eboard meeting will be called.
 - f. Constitution/Bylaws Committee - Considering changing the grievance work site representatives from an appointed position to elected position. More information will be forthcoming. Looking at making both the union office grievance secretary and site reps an elected position. Term limits will be proposed on all officer positions and the number of times that one can serve in a position. Job descriptions will be proposed for all positions.
 - g. Grievance Review Committee
 - i. Will be appointing members to committee to review grievances, Discussed the composition of the committee.
10. Finance Committee - No Report
11. Affiliate Reports
- . California Labor Federation - R. Newbold
 - a. LA County Federation of Labor - Written Report Submitted - **Motion to donate to LA County Fed \$3000 level - Motion passed 1 nay**
- 12. Grievance Secretary S. Jeter-Williams - Written Report Submitted
 - 13. COPE - J. Ortiz - Written Report Submitted
 - 14. Ride share report - No Report
 - 15. Old Business - none
 - 16. New Business - IT update - Met with IT members last Thursday
 - 17. Announcements -
 - 18. Adjournment - 5:00 p.m.

Curtis Smith - Recording Secretary

RELEASE TIME

Executive Board Attendance

12/12/19 Meeting

AFT Staff Guild, 1521A
Executive Board Meeting
Release Time Schedule
Thursday, January 9th, 2020
3:00 pm, AFT Office

Deadline to Submit Names
Monday, January 6th, 2020, 4:30 p.m.

<u>Chapter Chair</u>	<u>Worksite</u>	<u>Name</u>	<u>Name</u>
X	City	Antonio Sanchez	
X	District	<u>Mike Romo</u> <u>Victor Hugo Ortiz</u> <u>Gloria Moreno</u>	<u>Andrea Lim</u> <u>La Shawn Duffin</u> <u>Anis Kochlef</u> <u>Shardae Jackson</u>
X	East	<u>Troy Pierce</u>	<u>Julio Ortiz</u> <u>Rosalba Villalobos</u>
X	Harbor	<u>Ken Roberts</u>	<u>Teresa Gonzalez</u> <u>Andy Labrune</u>
X	Mission	<u>Milagros Castillo</u>	<u>Faith Colt</u>
X	Pierce	<u>Suleman Ishaque</u>	<u>Curtis Smith</u> <u>Kristine Ayvazyan</u>
X	Southwest	<u>Yvonne Owens</u>	<u>Sinchell Nelson</u>
	Trade	<u>Monica Castillo</u>	<u>Patricia Walker</u>
X	Valley	<u>Cyndi Maddren</u> <u>Theresa Ramirez</u>	<u>Lizbeth Martinez</u> <u>Jamie Holladay-Collins</u> <u>Chad Baugher</u>
X	West	<u>Dionne Morrisette</u> <u>Deirdre Douglas</u>	<u>Luz Nunez</u> <u>Manuel Hakim</u>

* Using Delegate release time Staff Guild Executive Board Meeting begins at 3:00 p.m. (appropriate travel time is also provided)

AFT Staff Guild, 1521A
2018-20 Executive Board
Sign-in Sheet
 Date 12/12/19

Officers

Vacancy, President
 Mercedes Gaitan, First Vice President
 Suleman Ishaque, Second Vice President
 ✓ Shirley Page, Treasurer
 Curtis Smith, Secretary
 Sheila Jeter-Williams, Grievance Secretary

City College

Yovanna Campos, Interim, Chapter Chair
 Vera Tylecek
 Argelia Galicia
 Mitchell Polin
 Naira Sargsian
 Vacancy
 Caroline Reyes, Grievance Rep.

District Office

Hazel Alonzo, Chapter Chair
 Mike Romo
 Gloria Moreno
 Victor Hugo Ortiz
 Andrea Lim
 La Shawn Duffin
 Anis Kochlef
 Shardae Jackson, Grievance Rep.

East L.A. College

Rowena Smith-Kersaint, Chapter Chair
 Julio Ortiz
 Marga Limon
 Marga Limon
 Rosalba Villalobos
 Leonel Rosas
 Jose Mungaray
 Vacancy
 Troy Pierce, Grievance Rep.

Harbor College

Wheanokqueah Gilliam, Chapter Chair
 Ken Roberts
 Terry Gonzalez
 Andy Labrune
 Timothy Davis, Grievance Rep.

Mission College

Suzanne Mignosi, Chapter Chair
 Faith Colt
 Jena Barnes
 Milagros Castillo
 Horacio "Jerry" Garcia
 Tara Ward-Thompson, Grievance Rep.

Pierce College

Miguel Montanez, Chapter Chair
 John Millhone
 Chara Coleman-Roberts
 Delia Porras
 Vacancy
 Kristine Ayvazyan, Grievance Rep.

Southwest College

Cassandra Walker, Chapter Chair
 Sinchell Nelson
 Shauna Carter
 Vacancy
 Yvonne Owens, Grievance Rep.

Trade-Technical College

Lori Hunter, Chapter Chair
 Erroll Traylor
 Monica Castillo
 Patricia Walker
 Vacancy
 Kookie Williams, Grievance Rep.

Valley College

Jonathan Hooker, Interim Chapter Chair
 Teresa Ramirez
 Jamie Holladay-Collins
 Cyndi Maddren
 Juan Catalan
 David Quinteros
 Lizbeth Martinez
 Chad Baugher, Grievance Rep.

West L.A. College

JoAnn Haywood, Chapter Chair
 Luz Nunez
 Dionne Morrisette
 Vacancy
 Deirdre Douglas, Grievance Rep.

Retiree Chapter

Donald Santoianni, Chapter Chair
 Mitchell Horn

Guest(s)

Marian Murray
 Jose Antonio Sanchez City

MISSION
 opeiu: 537 aff-cio/sm

COMMITTEE REPORTS

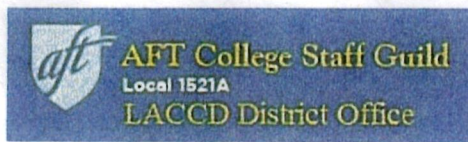
Member Issues: Membership meeting and holiday party held on December 10th during lunch hours; members are concerned about IT re-structuring; library space being taken away for outside vendor; classified retreats scheduled and members are being reassigned for half of the day to attend the retreat, members do not want to attend since they are not interested, next retreat is scheduled for January 17th

Consultation: Met with the President, VP of Academic Affairs, VP of Admin Services, and VP of Student Services along with some of the E-Board members on Monday, December 2nd to discuss:

- Issues with room reservations
- Requested release time for members to attend Holiday Party
- Received list of all unclassified workers on campus; will receive an updated list in the new year
- President sent out an email requesting vacation requests be submitted by December 6th for office coverage; people working week of December 23rd will be located in Physical Plant area and will work on project for Outreach and Recruitment except Payroll
- Associate Dean of International Students/Language Institute/Extension will be hired
- ISA – Diversity, Equity, and Inclusion Officer (Consulting Instructor) will be hired
- Writing Center (Consulting Instructor) will be hired
- Dean for Los Angeles Health Occupations Center will be hired
- College is looking into a 10 year agreement with EON Reality for virtual reality and gaming program
- Looking at swing space for the spring term since Da Vinci Hall will open next summer
- Reorganization of Student Services and Academic Affairs

Hiring Committees: Interviews were held for 2 Cashiers (Business Office) and Secretary for Counseling. An AFT 1521A representative was appointed for all interview panels.

Membership Meeting: Next meeting scheduled for January 21st



Worksite: LACCD District Office (ESC)

Date: January 9, 2020

Total Membership: 119

E-Board: Mike Romo, Gloria Moreno, VictorHugo Ortiz – Delegates

Shardae Jackson – Grievance Rep

Andrea Lim, LaShawn Duffin, Anis Kochlef – Alternate Delegates

Future Events/Past Events:

- Next consultation with the Vice Chancellor is scheduled for January 21, 2020.

Member Issues/Grievance Issues:

- Continuing to work on setting up a mediation in conjunction with EAP for 2 classified staff that are unable to work together.
- Classified staff having issue with supervisor and wants to change his direct report.
- Disruptive construction taking place in the office are having some members complain of the excessive noise.
- Classified staff waiting to hear the formal outcome of a grievance filed with the Office of Diversity regarding a harassment issue but has indicated they will be wanting Union representation after.

New Classified Positions:

- Assistant Personnel Assistant in HR (classified)
- Accounting Technician in Accounts Payable (classified)
- ADA Compliance Officer
- Compliance Investigator
- Senior Compliance Investigator
- Accountant in Payroll (classified)

Retirement/Resignation

- None

Rowena Smith-Kersaint

Executive Board Chapter Report (East L. A. Chapter, 1521A)

We hired a Computer Laboratory Assistant

One employee did not pass the probationary period.

One employee who wanted to resign, was encouraged to not and has subsequently passed the probationary period and is active in our union!

We have our campus presidential consultation planned for 1/14/2020.

Our delegate Rosie Villalobos is sitting on the hiring committee for the new ELAC College President.

Our grievance representative, Troy L. Pierce, attended grievance training at the AFT Office on 1/6/2020.

One of our members is still out on an Administrative Leave (we are awaiting response from HR after the Good Faith Interactive Meeting)

We attended the Board of Trustees meeting on 1/8/2020 at West Los Angeles College.

The Winter 2020 Membership Meeting will be held at East Los Angeles College on 1/11/2020 from 10:00am to 12:00pm with an IT informational meeting immediately following.

Submitted by Rowena Smith-Kersaint 1/9/2020

(01-09-20)

**AFT Staff Guild, Local 1521A
CHAPTER CHAIR REPORT**



**Campus
Executive Board**

Chapter Chair
Wheanokqueah Gilliam

Site Grievance Rep.
Tim Davis

Delegates
Ken Roberts
Tim Davis

Delegate Alternates
Terry Gonzalez
Andy Labrune

**AFT Staff Guild
Administrator**
Ruby Newbold

First Vice President
Mercedes Gaitan

Second Vice President
Suleman Ishaque

Secretary
Curtis Smith

Treasurer
Shirley Page

Executive Secretary
Steven Butcher

Dir. Of Union Operations
Vacant

**Executive Secretary of
Grievance**
Sheila Jeter-Williams

Campus President: Otto W.K. Lee, ED.D

Campus Executive Board Meeting: 12/09/19

Unit Meeting: 12-11-19

President's Consultation: **Will hire in A/R, Administrative Service
Administrative Analysis in Personnel Office.**

Events:

LAHC offers homeless students top of parking structure for shelter
Food Bank every Tuesday for students, Staff, and Faculty

Classified Hiring:

Admissions Records-A/R Evaluator
Business Office-Acct Technician

Unit member issues:

Complaint of Harassment to unit one
Complaint of working out of Class
Supervisor calling employee lazy without merit
Continuing complaints on Supervisor in Financial Aid
Ongoing Grievances with VP Students Services using
Students workers and CGCA'S

Membership:

Melissa Hammonds

Campus Issues:

OSHA violations in Bookstore unit one member is in path of forklift

AFT Staff Guild Executive Board – Mission College Chapter

January 9, 2020

AFT Staff Guild, Local 1521A CHAPTER CHAIR REPORT



Campus Executive Board

Chapter Chair
Suzanne Mignosi

Site Grievance Rep.
Tara Ward Thompson

Delegates
Faith Colt
Jena Barnes

Delegate Alternates
Milagros Castillo
Jerry Garcia

**AFT Staff Guild
Administrator**
Ruby Newbold

First Vice President
Mercedes Galtan

Second Vice President
Suleman Ishaque

Secretary
Curtis Smith

Treasurer
Shirley Page

Executive Secretary
Steven Butcher

Dir. Of Union Operations
Vacant

**Executive Secretary of
Grievance**
Sheila Jeter-Williams

Campus President:	Monte E. Perez
Campus Executive Board Meeting:	Pending
Unit Meeting:	Pending
President's Consultation:	January 27, 2020

Events:

12-5-19 - Marian Murray (an active member) attended the LANE Luncheon.
12-11-19 – Members Chapter Meeting w/Rudy Newbold, Steven Butcher and Charlotte Bowman. We had 70 members attended.

Still working on getting members to attend the Board of Trustee Meeting on January 8, 2020, asking members if they would like to attend the annual meeting on January 11, 2020.

Committees:

Classified Hiring:

Unit member issues:

On campus

Having issues with PeopleSoft. Want more training with navigating on the SIS.

Membership:

Campus Issues:

Complaints about the Firewalls being down



In Unity we have Strength!

Los Angeles Pierce College's Report
(January 9th, 2019)

Chapter Chair: Miguel Montanez

Issues

AFT was unable to secure two additional vacation days on December 26th and December 27th for a member because of operational needs even though the request was submitted 15 working days in advance and the College President had encouraged employees to use accrued compensatory time and/or vacation time for those days. However, the supervisor did approve three of the five days that were requested.

A member who was voluntarily reassigned in September 2019 in Student Services Division and then went out on medical leave because of work related stress will return on February 3, 2020 as the assistant to the Dean.

Accomplishments

104 Unit 1 (AFT 1521A) employees signed the petition to request that the Los Angeles Community College District submit to an election the question of how the personnel commission members are appointed.

Cassandra Walker, Chapter Chair
Los Angeles Southwest College
AFT 1521A E-Board Meeting Worksite Report
January 9, 2020

Worksite updates:

- Campus members' meeting scheduled for January 15, 2020

LASC Happenings:

- Consultation with the President is scheduled for January 17, 2020

Unit Member Worksite Issues:

Member charged AWOL for days taken in September 2019. Member didn't submit Absence Certifications in a timely manner. They were submitted in December 2019. Now the supervisor has questions on why it took the employee 3 days for a traffic court ticket.

JANUARY 2020
LATTC Campus Report
Lori Hunter Hawkins, Chapter Chair

Consultation: Monday, Jan. 13, 2020 from 2-3pm. Agenda – follow up on campus-wide vacancies: classified and admin., upcoming new president (arrival 2/24/2020), WEC issues: specifically, rationale of A&R Registrar office coated with privacy film, IT dept changes/updates

Activities/Events:

- **LATTC Membership meeting scheduled:** Wed., Jan. 22nd at 11:30 am. Discussion on new president's arrival in 2020 – Classified expectations; member concerns/issues; Union updates: Districtwide membership mtg., Action Team activities

Concerns/Issues:

- Step 3 Grievance – Copy Center, in Administrative Services – currently in abeyance with V.P. of Administration, JoAnn Higdon*
- *Step 2 Grievance moved to Step 3 – (re: employee denied promotion) – meeting between Staff Guild and Dr. Ramon on Jan. 15th*
- Step 3 Grievance – Bookstore (violation of probationary performance evaluation of an employee in Administrative Services) response from the President due on Jan. 7th*
- Still in resolution phase: Grievance served on V.P. of Student Services. Implementing corrective resolution requested by the Staff Guild – new workspace location for two displaced employees*
- Employee moved to an alternate work location without contractual notification (MOU) according to Art. 14.D Involuntary Transfer and Reassignment. Update: Employee placed on paid administrative leave and still on leave; possible grievance regarding who is doing the work that this employee isn't doing.
- Two employees received negative performance evaluations; employees were consulted on their rights under the contract; Staff Guild responded and requested evaluation revisions from management

Hirings:

- Administrative Sec'y in Academic Affairs – started on Jan. 2nd
- Dean of Adult Ed. – interviews on Jan. 10, 2020
- College President – expected arrival on campus February 24, 2020
- Dean of Student Services – still pending arrival (spring 2020)
- V.P. of Admin. Services – start on Jan. 13th

Vacancies: Student Services Asst.: Culinary Arts – Sub and relief hiring on Jan. 9th; EOPS, Cosmetology, and Liberal Arts; Interim Dean of Academic Affairs

AFT Staff Guild 1521A E-Board Meeting

January 9, 2020

Jonathon Hooker, Chapter Chair-LAVC

- President Consultation:
 - Next consultation scheduled for January 21st.
- Campus Events:
 - Classified Staff Development Morning workshop – Jan 17th
 - Focusing on Cultural Inclusiveness – How does Equity relate to our jobs
- New Hires:
 - Senior Secretary – President’s Office (Waiting for start date)
 - Admissions and Records Evaluation Technician (Waiting for start date)
- Interviews
 - Administrative Secretary
 - Admissions and Records Evaluation Technician
- Member Issues (Ongoing)
- Other notes
 - Next Chapter Meeting: 1/22/2020



Campus Executive Board

Chapter Chair
Jo-Ann Haywood

Site Grievance Rep.
Deirdre Douglas

Delegates
Luz Nunez
Dionne Morrisette
Deirdre Douglas
Manuel Hakim

AFT Administrator
Ruby Newbold

AFT Staff Guild President
Velma Butler

First Vice President
Mercedes Gaitan, Interim

Second Vice President
Suleman Ishaque

Secretary
Curtis Smith, Interim

Treasurer
Shirley Chen-Page

Executive Director
Steven Butcher

Executive Secretary of Grievance
Sheila Jeter-Williams

Date: January 9, 2020

Campus President: James Limbaugh

E-Board Meeting: January 7, 2020

President's Consultation: January 23, 2020

Next Consultation date: February 27, 2020

Unit Meeting: December 19, 2019

Next Unit Meeting: January 30, 2019

Unit member issues/updates:

Our final meeting of 2019 was held on Thursday, December 19, 2019. It was a festive time celebrated by all with lots and lots of food and thank you trinkets. We reminded our members of the petition to select a commissioner, our upcoming membership meeting and also the Board of Trustees meeting January 8th. We acknowledge years of employment at West/district.

Unit member issues/updates:

Update on our Sheriff's office. Our member to date is out on medical leave. We will be planning a department follow up to as to the length of leave and who are currently and will be fulfilling our unit member responsibilities.

Shared Governance | Budget | College Council | EMC / Other Committee:

No Report, on hiatus until the Spring semester.

Classified Hiring:

No new hire.

OTHER:

In Strength and Unity!

The labor movement means just this: It is the last noble protest of the American people against the power of incorporated wealth. - Wendell Phillips



Report from Executive Secretary

Steven Butcher

January 9, 2020

Executive Board Meeting

- Went to ELAC to collect petitions for the PC vote
- Worked on collecting petitions from all campuses. We had a goal of 300 or 15% of all classified workers in the district and we presented the board over 550 petitions signers. We now wait on the district to conduct a secret ballot vote on how we select our commissioners.
- Attended our in-house grievance training
- Consultation with the district – discussed IT reorg, student parking in staff lot, and the district reviewing student worker assignments.
- Meeting about setting up our catastrophic leave bank as per the contract
- Meeting with IT Software systems engineers with Ms. Newbold
- Met with the President of the LA county fed and his political director along with Ms. Newbold
- Presented the Board of Trustees our petitions to change the way we select commissioners
- Preparing for membership and IT meeting on Saturday

December 12, 2019

From this Retiree's point of view...by Fern Reisner

Hi everyone,

Due to great difficulty in an attempt to access money from my HRA, I decided (with AFT 1521A's Administrator Ruby Newbold's permission), to jump back into limited voluntary service to the Union, finding a need for a retired person, from our local, to consistently attend the Joint Labor Management Benefits Committee (JLMBC). This was to insure that the interests of the Retirees were being addressed. It seems that in the 2 years that I have been gone, we really didn't have anyone watching out for us regarding our health benefits. Some of the problems that I encountered were:

Our HRA accounts were swept of all monies we carried into retirement. We were told and assured that any money that we had in this account when we retired would be carried on into said retirement. We didn't have to use it or lose it prior to retirement. That apparently was not true, as Dorothy Bates and I found out. The District coded our resignation as a termination, and WageWorks (the company that administers the trust) did just that. They swept the money from our accounts. My suggestion to the Board of Trustees, as well as the JLMBC was to contact all retirees that would be affected (those who retired after 2010 when the HRA's were first funded) to inquire if they had tried to access the money in their HRA since they retired, and were turned away. This is being looked into by the JLMBC and the District's Risk Management. I will keep you updated on the situation as it progresses.

Secondly, in September, at the beginning of this open enrollment period for our health benefits, some of us (me included) were sent a letter from LACCD District Health Benefits informing us that people who wanted certain HMO's were being required to pay part of the premium because the premium costs had gone sky high. I found this perplexing since I personally have never signed up for an HMO, and was never required to pay any premium, therefore was confused as to why I had received this letter. I never could find out who exactly received this letter, and why specific retirees were chosen, and others not. It was not a uniform mailing. To make a long story short, this did affect about 32 retirees in total. I was contacted by retirees from Supervisors and Administrators and invited to join them addressing the Board of Trustees at the October 2nd meeting on this topic. The 3 of us then attended the October JLMBC, introduced ourselves as retirees and set to work informing the JLMBC of our concerns. In November, we "3 Retiree Amigos" again attended the JLMBC, as well as a Retiree Advisory Task Force specifically to address the concerns of Retiree's. In December, at the Retiree Advisory Task Force, we were informed that AFT 1521A had filed a grievance on the issue, had reached a settlement on the grievance with District

Mike Romo
Activities Coordinator Report
Executive Board Meeting, Jan 9th, 2020.

MLK Parade

Per the Executive Board vote on December 12th, the Staff Guild can have 10 riders on the LA County Federation of Labor bus. Irene Lopez and I have contacted Maria at the LA Fed for further information. I have a meeting this afternoon (Monday Jan 6th) to at the Bank of America branch at Western and King to try and arrange parking for 1521A parade attendees.

Updates after 4pm Monday Jan 6th:

- Maria from the LA Fed says besides the 10 passengers that 1521A can have on the Fed's double-decker bus, 20-30 people can march alongside it.
- The manager for the Bank of America branch on Western Avenue just south of MLK Boulevard says 1521A attendees can park their cars at the back end of their parking lot. Best way to get there from the 110 North or South is to exist at Vernon, then go west to Western Avenue, then turn right/north onto Western Avenue. The bank is on the West side of the street at 4103 Western Avenue. If Western is closed for the parade, go left/West onto one of the side streets, turn right/North onto Saint Andrews Place, then turn right/East onto 41st Street and turn into the bank parking lot. Park against the wall furthest from the bank.

KINGDOM DAY PARADE COMMITTEE
ADRIAN DOVE, PRESIDENT & CEO
ORGANIZING SPONSOR

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PRESENTING SPONSOR

America's Biggest
MARTIN LUTHER KING BIRTHDAY CELEBRATION
KINGDOM DAY PARADE
— MONDAY JAN 20 2020 10AM —

PARADE THEME: "EQUALITY FOR ALL HUMANITY - OUR NEXT STEP"

JOIN US FOR FLOATS ♦ BANDS ♦ MARCHING UNITS ♦ COMMUNITY

SAVE THE DATE

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93.5 XDAY WESCOM 4 You

94.7 WAVE

B.E.N. Baldwin Hills Crenshaw

MARTIN LUTHER KING, JR. BLVD.
WESTERN AVE. TO CRENSHAW BLVD.
LOS ANGELES, CALIFORNIA

abc 7
BROADCAST LIVE
11:00 AM-1:00 PM

WWW.KINGDOMDAYPARADE.ORG 818-605-7405 323-934-3683

Dionne M. Morrissette

**LA County Federation of Labor, AFL-CIO Report
December 16, 2019 @ 7:00 p.m.**

- ❖ Pledge of Allegiance; swearing in of new affiliates, and approval of minutes. Blitz for El Super, roofer repair in Tijuana were thanked Demonstration @ LAX, and Ron Herrera arrested. He encouraged the body to stop personality divides in 2020, very important. \$298, 871.14 Cash Receipts, \$48,564.16 Cash Increase, 2 million, 402 thousand, and some hundred dollars, Cash in Bank, and \$921, 797.00 in Solidarity Fund.
- ❖ Policy Director; Rob Nohave. 1st Board mtg. w/Armanos, Labor Community Services will be more active. MLK, Jr. Parade, Biggest Ever/Principle Officer request to donate. Armando Olivas thanked us for the “Toy Drive” donations, reached beyond initial goal with 4,000 collected. Thanked for Amazon demonstration, *To Keep Children Out of Cages/Deportation.
- ❖ Video shown of labors work; demonstrations, organizing, united front, “Stamp Out Hunger”, toy Drive, etc. Taking on tech. giants like Uber/Lyft, and Amazon. We also give back; Roofers... “Fight For Our Future”. Veterans speaker for no checking for citizenship for military, needs to change. Census is our next task.
- ❖ **Flyers** – Raise LAX, Labor Studies Brochure for Spring 2020 consist of courses offered, and LA County Federation of Labor, AFL-CIO 2020 Meeting Schedule.

Respectfully Submitted,

Dionne M. Morrissette

From: Julio Ortiz <chizoc@gmail.com>

Subject: COPE Political Coordinator Report

Attended the Los Angeles County Federation of Labor (LA FED) Pre-Primary Convention will take place Wednesday, December 11, 2019 at the Sheraton Gateway LAX moved to WESTIN LAX with Dionne Morrissette LAWC.

Keynote Speaker Alex Padilla, California Secretary of Labor spoke of the on coming election year. Statewide Ballot measure endorsement (Yes) for the March 3rd 2020

Proposition 13

AB 48 (Chapter 530, Statutes of 2019), O'Donnell.

AUTHORIZES BONDS FOR FACILITY REPAIR, CONSTRUCTION, AND MODERNIZATION AT PUBLIC PRESCHOOLS, K-12 SCHOOLS, COMMUNITY COLLEGES, AND UNIVERSITIES. LEGISLATIVE STATUTE

Would authorize \$15 billion for school and college facilities in California and distribute the bond revenue:

\$9 billion to Preschool and K-12, \$4 billion to Universities, and \$2 billion in capital outlay financing needs of community colleges.

80 California State Assembly candidates 2 pulled but ultimately endorsed. 39 State Senate with 3 pulled but all endorsed. 53 United States Representatives in Congress 3 No Endorsement.

December 18th, 2019 CFT's Charlotte Bowman dropped off petitions for Schools & Communities First.

The COPE fund so far has a total of \$55,537

Report submitted by Julio C. Ortiz (ELAC) COPE Political Coordinator

PROFIT & LOSS

12:19 PM

01/08/20

Accrual Basis

AFT College Staff Guild
Profit & Loss
December 9, 2019 through January 8, 2020

	Dec 9, '19 - Jan 8, 20
Income	
4755 · Retiree Dues	25.00
Total Income	25.00
Gross Profit	25.00
Expense	
Organizational	
5105 · Subtotal Chapters	
5105.3 · East	30.00
5105.7 · Southwest	95.95
Total 5105 · Subtotal Chapters	125.95
5111 · Conferences	34.10
5125 · Meetings/Representation	142.40
5223 · Retiree Organizational	50.00
Total Organizational	352.45
Personnel	
5306 · Stipends	14,983.00
5370 · Employee Expenses	394.75
Total Personnel	15,377.75
Total Expense	15,730.20
Net Income	-15,705.20

12:17 PM

01/08/20

Accrual Basis

AFT College Staff Guild Profit & Loss Detail December 9, 2019 through January 8, 2020

Type	Date	Num	Name	Memo	Clr	Split	Amount	Balance
Income								
4755 · Retiree Dues								
Deposit	12/10/2019	509	Cheryl Louise Glasb...	Retiree memb...		1005 · General...	25.00	25.00
Total 4755 · Retiree Dues							25.00	25.00
Total Income							25.00	25.00
Gross Profit							25.00	25.00
Expense								
Organizational								
5105 · Subtotal Chapters								
5105.3 · East								
Check	12/12/2019	16149	Troy L. Pierce	Chapter Meeti...		1005 · General...	30.00	30.00
Total 5105.3 · East							30.00	30.00
5105.7 · Southwest								
Check	12/10/2019	16114	Cassandra Walker	Chapter Meeti...		1005 · General...	95.95	95.95
Total 5105.7 · Southwest							95.95	95.95
Total 5105 · Subtotal Chapters							125.95	125.95
5111 · Conferences								
Check	12/12/2019	16150	Julio Ortiz	QCE conferen...		1005 · General...	34.10	34.10
Total 5111 · Conferences							34.10	34.10
5125 · Meetings/Representation								
Check	12/12/2019	16152	Steven Butcher	December Ho...		1005 · General...	142.40	142.40
Total 5125 · Meetings/Representation							142.40	142.40
5223 · Retiree Organizational								
Check	12/12/2019	16134	CARA	Membership r...		1005 · General...	50.00	50.00
Total 5223 · Retiree Organizational							50.00	50.00
Total Organizational							352.45	352.45

AFT College Staff Guild Profit & Loss Detail December 9, 2019 through January 8, 2020

Type	Date	Num	Name	Memo	Clr	Split	Amount	Balance
Personnel								
5306 · Stipends								
Check	12/10/2019	16116	Hazel I. Alonzo	January throu...		1005 · General...	350.00	350.00
Check	12/10/2019	16117	Caroline Reyes	Stipend July - ...		1005 · General...	350.00	700.00
Check	12/10/2019	16118	Hazel I. Alonzo	July through ...		1005 · General...	350.00	1,050.00
Check	12/10/2019	16119	Shardae Jackson	July through ...		1005 · General...	350.00	1,400.00
Check	12/10/2019	16120	Troy L. Pierce	July through ...		1005 · General...	350.00	1,750.00
Check	12/10/2019	16121	Tim Davis	July through ...		1005 · General...	350.00	2,100.00
Check	12/10/2019	16122	Suzanne Mignosi	July through ...		1005 · General...	350.00	2,450.00
Check	12/10/2019	16123	Tara Ward Thompson	July through ...		1005 · General...	350.00	2,800.00
Check	12/10/2019	16124	Miguel Montanez	July through ...		1005 · General...	350.00	3,150.00
Check	12/10/2019	16125	Cassandra Walker	July through ...		1005 · General...	350.00	3,500.00
Check	12/10/2019	16126	Jonathon G. Hooker	July through ...		1005 · General...	350.00	3,850.00
Check	12/10/2019	16127	Chad Baugher	July through ...		1005 · General...	350.00	4,200.00
Check	12/10/2019	16128	Jo-Ann Haywood	July through ...		1005 · General...	350.00	4,550.00
Check	12/10/2019	16129	Deidre Douglas	July through ...		1005 · General...	350.00	4,900.00
Check	12/10/2019	16130	Curtis Smith	July through ...		1005 · General...	1,800.00	6,700.00
Check	12/10/2019	16131	Shirley Chen-Page	July through ...		1005 · General...	1,800.00	8,500.00
Check	12/10/2019	16132	Suleman Ishaque	July through ...		1005 · General...	1,800.00	10,300.00
Check	12/12/2019	16138	Wheanokqueah Gilli...	Stipend from ...		1005 · General...	350.00	10,650.00
Check	12/12/2019	16140	Kristine Ayvazyan	July through ...		1005 · General...	350.00	11,000.00
Check	12/12/2019	16141	Lori Hunter	July through ...		1005 · General...	233.00	11,233.00
Check	12/12/2019	16142	Kookie Williams	July through ...		1005 · General...	175.00	11,408.00
Check	12/12/2019	16143	Yovanna Campos	July through ...		1005 · General...	175.00	11,583.00
Check	12/12/2019	16144	Glen Heidenreich	Christmas bo...		1005 · General...	500.00	12,083.00
Check	12/12/2019	16145	Scott Matsuda	Christmas Bo...		1005 · General...	500.00	12,583.00
Check	12/12/2019	16146	Irene Lopez	Christmas Bo...		1005 · General...	500.00	13,083.00
Check	12/12/2019	16147	Steven Butcher	Christmas Bo...		1005 · General...	500.00	13,583.00
Check	12/12/2019	16151	Mercedes Gaitan	July through ...		1005 · General...	900.00	14,483.00
Check	12/12/2019	16153	Steven Butcher	Christmas Bo...		1005 · General...	500.00	14,983.00
Total 5306 · Stipends							14,983.00	14,983.00
5370 · Employee Expenses								
Check	12/10/2019	16114	Cassandra Walker	mileage reimb...		1005 · General...	11.14	11.14
Check	12/10/2019	16115	Andy Labrune	mileage reimb...		1005 · General...	28.00	39.14
Check	12/12/2019	16133	Steven Butcher	mileage reimb...		1005 · General...	161.23	200.37
Check	12/12/2019	16137	Shirley Chen-Page	Cell phone for...		1005 · General...	61.68	262.05
Check	12/12/2019	16139	Luz Nunez	mileage reimb...		1005 · General...	65.31	327.36
Check	12/12/2019	16148	Troy L. Pierce	mileage reimb...		1005 · General...	67.39	394.75
Total 5370 · Employee Expenses							394.75	394.75
Total Personnel							15,377.75	15,377.75
Total Expense							15,730.20	15,730.20
Net Income							-15,705.20	-15,705.20

COMMUNICATION



AFT College Staff Guild, Local 1521A

**CELEBRATES
2020
ANNUAL KINGDOM DAY PARADE**

**“EQUALITY FOR ALL HUMANITY
-
OUR NEXT STEP”**

MONDAY, JANUARY 20, 2020

AFT 1521A VOLUNTEERS NEEDED

FLOAT RIDERS, PARADE WALKERS & SIGN CARRIERS

**8:30am Meet/Parking at 4301 S. Western Avenue (see other side for map)
10am Parade Starts**

**TO SIGN-UP
PLEASE CONTACT MIKE ROMO @
romoma1521a@gmail.com or cell (805) 358-1050**

Martin Luther King Jr. Parade

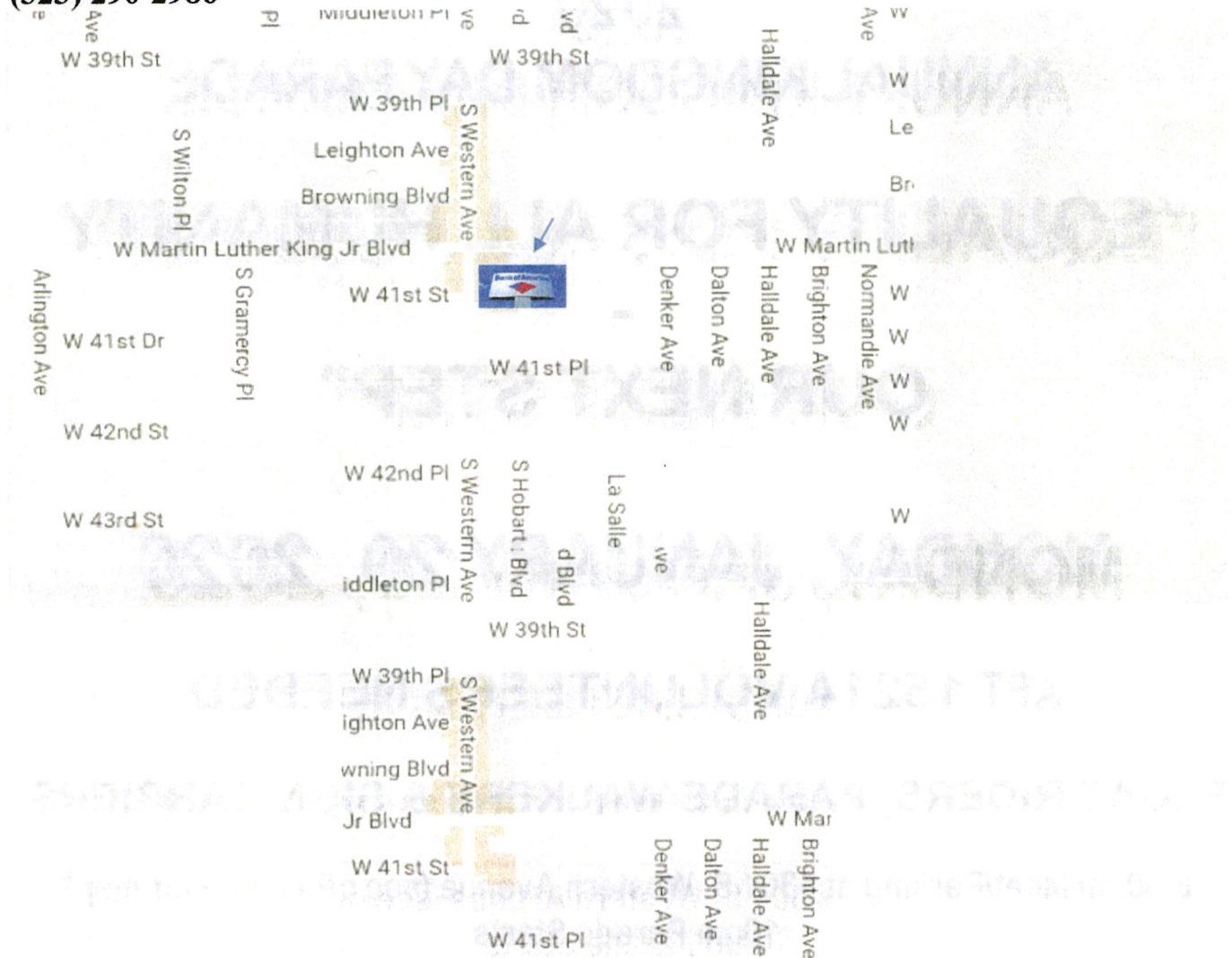
Parking is available at

Bank of America (1 block south of MLK Jr. Blvd.)

4301 S Western Ave (corner of W. 41st Street)

Los Angeles, CA 90062 US

(323) 290-2986





Election Proposal

To: Mr. Steven Butcher – AFT College Staff Guild Local 1521A

From: Kenneth Egger - American Arbitration Association

Date: December 31, 2019

Re: **AFT 1521A – Election of Officers – 2020**

Thank you for your interest in the Elections Services of the American Arbitration Association. The estimated cost to fully administer your election with approximately 1,200 members, would be \$8,900.

The responsibilities of the Association would include:

- Communicating with client / election committee at all times.
- Designing and preparing all election related materials, including 10 campus ballots and all envelopes, for election committee approval;
- Assigning specific ID #s for approximately 1,200 members to provide for ballot security and to ensure returned ballot legitimacy
- Preparing & mailing the ballot packets to the membership (**including outgoing and incoming postage**);
- Management of undeliverable ballots and issuing duplicate ballots as requested by qualified voting members;
- Conducting the ballot count in Los Angeles in front of interested observers;
- Scanning in all returned envelopes and providing a report of all to the union;
- Scan tabulation of ballots and providing certification of results within one business day of the election
- Safeguarding and storage of ballot materials per DOL Regulations

From: **Ron Rapp** <rrapp@cft.org>

Date: Tue, Dec 17, 2019, 3:01 PM

Subject: EC/TK-12 Lobby Day Invitation

To: Ron Rapp <rrapp@cft.org>

Cc: Bryan Ha <bha@cft.org>, Tristan Brown <tbrown@cft.org>, Debra Burruss <dburruss@cft.org>

CFT Leaders and Staff,

Happy Holidays!

The California Federation of Teachers would like to invite you to attend our **2020 Early Childhood/TK-12 Lobby Day to be held on Tuesday, February 25, 2020** in Sacramento. This event will provide you with an opportunity to meet with key legislators and staff about the issues that are important to you. Participants will meet with legislators in both the Assembly and Senate to lobby in support of CFT's sponsored bills as well as other priority pieces of legislation.

[Learn more and register your attendance here.](#) The registration deadline is Tuesday, February 18, 2020.

Additional information will be forthcoming in the new year.

We hope to see you at this important event.

Enjoy the Holidays!

Ron Rapp
Legislative Director
California Federation of Teachers
1107 9th Street, Suite 460
Sacramento, California 95814
(916) 446.2788

EC/TK-12 Council Lobby Day **Make your voice heard in Sacramento**
Event February 25, 2020



Join your fellow members of the EC/TK-12 Council for a day of lobbying at the State Capitol. You will have the opportunity to meet with key legislators in Sacramento and offer your personal expertise on issues that impact California's public school system.

Please register below to attend our Lobby Day. You will be asked for your Assembly and Senate district numbers.

[Find your legislative districts](#) simply by entering your home or work address here.

The deadline to register is Tuesday, February 18.

About You

First name: *

Last name: *

Local name: *

Select local union

Role in local: *

Non-work email: *

Preferred phone: *

Your Legislators

Please enter the numbers of your Assembly and Senate districts. Use the link on the top of this page if you need to find the district numbers

I live in Assembly District: *

I live in Senate District: *

I work in Assembly District: *

I work in Senate District: *

Meals

I will have breakfast: *

- Yes
- No

I will have lunch: *

- Yes
- No

Do you have any dietary restrictions?:

- No
- Yes