# Agenda

Executive Membership Meeting
Mission College, Culinary Arts Bldg., Faculty & Staff Dining Room
Thursday, September 12, 2024 • 3:00 pm – 6:00 pm

1. **Call to Order** (2 minutes)
2. **Flag Salute** (2 minutes)
3. **Meeting Protocols** (3 minutes)
4. **Approval of Agenda** (2 minutes)
5. **Approval of Minutes** (5 minutes)
6. **Action Items**
7. **New Business**
    a. Executive Director
    b. Political Coordinator
    c. Activities Coordinator
    d. Health & Wellness Coordinator
    e. CMA MOU Presentation
8. **Chapter Report** (30 minutes)

| | | | | |
|---|---|---|---|---|
| X City | X District | X East | X Harbor | X Mission |
| X Pierce | X Southwest | X Trade-Tech | X Valley | X West |

9. **Executive Director Report** (10 minutes)
10. **Officers Reports** (20 minutes)
    a. President
    b. 1st Vice President
    c. 2nd Vice President
    d. Treasurer
    e. Recording Secretary
    f. Grievance Secretary
11. **Committee Reports** (10 minutes)
12. **Conference/Convention/Training Reports** (5 minutes)
    a. CCC-August 24, 2024
    b. Division/State Council - Oct. 4-5, 2024
    c. CCE Conference – Dec. 6-8, 2024
13. **Affiliate Reports** (5 minutes)
    a. LA County Federation Labor Delegate
    b. Activities Coordinator
    c. Health & Wellness Coordinator
    d. EEO – Casaundra Walker
    e. COPE – Political Coordinator
14. Adjournment

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

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

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

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

## Staff Guild Officers

Andrea Edwards
President

Jesse Saucedo
First Vice President

Maira Cruz
Second Vice President

Melinda Ung
Recording Secretary

James Phillip Highley
Treasurer

Troy Pierce
Grievance Secretary

Luukia Smith
Executive Director

## Next Executive Board Meeting:

Thursday,
October 10, 2024 @
Pierce College

# Minutes

# Campus Worksite Reports

# AFT Staff Guild Executive Board

## AFT Staff Guild, Local 1521A Chapter Report

**Date:** August 2024 Chapter Report

Campus: Los Angeles City College

### Campus E-Board:

No in-person meeting held. E-Board members met via emails, chats and text messages to discuss topics and plan for futre E-Board meeting.

### Chapter Meeting:

No meeting held.

### Consultation:

Meeting postponed due to time conflict with start of Fall 2024 semester. Next scheduled Consultation with President Gebru scheduled from 3 pm to 4 pm Monday, September 23.

### Unit member issues/updates:

08/16/2024: Update on status of non-sexual harassment complaint by member regarding another member in Outreach and Recruitment.

08/21/2024: Meeting with member from MLK Library via Zoom regarding FMLA issues in relation to illness of family member.

08/28/2024: Meeting with member from Financial AId regarding requirement for them to return to work with a doctor's note.

### Shared Governance /Other Committees:

08/19/2024: Kick-Off meeting for Vice President of Student Services Selection Committee; review of applications to continue through 09/08/2024.

08/22/2024: Speaking engagement at annual Fall Convocation introduces members of local E-Board and includes theme of "No Class Without Classified."

08/26/2024: First College Council meeting of Fall 2024 postponed until 09/16/2024 because of start of semester conflicts.

### Classified Hiring Committee

08/21/2024: Child Development Center Assistant Hiring Committee.

08/21/2024: Student Services Specialist for Dual Enrollment Hiring Committee.

### Classified Hiring:

None reported

### *Other:*

08/08/2024: Executive Board Meeting at Harbor College (and Zoom) included following topics: 1) Discussion of new IT contract for union office, 2) Upcoming Classified Rising Event on 09/10/2024 at East Los Angeles College, 3) Hiring of Dashiel Johnson as Executive Director, 4) Upcoming E-Board retreat, and 5) Closed session to discuss legal matters.

08/23/2024: Emergency E-Board meeting included discussion of 1) New IT contract awarded to DC Networking for union office, 2) Update on status of legal matters in effort to settle with former AFT 1521A president, and 3) Approved costs to support Classified Rising event on 09/10/2024 at East Los Angeles College.

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

Chapter Report
August 2024

## Chapter Executive Board

Chapter Executive Board Team Meeting – No meeting in August 2024

- Met with DO E-Board Members as needed individually to discuss employee inquiries.

## Chapter Meeting - No Chapter Meeting this month

Meet and Greet - August 28,2024 10:00 am – 11:00 am cancelled will reschedule

## Executive Board

Executive Board Meeting – Thursday, 08/08/2024

Attendees: Gloria Moreno – Chapter Chair, La Shawn Duffin – Delegate, Olga Hernandez – Delegate, Yung Kim – Alternate Delegate

## Consultations

- DO HR Consultation Meeting – Thursday 08/15/2024 @ 10:00 am (ZOOM) Cancelled – no agenda items
- PC Consultation Meeting – Meeting will take place as needed.

## Unit Member Issues/Inquiries

- Inquiries regarding Performance Evaluations, questions regarding attaching employee addendum.
- Ergonomic Equipment requests.
- Ergonomic Equipment process.
- CMA's inquiring when will the MOU be finalized for them to join 1521A.

## Shared Governance/Other Committees

- WEC – no committee meetings have been scheduled.
  - Work environment issues are discussed during the HR Consultation meetings.
- TPPC – Meeting Thursday, 08/01/2024
  - TPCC meeting minutes received from District Office Representative.

## Interviews/Hiring Committees

1. Employee & Labor Relations Specialist – Thursday, 08/22/2024
2. Network Engineer – Friday 08/23/2024

## Upcoming Interviews

1. SAP functional Business Analyst – pending interview schedule.

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

## Other:

- Finalized and submitted Activity and Chapter Reports for June 2024 and July 2024 – Monday, 08/05/2024.
- Emergency Executive Board Meeting – Friday 08/23/2024
  In attendance: Gloria Moreno, Chapter Chair and Kimberly Davillier, Grievance Representative.
- Member Representation – Monday, 08/26/2024
  In attendance: Gloria Moreno – Chapter Chair.

# EAST LA COLLEGE AFT 1521A MONTHLY REPORT

# September 3, 2024

1. **All Classified staff were denied leave to work second assignments during work hours.**
2. **We had a great member meeting on 8/29/24 with Dr. Roman**
3. **I have sat in four meetings with members and supervisors everything went well.**
4. **I have a member who is scheduled to be moved involuntarily, I spoke with her and told her what we need in order to help her.**

# AFT Staff Guild Executive Board

## AFT Staff Guild, Local 1521A Chapter Report

**Date: August 2024**

Campus: LAHC

**Campus E-Board:** I held office hours and had a brief member consultation as well as our monthly campus President meeting, but otherwise it has been very quiet.

**Chapter Meeting:**

**Consultation:**

**Unit member issues/updates:**

**Shared Governance /Other Committees:**

**Classified Hiring Committee**

**Classified Hiring:**

***Other:***

President Andrea Edwards | First Vice President: Jesse Saucedo | Second Vice President: Maira Cruz
Recording Secretary: Melinda Ung | Treasurer: James Highley
Grievance Secretary: Troy Pierce

September chapter report.

Hello everyone, I hope that all of you are having a great start to the fall semester.  Here at Mission College, we have seen an influx of students that has revitalized the campus in major ways. During our flex day that was held the Thursday before the start of the semester, we revisited items that were kept at a time capsule to commemorate our 50 years of representing the greater San Fernando Valley. Leading up to the fall semester we held a serious of early enrollment events on Wednesdays combined with by weekly Saturday events. These are always great times for the community to see wonderful dedication that our classified staff exhibit on a daily basis. At our last chapter meeting we decided to have a Microsoft certification training to aid our members in obtaining the MOS certification. Which will allow them to have some extra change in their pocket haha

We are all very excited to begin this new branding of our union as a whole classified rising is a great description of what we do everyday, because as we all know we are on the Frontlines of the journey of educational success for our students. In our last president consultation, we discussed various items with one central theme. The necessity of increased level of transparency from administration. As always at Mission we take perceived challenges as avenues for greater collective unity. We look forward to inviting you to our house for the September 12 meeting. As always with respect and honor, hoping for greater unity.

Michael J Griggs LA Mission College chapter chair.

# AFT Staff Guild Executive Board

## AFT Staff Guild, Local 1521A Chapter Report

**Date:** August 2024

Campus: LAMC -Grievance Rep Verónica Enríquez

**Campus E-Board:**

**Michael Griggs – Chapter Chair, Jena Sovereign – 1st. Delegate, Susan Ghirardelli- 2nd Delegate, Christine Dagdagan – 1st Alt. Delegate, Ana Iñiguez – 2nd Alt. Delegate,**

**Chapter Meeting:**

.

Covered updates from President consultation, informed staff in attendance that printed contracts are available

**Consultation:**

Was not able to attend this month, nut Michael did.

**Unit member issues/updates:**

Staff upset that staff, faculty and administrators bring kids to work. Staff moved to other areas without proper notice,

**Shared Governance /Other Committees:**

.No reports provided

**Classified Hiring Committee**

**None that I recall**

**Classified Hiring:**

**One FA Tech was hired**

***Other:***

N/A

A Union of Professionals Staff Guild Local 1521A | Pierce Chapter

*Ngan Mork, Interim Chapter Chair*

Pierce Chapter Report
For August 2024

**Chapter Meeting**

- Chapter E-board meeting held via Zoom.
- Office hours held on August 29th & August 30th in lieu of chapter meeting; passed out contract (hard copies)

**Consultation**

- Consultation with the President rescheduled to September

**Unit Member Issues/Updates**

- Working out of Class
- Overtime Process
- Staffing in A&R
- Backfilling of vacant positions
- Fielding questions regarding 2.07% increase

**Shared Governance/Other Committees**

- Accreditation Steering Committee, (L. Narkevicius)
- Budget Committee, (N.Mork)
- Diversity Committee, (M.Truxal)
- Enrollment Management Committee, (M. Ramirez)
- Facilities Advisory Committee, (S. McDonald)
- Student Support Committee (T. Melkumyan)
- Sustainability Committee, (D. Richarte)
- Technology Committee (S. McDonald)
- Work Environment Committee, (D. Richarte)
- College Professional Development Committee (I. Tranner & C. Flores)
- Pierce College Council (N.Mork)

**Hiring Committees**

- Director of Facilities
- 2 CDC Assistants
- 2 Custodians
- Associate Dean of Student Services

**Other**

LAPC Leadership Retreat 8/19/24
LAPC Opening Day 8/22/24

# AFT Staff Guild Executive Board

## AFT Staff Guild, Local 1521A Chapter Report

**Date:** 8/30/2024

Campus: Los Angeles Southwest College: Grievance Rep.

### Campus E-Board:

**Wednesday August 14, 2024 @ 12 noon in person COX 536. Eboard meeting updates were given to those in attendance. COPE committee rep Sonny also gave an update and invited members to donate contributions to the COPE committee. Perry Jhang presented Rally and Convention updates. Labor Day parade flyer was passed out. Physical copies of the contract were given out to those who had previously requested one. Head phones were donated to those who wanted one. Boxed lunches were given out to those in attendance. More members showed up than previous meetings. Had introductions. Other campus updates were shared.**

### Chapter Meeting:

Wednesdday August 7, 2024 10am. I was on vacation. Did not attend meeting.

### Consultation:

August 23, 2024 10am. Requested updates on the Student services office reorganization. Dr. Culpepper said a notice was being worked on and would be distributed soon. Asked about parking and parking permits. Parking permits are being distributed however Dr. Culpepper said that there won't be any fines given as the Sherriff doesn't have the booklet needed to give out fines. Questioned why students are then asked to pay for parking. Answer was a bit vague but essentially its part of tuition. Proposed a staff holiday party for AFT1521a on 12/18. Dr. Culpepper said they are planning a campus wide event combining holidays. We will hear about it soon. Received campus updates from Dr. Culpepper.

### Unit member issues/updates:

President scheduled a meeting with a member. Member questioned what the meeting was for. President's secretary said it was about " it is about clarification of your role and responsibilities." Member is concerned and wants representation on the day of the meeting to feel safer. Meeting was originally August 28 and it was rescheduled to sept. 4th. Another member is having some issues with tuition reimbursement. When she is less busy she will sit with me to talk about it and how we can help her.

### Shared Governance /Other Committees:

The college council will meet next month.

### Classified Hiring Committee

**I am unaware of any currently hired classified staff.**

### Classified Hiring:

**None**

### *Other:*

Campus Opening Day- AFT1521A Cassaundra and Yovanna gave a workshop on Tuition Reimbursement and MOS certification. Several classified registered and attended the Opening Day (aka Flex Day)

# AFT Staff Guild Executive Board

## AFT Staff Guild, Local 1521A LATTC GREIVANCE REP Report

**Date:** AUG 30, 2024

Campus: LATTC

**Campus E-Board: Did not attend E-board meeting**

**Chapter Meeting:**

**Met with Chapter Chair concerning Staff Member ion office and members leave.**

**Consultation:**

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**Shared Governance /Other Committees**:

**Classified Hiring Committee**

**Classified Hiring:**

***Other:***

AFT Staff Guild Officers

President Andrea Edwards | First Vice President: Jesse Saucedo | Second Vice President: Maira Cruz

Recording Secretary: Melinda Ung | Treasurer: James Highley

Grievance Secretary: Troy Pierce

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CHAD BAUGHER
LAVC CHAPTER CHAIR
818-947-2620
lavcgrievancerep@aft1521a.org

# EXECUTIVE BOARD REPORT
## LAVC – CHAPTER CHAIR
August 2024

Guild Members,

Since my last report, I have been working and consulting with our LAVC Chapter Chair, LAVC Delegates, LAVC Alt Delegates as well as individual Unit 1 members to address complaints, issues of concern and grievances.

Immediate issues at hand

Member Representation

- Represented a member during a One-on-One with direct Supervisor.
- Contract Consultation with Campus Administration.
- Work with Grievance Rep on pending issues.
- New Employee Orientation
- Opening Day (Staff, Faculty, Administrators)
- Counseled member on Office Policies (Financial Aid)
- Counseled member on Union Membership once retiring
- Consulted members on possible issues.

Committees/Meetings

- Executive Board Committees.
    - Legislative & Public Affairs Committee.
    - Budget and Finance Committee.
    - Institutional Effectiveness & Student Success Committee.
    - Facilities Master Planning & Oversight Committee.
- Attended Emergency Executive Board Meeting.
    - Classified Retreat, Indian Wells Hotel
    - Purchase of IT Network.

Miscellaneous

- Counseled Supervisor on Faulty Office Policy
- Counseled Supervisor on Vacation Requests

This is a very brief snapshot for this month. If you would like to contact me, you may do so at any time lavcchapterchair@aft1521a.org or (818) 947-2620 (office)

Fraternally
Chad Baugher, LAVC Grievance Representative

# AFT Staff Guild Executive Board

## AFT Staff Guild, Local 1521A Chapter Report

**Date:** Month of August 2024

**Campus:** Valley

**Campus E-Board:**
***Aug 22:*** Canceled Chad Baugher was on vacation.

**Chapter Meeting:**
***Aug 23:*** Canceled Chad Baugher was on vacation.

**Consultation with President:**
***August 26:*** In attendance, Aleta Campbell.

**Unit Member Issues/Updates:**
***August 2:*** Member representation in ticket reassignment and performance evaluation meeting; August 2, Meeting w/member. ***August 6:*** 1:1 Meeting w/member and supervisor. Meeting w/member; ***August 12:*** Member representation in weekly 1:1 w/supervisor. ***August 15:*** Step 1 Grievance Meeting; Office Hour w/Member. ***August 15:*** Step 2 Grievance Meeting w/VP Academic Affairs. ***August 20:*** Step 2 Grievance Meeting; Office Hour w/Member. ***August 23:*** Member Representation Meeting w/VP Admin. Services. ***August 27:*** LOR Meeting; Office Hour w/2 Members. ***August 28:*** Step 3 Grievance Meeting; Office Hour w/Member. ***August 30:*** Step 3 Grievance Meeting; Office Hour w/Member.

**Shared Governance/Other Committees:**
***None.***

**Classified Hiring Committees:**
***None.***

**Certificated Hiring Committees:**
***None.***

**Other:**
***August 2:*** Grievance training w/Troy Pierce
***August 8:*** E-Board meeting at ELAC
***August 14:*** New Employee Orientation for Classified
***August 30:*** *AFT Coordinators Onboarding Meeting.*

Respectfully submitted,
Aleta Campbell,
Valley Grievance Representative
September 9, 2024

**AFT Staff Guild Officers**
President: Andrea Edwards/ First Vice President: Jesse Saucedo
Second Vice President: Maira Cruz/ Recording Secretary: Melinda Ung
Treasurer: Phillip Highley/ Grievance Secretary: Troy Pierce

Maritza Medina, *Chapter Chair*

Chapter Report
August 2024

**Chapter Meeting**
West's August chapter meeting was not held due to availability of executive staff. However, members had the opportunity to join a CBA training during flex week. The purpose of the training was to ensure all members know how to read, interpret and analyze it as needed. We had 25 participants and were engaged in different conversations and scenarios as presented.

**Chapter Executives**
No report

**Consultations**
The monthly scheduled college president consultation occurred on Thursday August 29. The president demonstrated a genuine commitment to understanding and resolving issues raised. Will be collaborating will all union chairs and presidents from West to establish an employee lounge room in which all working members of the campus can use.

**Unit Member Issues/Updates**
- Continue to field member needs
- Fielding member inquiries regarding staff shortage
- Fielding a need to re-establish remote work agreement at West

**Shared Governance/Other Committees**
- College Council- No Mtg held on August
- WEC- No Mtg held on August
- Budget- No Mtg held on August
- Student Success- No Mtg held on August
- Technology- No Mtg held on August
- Professional learning Committee- No mtg held on August
- Sustainability Committee- No mtg held August

**Hirings**
- Admissions office asst- In process
- Financial Aid asst- In process

**Other**
No Report

# Officer's Report

A Union of Professionals
Staff Guild
Local 1521A

Andrea Edwards, *President*

3356 Barham Blvd • Los Angeles, CA 90068
T: 323/851-1521 • F: 323/851-8572

# Executive Board Report – President August 2024

**AFT Internal Meetings:**

Executive Board Planning Meeting – N/A
Officers Meeting – Friday, August 9, 2024
Executive Board Meeting – Thursday, August 8, 2024
UTLA & AFT 1521 – Trustee Endorsement Meeting – Friday, August 9, 2024

- Bereavement Leave – Tuesday, August 13th – Tuesday, August 20th , 2024

Hiring Committee Update Meeting – Wednesday, August 21st, 2024
COPE Committee Update Meeting – Wednesday, August 21st, 2024
Officers Meeting – Wednesday, August 28, 2024

Executive Board Meeting – Thursday, August 8, 2024

- Action Items:
  DC Network IT Service(s) – Approved
  Classified Rising Campaign Launch – Approved
  CMA Members – AFT 1521A (July 30, 2024) MOU Recommendations
  Executive Board Retreat – October 11th & 12th, 2024 /Location –Approved
  Membership Engagement & Recruitment (Strategic Plan)
    - September 10, 2024, 4:30 – 6:30 PM - ELAC

Retiree Meeting – N/A

- Rescheduled TBD **Campus Site**

**District Shared Governance Meetings**

- Management Consultation – Tuesday, August 6, 2024
- Board of Trustees – Wednesday, August 07, 2024
  - Spoke to Classified Issues/Concerns * Recorded
- PC Consolation – Monday, August 12, 2024 – Canceled
- Agenda Available Upon Request
- District Budget Committee (DBC) – Wednesday, August 14th 2024 – Alt Attended On Leave
- JLMBC Agenda Planning Meeting – N/A – August 2024
- JLMBC Meeting - N/A – August 2024

**Conferences:**
CFT - CFT Treasurer Training: August 1-3rd, 2024
CCC – Community College Council – August 24, 2024

**Pending Items:**

Spectrum

- Spectrum Internet Separated from AFT 1521 – 7/2024- Completed
- DC Network To Establish Firewall. The Internet separation – Completed
- Phone Lines Established – Pending
- Computer Assessment – Thursday, September 12, 2024

CMA Members:

- Review recommendations to the District MOU- Tuesday, September 17, 2024
- Schedule a time to meet with incoming CMA's
    - Topics: Understanding our CBA & What it Affords You
    - Membership / COPE Committee

Classified Rising "Establishing A Legacy of Power – September 10, 2024 Launch- Completed

- Coordinate Event
- Venue
- AFT 1521A Merchandise
- Guest Speakers

Membership Rate (Percentage)

- Track Membership Percentage Per Campus
- Ask Chapter Chairs in October/November – To Create Events Open to All Classified
    - Events Focused on Membership Recruitment
    - Membership Concerns/Issues & Reporting
    - Membership Benefits
    - COPE
    - Trainings
    - How To Get Involved

Sincerely,

**Andrea Edwards**

AFT 1521A, President

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

A Union of Professionals
College Staff Guild
AFT Local 1521A

Jesse Saucedo, *1st Vice President*

3356 Barham Blvd • Los Angeles, CA 90068
T: 323/851-1521 • F: 323/851-8572
jsaucedo@aft-1521a.org

August 31, 2024

First Vice President Executive Board Report

Esteemed Guild Members,

Since my last report, I have maintained a close collaboration with our Second Vice President to support our interests with the Personnel Commission union advocacy. Focusing support to our unit members who have received notice of a Classification Routine Class Spec Reviews. In the absence of the Local President, I stepped in to assist our chapter chairs and other union representatives in our ongoing collective endeavors. I have been actively involved in multiple committees, making significant contributions to both shared governance and internal committees. Below, you will find a detailed account of my involvement(s):

- Attendance at Steering Committee (Officers) Meetings
- Attendance at LACCD Management Consultation Meeting
- Participation in the August 8 Executive Board Meeting
- Attendance at Personnel Commission Meetings
- Attendance at the Board of Trustees Facilities Master Planning & Oversight Meeting
- Support and participation in our Staff Guild Constitution and By Laws Committee Meeting

This summary aims to give you an overview of the principal activities that took place in August 2024. If you need any additional information or clarification, reach out to me at jsaucedo@aft-1521a.org.

In Service,

Jesse Saucedo, 1st Vice President

A Union of Professionals
Staff Guild
Local 1521A

Maira Cruz, 2nd Vice President

3356 Barham Boulevard • Los Angeles, CA 90068
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mcruz@aft1521a.org

**Executive Board Report – 2nd Vice President August 2024**

**AFT1521A Standing Meetings:**

- ***Officers Meeting***
  - Wednesday August 28, 2024
- ***Executive Board Meeting***
  - Thursday August 8, 2024
- ***Emergency Executive Board Meeting***
  - Friday August 23, 2024
- ***Tuition Reimbursements –***
  - Recurring review and approval of tuition reimbursements

**AFT1521A Membership Meetings:**

- ***No Report***
  -

**Campus Site Visits**

- ***No Report***
  -

**District Shared Governance Meetings**

- ***Management Consultation***
  - Tuesday August 6, 2024
- ***Board of Trustees***
  - Wednesday August 7, 2024
- ***Personnel Commission Meeting***
  - Wednesday August 14, 2024
  - Wednesday August 28, 2024

**Conference/Training/Convention**

- ***CFT Treasurers Training***
  - Thursday August 1 – Saturday August 3, 2024

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

Sincerely,

**Maira Cruz**
2nd Vice President

A Union of Professionals
Staff Guild
AFT Local 1521A

Phillip Highley, *Treasurer*

3356 Barham Boulevard • Los Angeles, CA 90068
T: 323/851-1521 • F: 323/851-8572

**Treasurer Report: August**

- Attended a intensive 3 Day Treasurer Training
- Analyzed union reserves and deposited funds into an interest bearing account.
- Working with members to reduce costs during travel events.
- Working on revisions for the reimbursement policy.

## Office Hours

- 8/05/24 1:30 - 6:30pm
- 8/08/24 3 – 6:30pm pm
- 8/09/24 12 – 4:00pm pm
- 8/12/24 12 – 4:30pm
- 8/16/24 12 – 4:00pm pm
- 8/19/24 12 – 4:30pm
- 8/23/24 12 – 4:00pm pm
- 8/26/24 12 – 4:30pm
- 8/30/24 12 – 4:00pm pm

## Management Consultation

- PC Consultation 8/12/2024 12-1:30pm *Canceled*
- District Consultation 8/6/2024 12-1:30pm *Canceled*
- District Budget Committee 8/14/2024/1:30-3:30pm
- Executive DBC 8/27/2024 2-4:00pm *Canceled*

A Union of Professionals
Staff Guild
AFT Local 1521A

Melinda Ung, *Recording Secretary*

3356 Barham Boulevard • Los Angeles, CA 90068
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August 31, 2024

**Executive Board Report – AFT 1521A, Recording Secretary August 2024**

Hello everyone,

**AFT1521A Standing Meetings**

- Executive Board Meeting (Thursday, August 8, 2024)
- Emergency Executive Board Meeting (Friday, August 23, 2024)
- Officers Meeting

**Campus Site Visits**

- Office Hours

**District Shared Governance Meetings**

- Institutional Effectiveness/Student Success Committee (Excused Absence)
- PC Consultation (All Officers)
- District Management Consultation (All Officers)

**Conference/Training**

- Nothing to report

**Other**

- Acquired free trial for Microsoft 365 account for the month of August.
- Still waiting on connecting new Microsoft account to bank account
- Sent email out email to executive board to not use old aft1521a.org emails. Chapter Chairs, Grievance Representatives and Coordinators will get new aft-1521a.org emails once the bank account is connected to our new microsoft account.

Sincerely,

Melinda Ung
Recording Secretary

A Union of Professionals
College Staff Guild
AFT Local 1521A

Troy L. Pierce, *Grievance Secretary*

3356 Barham Blvd • Los Angeles, CA 90068
T: 323/851-1521 • F: 323/851-8572
tpierce@aft-1521a.org

September 12, 2024

Executive Board Report-Grievance Secretary

Guild Members,

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

**Member Representation**

- Consult with legal team on two pending arbitrations
- Overtime issues and CBA Non-Compliance
- Harassment Issues; on rise
- Assisting a Unit I Employee on Paid Administrative Leave (PAL)
- Working with Chapter Chairs and Grievance Reps on issues of concern
- Travel to campuses for in person meetings/consultations.
- SFP Termination concern; non-compliance 60 day notice
- SFP concern refer to President for intervention with PC

**Committees/Meetings**

- Steering Committee (Officers)
- Emergency Executive Board Meeting (Virtual 8/23)
- Personnel Commission Consultation (postponed)
- Board of Trustees in person
- Briefly attend CBL Committee for support

**Miscellaneous**

- PC Rules Research
- Attend zoom with legal team and member for arbitration preparation
- Grievance Process Training conducted
- Work on logistics Exec Board Retreat 10/11/2024 – 10/12/2024 secure rooms, and travel
- Participate various zooms with Chapter Chairs/Grievance Reps on issue updates
- Work on updating GrievTrak

This is a very brief snapshot for the month of August 2024. If you would like to contact me, you may do so at any time at new email address - TPierce@aft-1521A.org, or (425) 435-9722 cellular.

Fraternally,

Troy L. Pierce, Grievance Secretary

# Affiliates Reports

A Union of Professionals
Staff Guild
AFT Local 1521A

Dionne M. Morrissette, *LACFL Delegate*

3356 Barham Boulevard • Los Angeles, CA 90068
T: 323/851-1521 • F: 323/851-8572

**LA County Federation of Labor, AFL-CIO**
**Representative to the House of Labor**
Monday, August 19, 2024 @ 7:00 p.m.

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

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

-E-Board Minutes for June 13th, **M/S/P** (Repeat). Delegate Minutes June 17th, **M/S/P** and E-Board Minutes for August 16th, **M/S/P.**

- **Michelle, Financial Report;** June and July 2024, **M/S/P**.

-**Devin, COPE Report**; Phone Banking from Home, Presidential Mobilize Nevada, George Whiteside we Support, Walking end of September 25th, and beginning of November 2nd. September 9-11th COPE Regional Interviews with 120 Candidates to be Interviewed. President Wheeler elected to be Vice-President @ the State Level.

-**Rosie, Operations**; ***SAVE THE DATE***, January 18, 2024, "**I Am A Woman**. *Open for Purchasing Tables*, Now, Yvette@LaFed.org St. John's Mobile, September 12th the 2nd Thursday @ the Federation Location, No appointments or Health Insurance, needed.

-**Tatianna, Communications**; "On the Move" ready to Launch. Please share your Local's Highlights/ Communication CoMMrades Meeting (**See Crystal or Tatianna**).

**Rob N., Strategic Program**; Measure A; Breaks the Homelessness, 413,000 Signatures Sealed, Officially this past Friday.

-**Steve Neal, Community Organizer**; Will come out to EDUCATE our members Local.

-**Patricia C., Organizer**; SAG-Aftra on Strike, again (16 Days so far) regarding AI (Video Games), Encourages us to use USW75 Carwash. ***See Green Flyer Attached**.

-**Norma, Labor Community Services**; Obtaining a New Facility in Downey for Food Banks.

-**Seat 26** Vacated, *2 Names to vote between next month. And, **Seat 24** Resigned.

-**President Wheeler Report**; Is away at AFSME Opening @ Convention. ***Secretary Michelle reports on Wheeler's Behalf** Long Beach Labor Center teaching Union Courses, $150.00.

**Affiliates Report**

*Refer to attached flyers

**Respectfully Submitted**,
*Dionne M. Morrissette,* **AFT1521A**
**LA County Fed. Of Labor, AFL-CIO**
*Representative to the House of Labor,* **Delegate**

**Los Angeles County Federation of Labor**
**Executive Board Minutes**
**August 15, 2024**

The meeting was called to order by President Yvonne Wheeler at 10:04 a.m.

Quorum was not reached.

Members Present: Abogado, Aguilar, Cobarruvias, Gillotte, Griswold, Hernandez, Hsieh, Huerta, Le, Liang, Marley, Mineros, Nakamura, O'Keefe, Van Winkle, Vasquez, Villalvazo, Waddell
Members Excused: Brown, Dougherty, Lima, Morales, Nakamura, Palombi, Rascon
Members Absent: Arias, Austin, Cobos, G. Corona, R. Corona, De La Cruz, Green, Hannan, Harkey, Hinson, Jiménez, Minato, Moreno, Rivera, Robles, Straeter, Thomas

## AFFILIATIONS

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

- AFM Local 7 with 250 members
- CSEA Chapter 42 with 500 members

## STRIKE SANCTIONS

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

- UFCW 770 vs Food4Less/Foodsco
- LiUNA 300 vs Fisherman's Outlet Inc.
- SAG-AFTRA vs. Activision Productions Inc. et al
- UAW Local 509 vs Monogram Aerospace Fasteners

## FINANCIAL REPORT

It was moved, seconded, and carried to approve the Financial Reports for June and July 2024, as presented by Brother Devon Vann.

## CHIEF OF STAFF REPORT

Sister Rosie Cruz asked Vice Presidents to support and attend the upcoming MLK Day 2025 and shared the event will take place on January 18, 2025, at the Los Angeles Convention Center. She announced that St. John's Medical Center will return with their mobile service to the Fed in the fall. Sister Tatiana Martinez reminded the Vice Presidents of the ongoing training for communications directors, aka "COMMrades" and asked to send any updates for the newsletter. Sister Kristal Romero encouraged our locals to request access to Meltwater - comprehensive media monitoring and analysis across online news, social media, print, broadcast, and podcasts, capturing more content and conversations than anyone else in the industry. Sister Patricia Recinos updated the Board on recent strike sanction meetings, and the 3-day young workers organizing institute. She spoke about actions for Teamsters, UAW, SAG-AFTRA, and AFSCME; and invited affiliates to attend the upcoming annual Labor Day Parade in Wilmington. Brother Devin Osiri announced that COPE will interview 95 candidates over 3 days in September, the excitement around our new Presidential candidate, and how the phonebanks will start next week. He asked Vice President Dave Gillotte, IAFF 1014, to speak on a ballot measure. He reminded Vice Presidents that the Fed truck is available to them for use for actions, rallies, picket lines, strike sanction events, etc.

It was moved, seconded, and carried to provide a conditional LA Fed endorsement of LA County Fire Local 1014 ballot Measure E on fire protections. Conditional status is to be removed once COPE affirms endorsement.

Sister Norma Lopez reminded the Board that the 1,865,600lbs of food collected in partnership with the National Association of Letter Carriers, Branch 24, and that due to repairs at the warehouse, food sorting was on hold. She asked affiliates to join LCS at the Dolores Huerta Spirit Awards on September 27, 2024; and provided an update on strike support being provided to workers on the

**Los Angeles County Federation of Labor, AFL-CIO**
**Representative to the House of Labor Meeting Minutes**
**June 17, 2024**

Vice President Xochitl Cobarruvias called the meeting to order at 7:00 p.m.

Representatives rose and pledged allegiance to the American Flag.

Vice President Xochitl Cobarruvias administered the Oath to New Representatives.

## CREDENTIALS

Vice President Cobarruvias announced the names of the representatives who will be sworn in at the next meeting. The list of representatives is attached for your reference. A motion was made, seconded, and carried to approve the new representatives as announced.

## MINUTES OF PREVIOUS MEETING

Vice President Xochitl Cobarruvias proposed a motion to approve the meeting minutes from the May 2024 House of Labor gathering. The approval of the May 2024 House of Labor meeting minutes was moved, seconded, and carried.

## EXECUTIVE BOARD MINUTES

Vice President Xochitl Cobarruvias called for a motion to approve the June 2024 Executive Board meeting minutes and actions. It was moved, seconded, and carried to approve the June 2024 Executive Board meeting minutes and actions.

## COPE ENDORSEMENT RECOMMENDATIONS

The COPE Endorsement Recommendations were presented to the Representatives. It was moved, seconded, and carried to approve the COPE Endorsement Recommendations as presented.

## DEPARTMENT REPORTS

Brother Devin Osiri invited Representatives to the Political x Labor BBQ in late August. Sister Tatiana Martinez reminded Representatives of the ongoing training for communications directors, aka "COMMrades," and asked to send any updates for the newsletter. Sister Rosie Cruz presented the theme of the upcoming MLK Day 2025 and shared that the event will take place on January 18, 2025, location to be announced shortly. She reminded Representatives that there would be no meeting in July. Brother Steve Neal reported on the team's plans to involve community partners and clergy to fight paycheck deception and ballot initiatives in November. Sister Patricia Recinos updated Representatives and celebrated the success of the WeHo Pride Parade—as well as how popular the shirts were (designed by Sister Tatiana Martinez). Siblings from UFCW Local 770, Unite HERE! Local 11, and Teamsters Local 630 gave updates on their current contract negotiations. Sister Norma Lopez reminded Representatives that the 1,865,600lbs of food collected in partnership with the National Association of Letter Carriers, Branch 24 needs to be sorted and asked for support and for affiliates to adopt a day to come to the warehouse to help. She asked affiliates to join LCS at the Dolores Huerta Spirit Awards on September 27, 2024. Brother Armando Loza thanked the Representatives for their support after MCF's recent Cinco de Mayo Awards. Brother Dorian Esters updated the Representatives on MCF's job readiness training, at-risk youth on post-employment success, re-entry support, and other program work.

## PRESIDENT'S REPORT

President Wheeler invited the Labor Delegation visiting from Malaysia and asked them to come up and address the Representatives. President Wheeler asked Brother Kent Wong to announce the passing of Rev. James Lawson, a great labor warrior. She announced the vacancy of Executive Board Seat No. 26 and informed Representatives that nominations would take place at the August meeting.

## REPORTS OF ORGANIZATIONS

**Rudy Montalvo, LCLAA** announced the Si Se Puede Awards on September 7, 2024, new time 10am-2pm at LiUNA Local 300

**Brian Kaufman, AFSCME 2620** updated the Representatives on current contract negotiations

**Los Angeles County Federation of Labor**
**Executive Board Minutes**
**June 13, 2024**

The meeting was called to order by Chair Thom Davis at 10:04 a.m.

Staff reports were given until the body reached quorum. Quorum was reached at 10:09 a.m

| | |
|---|---|
| Members Present: | Austin, Austin-Stewart, Brown, Cobarruvias, R. Corona, Gillotte, Hannan, Hsieh, Huerta, Jiménez, Le, Liang, Marley, Minato, Mineros, Nakamura, O'Keefe, Palombi, Rascon, Rivera, Thomas, Van Winkle, Vasquez, Waddell |
| Members Excused: | Abogado, Aguilar, Green |
| Members Absent: | Arias, Cobos, G. Corona, De La Cruz, Dougherty, Griswold, Harkey, Hernandez, Hinson, Lima, Morales, Robles, Straeter, Villalvazo |

## COPE ENDORSEMENT RECOMMENDATIONS

The COPE Endorsement Recommendations were presented to the Executive Board. It was moved, seconded, and carried to approve the COPE Endorsement Recommendations.

## STRIKE SANCTIONS

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

- Communication Workers of America Locals 9003, 9400, 9504 & 9505 vs AT&T
- UAW Local 4811 vs University of California, Los Angeles

## FINANCIAL REPORT

It was moved, seconded, and carried to approve the Financial Reports for May 2024, as presented by Brother Devon Vann.

## CHIEF OF STAFF REPORT

Sister Rosie Cruz presented the theme of the upcoming MLK Day 2025 and shared the event will take place on January 18, 2025, location to be announced shortly. Sister Tatiana Martinez reminded the Vice Presidents of the ongoing training for communications directors, aka "COMMrades" and asked to send any updates for the newsletter. Sister Patricia Recinos updated the Board on recent strike sanction meetings and celebrated the success of the WeHo Pride Parade—as well as how popular the shirts were (designed by Sister Tatiana Martinez). Brother Devin Osiri invited CA 27 candidate, George Whitesides, to address the Board, outlined the need for loan staff from our affiliates, a timeline for the 2024 election cycle—including the next COPE meeting in late August or early September; and a Labor BBQ in late August. Brother Rob Nothoff spoke on the housing and homeless initiative as well as gave update the on ongoing lobbying ordinance. Sister Norma Lopez reminded the Board that the 1,865,600lbs of food collected in partnership with the National Association of Letter Carriers, Branch 24 needs to be sorted and asked for support and for affiliates to adopt a day to come to the warehouse to help. She asked affiliates to join LCS at the Dolores Huerta Spirit Awards on September 27, 2024. She thanked everyone who attended former LCS staffer, Sister Carmen Montoya's funeral and offered support to her family. Brother Armando Loza updated the Board on MCF's career pathway/readiness and workforce development program work.

## PRESIDENT REPORT

President Wheeler announced the emotional passing of Rev. James Lawson and said that once funeral details were made available, we would share them with the Board. She recapped her visit to Philadelphia for the SEIU International Convention. She invited the Vice Presidents to meet with the Malaysian Labor Delegation on June 17, 2024, at the Fed and announced that they would also attend the House of Labor Meeting that evening. She followed Brother Osiri's report requesting unions to lend staff to the Fed during the 2024 election cycle. She asked Sister Cruz to explain the details of MLK 2025 and the dress code for the event. It was announced that Sister Roslyn Austin would resign from the Board. President Wheeler thanked the Vice President for her dedication and support. Seat No. 26 will be vacant and nominations will be taken at the next meeting.

# Financial Report for July, 2024

| | Fed General | The People's Project (TPP) | Solidarity Fund | Building Association | Trust Fund | POLITICAL ACCOUNTS: COPE | POLITICAL ACCOUNTS: Member Communications | POLITICAL ACCOUNTS: Issues & Initiatives |
|---|---|---|---|---|---|---|---|---|
| **REVENUE** | | | | | | | | |
| Per Capita/Affiliate Fees | 442,739.09 | - | - | - | | 18,268.25 | | |
| Fundraising/Contributions | | - | - | | | | - | - |
| Grant Revenue | | - | - | - | | | - | - |
| Interest/Dividend | 3,393.99 | | 1,154.43 | | | | - | - |
| Rental Income | - | - | - | | - | | - | - |
| Other Income/Market Value Change | | | - | | 30.00 | | | - |
| **Total Revenue** | **446,133.08** | - | **1,154.43** | - | **30.00** | 18,268.25 | - | - |
| **EXPENSES** | | | | | | | | |
| Salaries | 145,260.22 | | - | - | - | - | - | - |
| Salary Related Expenses | 63,353.41 | | - | - | - | - | - | - |
| Conferences, Conventions, Meetings | 8,626.37 | | - | - | - | - | - | - |
| Annual Events | 17,346.19 | | - | - | | - | - | - |
| Office & Administrative Expenses | 31,379.94 | 274.37 | | 706.32 | - | | | |
| Professional Fees | 15,842.84 | | - | - | | | | - |
| Program Expenses: | | | | | | | | |
| The Peoples Project | | | - | - | | | | - |
| Organizing | - | - | - | - | - | - | - | - |
| Strategic Campaigns | | | - | - | - | - | - | - |
| Communications | - | - | - | - | - | - | | - |
| Contributions | (2,350.00) | - | - | - | | - | | - |
| Consultants | 55,500.00 | - | - | - | | - | | - |
| Per Capita/Membership Fees | 18,260.25 | | | | | | | |
| **Total Expenses** | **353,227.22** | 274.37 | - | 706.32 | - | - | - | - |
| **Net Increase / (Decrease)** | **$ 92,905.86** | **$ (274.37)** | **$ 1,154.43** | **$ (706.32)** | **$ 30.00** | **$ 18,268.25** | **$ -** | **$ -** |
| **CASH FLOW** | | | | | | | | |
| Balance as of 6/30/24 | 3,798,465.23 | 404,462.14 | 939,979.16 | 138,597.40 | 96,349.91 | 450,592.76 | 231,699.79 | (0.00) |
| Net Increase / (Decrease) | 92,905.86 | (274.37) | 1,154.43 | (706.32) | 30.00 | 18,268.25 | - | - |
| Transfer to COPE Restricted | | | | | | (107,500.00) | | |
| WaFdBank/Luther Burbank | 296,588.48 | | | | | | | |
| United Business CD | | | 258,247.37 | - | - | - | - | - |
| City National Bank | | | | 624,385.02 | | | | |
| Columbia Threadneedle Scholarship F | | | | | 65,397.81 | | | |
| BlockRock Mont Scholarship | | | | - | 31,441.89 | | | |
| Preferred COPE Restricted | | | | | | 397,256.46 | | |
| A/R | (46,758.50) | | | | | | | |
| **Cash Balance 7/31/24** | **$ 4,187,959.57** | **$ 404,187.77** | **$ 1,199,380.96** | **$ 762,276.10** | **$ 193,219.61** | **$ 758,617.47** | **$ 231,699.79** | **$ (0.00)** |

# Financial Report for June, 2024

| | Fed General | The People's Project (TPP) | Solidarity Fund | Building Association | Trust Fund | POLITICAL ACCOUNTS: COPE | POLITICAL ACCOUNTS: Member Communications | POLITICAL ACCOUNTS: Issues & Initiatives |
|---|---|---|---|---|---|---|---|---|
| **REVENUE** | | | | | | | | |
| Per Capita/Affiliate Fees | 522,103.06 | | | | 55.00 | 28,836.55 | | |
| Fundraising/Contributions | | | | | | | | |
| Grant Revenue | | | | | | | | |
| Interest/Dividend | | | 1,203.31 | | | | | |
| Rental Income | | | | | | | | |
| Other Income/Market Value Change | | | | | | | | |
| **Total Revenue** | 522,103.06 | - | 1,203.31 | - | 55.00 | 28,836.55 | - | - |
| **EXPENSES** | | | | | | | | |
| Salaries | 91,957.09 | | | | | | | |
| Salary Related Expenses | 58,554.96 | | | | | | | |
| Conferences Conventions, Meetings | 11,451.09 | | | | | | | |
| Annual Events | 1,125.01 | | | | | | | |
| Office & Administrative Expenses | 28,653.34 | 696.86 | | 746.32 | | | 16.00 | |
| Professional Fees | 36,646.06 | | | | | | | |
| Program Expenses: | | | | | | | | |
| The Peoples Project | 17,779.78 | | | | | | | |
| Organizing | 625.00 | | | | | | | |
| Strategic Campaigns | | | | | | | | |
| Communications | | | | | | | | |
| Contributions | 115,700.00 | | | | | | | |
| Consultants | 31,428.97 | | | | | | | |
| Per Capita/Membership Fees | 23,836.55 | | | | | | | |
| **Total Expenses** | 417,757.85 | 696.86 | - | 746.32 | - | - | 16.00 | - |
| **Net Increase / (Decrease)** | $ 104,345.21 | $ (696.86) | $ 1,203.31 | $ (746.32) | $ 55.00 | $ 28,836.55 | $ (16.00) | $ - |
| **CASH FLOW** | | | | | | | | |
| Balance as of 5/31/24 | 3,926,295.46 | 405,159.00 | 938,863.30 | 139,303.72 | 96,294.91 | 699,713.45 | 231,715.79 | (0.00) |
| Net Increase / (Decrease) | 104,345.21 | (696.86) | 1,203.31 | (746.32) | 55.00 | 28,836.55 | (16.00) | |
| A/R | (28,653.34) | | | | | | | |
| WaFdBank | 296,588.48 | | | | | | | |
| United Business CD | | | 258,162.71 | | | | | |
| City National Bank | | | | 624,419.37 | | | | |
| Columbia Threadneedle Scholarship F | | | | | 65,397.81 | | | |
| BlockRock Mont Scholarship | | | | | 31,161.71 | | | |
| Preferred COPE Restricted | | | | | | 289,881.30 | | |
| **Cash Balance 6/30/24** | $ 4,298,575.81 | $ 404,462.14 | $ 1,198,229.32 | $ 762,976.77 | $ 192,909.43 | $ 728,550.00 | $ 231,699.79 | $ (0.00) |



# 4TH ANNUAL DOLORES HUERTA SPIRIT AWARDS

*Friday, September 27, 2024*
*5:00 pm - 9:00 pm*

LOS ANGELES RIVER CENTER & GARDENS
570 W. AVENUE 26
LOS ANGELES, CA 90065

Labor Community Services
LOS ANGELES

LOS ANGELES COUNTY FEDERATION OF LABOR AFL-CIO

## *Sponsorship Opportunities*

### SPECIAL COMMUNITY HERO SPONSOR: $30,000
25 Event Tickets | 5 Tickets to our Sponsors Private Reception
Acknowledgements at Event & Relevant Platform | Full-Page Color Ad in Program Book
Logo on All Promotional Materials for 2024 Turkey and Toys Event
Logo on 2025 National Letter Carriers Branch 24 Food Drive Donation Bags
Recognition in 2024 LCS Year End Review Report

### COMMUNITY HERO: $25,000
15 Event Tickets | 4 Tickets To a Sponsors Private Reception | 1/2 Page Color Ad in Program Book
Acknowledgements at Event & Relevant Platform | Logo on All Promotional Materials for 2024 Turkey and Toys Event
Recognition in 2024 LCS Year End Review Report

### COMMUNITY ADVOCATE: $20,000
10 Event Tickets | 3 Tickets To a Sponsors Private Reception | 1/4 Page Color Ad in Program Book
Acknowledgements at Event & relevant Platform | Logo on All Promotional Materials for 2024 Turkey and Toys Event
Recognition in 2024 LCS Year End Review Report

### COMMUNITY FRIEND: $15,000
5 Event Tickets | 2 Tickets To a Sponsors Private Reception | 1/4 Page Color Ad in Program Book
Acknowledgements at Event & relevant Platform | Logo on All Promotional Materials for 2024 Turkey and Toys Event
Recognition in 2024 LCS Year End Review Report

### COMMUNITY HELPER: $5,000
5 Event Tickets | 1 Ticket To a Sponsors Private Reception | Acknowledgements at Event & Relevant Platform
Logo on All Promotional Materials for 2024 Turkey and Toys Event
Recognition in 2024 LCS Year End Review Report

### INDIVIDUAL TICKETS: $375

*To purchase individual tickets, please visit lcs-la.org/2024dh*
*For sponsorship inquiries, please contact Norma López at norma@lcs-la.org or (213) 276-3379*

LOS ANGELES COUNTY FEDERATION OF LABOR AFL-CIO

# APALA

ASIAN PACIFIC AMERICAN LABOR ALLIANCE, AFL-CIO

LOS ANGELES CHAPTER

AFL CIO APALA

PROUDLY PRESENTS:

# 3-Day Organizing Institute

**Date:** FRIDAY 9.13.24-SUNDAY 9.15.24

**Time:** 9:00 AM-6:00 PM

**Location:** TO BE SENT UPON REGISTRATION

## to register:

EMAIL JOCELYN RUIZ AT JOCELYN@THELAFED.ORG

API WORKERS RISING! GEARING UP FOR THE ELECTIONS AND ENSURING OUR VOICES ARE HEARD. JOIN US FOR A 3-DAY ORGANIZING INSTITUTE AT THE LA FED.

ALLIED PRINTING TRADES UNION LABEL COUNCIL SOUTHERN CALIF. 260

# BOYCOTT
# Smart & Final

## STAND *with* TEAMSTERS LOCAL 630

*Teamsters Local 630 members are fighting against Smart & Final to protect their jobs and secure a fair contract. The grocery warehouse chain plans to close two Smart & Final warehouses in Commerce and Riverside, California, threatening the livelihoods of over 600 workers.*

**FIGHT BACK AGAINST CORPORATE GREED:** Driven by corporate greed, Chedraui, the heartless corporate giant behind Smart & Final has spit in the face of U.S. labor law and threatens to destroy American jobs. Chedraui USA, the U.S. subsidiary of Mexican grocery giant Grupo Chedraui, plans to close two unionized warehouses, fire warehouse workers and force them to reapply for their jobs at a new mega warehouse in Rancho Cucamonga, with wages slashed by $10 to $12 per hour.

**DEMAND ACCOUNTABILITY, PROTECT AMERICAN JOBS:** Chedraui USA/Smart & Final is accused of committing countless unfair labor practices and violating federal and state laws, including California Assembly Bill (AB) 647. Smart & Final workers are the backbone of the company's success, allowing Chedraui to generate $13 billion in revenue. Closing unionized warehouses and forcing workers to accept lower wages is an attack on labor rights. These workers deserve fair treatment and job security.

**SUPPORT THE BOYCOTT:** Stand in solidarity with the workers. Do not shop at Smart & Final until they negotiate a fair contract and protect union jobs. Spread the Word by informing your friends, family, and community and encourage them to support the boycott.

**JOIN THE FIGHT:** Call on Smart & Final to stop breaking labor laws and respect the rights of their workers. Insist they guarantee jobs with fair wages and a union contract. Support the Teamsters in their fight for justice.

### *TELL CHEDRAUI/SMART & FINAL:*

**GUARANTEE THESE WORKERS THEIR JOBS AND NEGOTIATE A FAIR CONTRACT WITH THE TEAMSTERS NOW!**

Scan the QR code to sign the petition:

BUY YOUR TICKETS NOW!

# Union Night at Dodger Stadium

Join us as the Los Angeles Dodgers face the Cleveland Guardians

## Saturday
## Sept. 7, 2024
## 6:10 PM









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

Labor 411 &

# DEFEAT TRUMP FASCISM!
# DEFEND DEMOCRACY!
# BUILD A WORKERS PARTY!

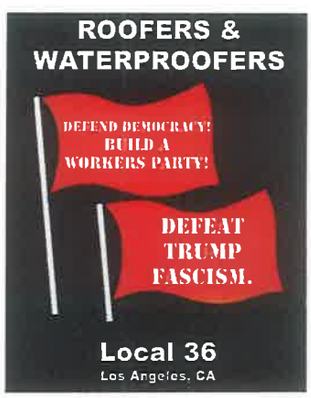
# Working Conference

## *Labor & Community analysis and strategy for the impending election*

**10am - 5pm**
**Saturday, Sept. 7**
**lunch provided**

**Workers United Western States**
**Regional Joint Board**
**920 S Alvarado St, Los Angeles**




## United Union of Roofers, Waterproofers and Allied Workers

# Local 36

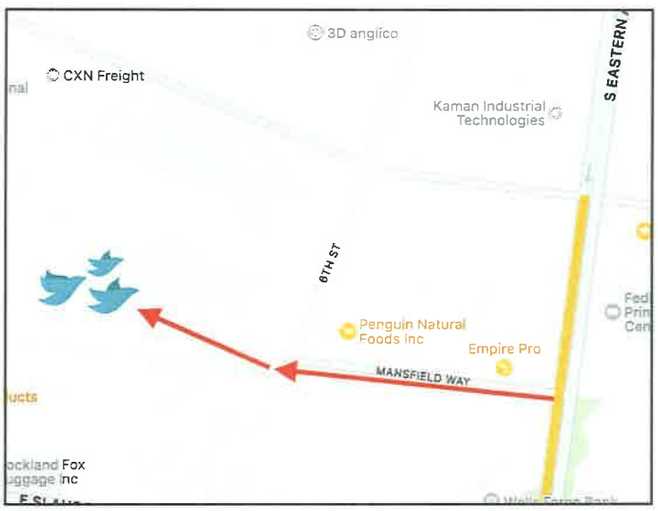
**contact Cliff Smith 213.663.6316**




Labor Community Services
LOS ANGELES

# VOLUNTEERS NEEDED!

## Help Labor Community Services sort out the donated food that was collected during this year's NALC Branch 24 "Stamp Out Hunger" Food Drive!




**MONDAY - SATURDAY**
**2 TIME SHIFTS**
**8:00 AM - 1:00 PM**
**1:00 PM - 4:00 PM**

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

TAKE MANSFIELD WAY & CONTINUE ON THE ROAD TO DESTINATION

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

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

LCLAA

LABOR COUNCIL FOR LATIN AMERICAN ADVANCEMENT
LOS ANGELES CHAPTER



# LCLAA LA

Familia, we need your help Standing in Solidarity with our Sisters and Brothers
**UAW Local 509**

Address :
Monogram Aerospace
Fasteners
3423 Garfield Ave.
Comlmerce, Ca 90040

**Saturday, August 24, 2024**
**11:00am**

PLEASE WEAR YOUR **LCLAA LA** COLORS

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**More information :** (562)881-9448
(323)302-7709
lclaalosangeles.org

UNION LABEL UAW LOCAL 673

# RALLY

CVS Workers Stand Together



# JOIN US!

## SATURDAY

August 24, 2024 | 10AM-12PM

CVS #10292 4030 S. Western Ave
Los Angeles, CA 90062

**Join us to fight for what CVS Workers Deserve:**

- FAIR PAY AND BENEFITS THAT REFLECT OUR WORK
- SAFE STAFFING LEVELS THAT PREVENT THEFT AND BURNOUT
- AFFORDABLE AND COMPREHENSIVE HEALTH BENEFITS TO KEEP US WELL

**RSVP here:**

*Printed In-house*




# on ULP STRIKE!

## AUGUST 19TH

### JOIN THE FIGHT

Stand in solidarity with the workers. Do not shop at Smart & Final until they negotiate a fair contract and protect union jobs. Spread the Word by informing your friends, family, and community and encourage them to support the boycott.

INFO: CALL OR TEXT
ADAM METHUS @ (213) 810-0798
FRANK AFOA @ (213) 810-0834

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### STAND with TEAMSTERS LOCAL 630

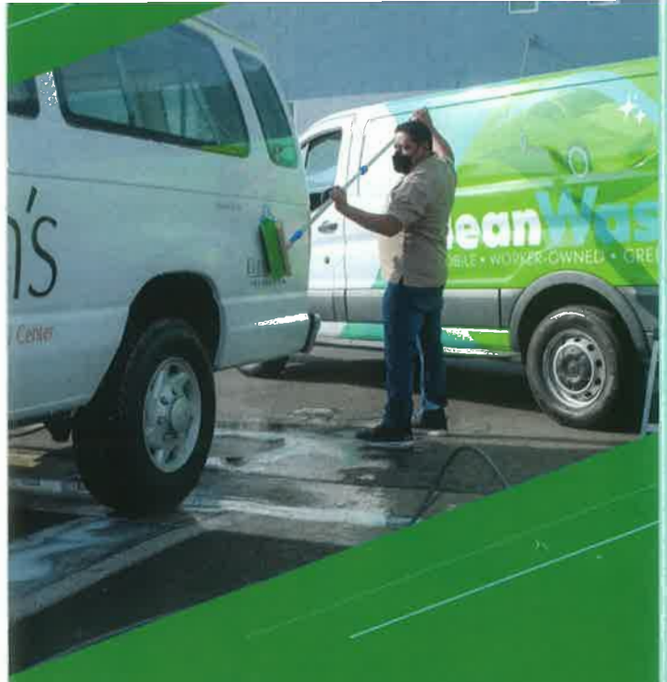
Local 630 members are fighting against Smart & Final to protect their jobs and secure a fair contract. The grocery warehouse chain plans to close two Smart & Final warehouses in Commerce and Riverside, California, threatening the livelihoods of nearly 600 workers.

Driven by Corporate greed, Chedraui, the heartless corporate giant behind Smart & Final has spit in the face of U.S. labor law and threatens to destroy American jobs. Chedraui USA, the U.S. subsidiary of Mexican grocery giant Grupo Chedraui, plans to close two unionized warehouses, fire warehouse workers, and force them to reapply for their jobs at a new mega warehouse in Rancho Cucamonga, with wages slashed by $10 to $12 per hour.

### SUPPORT THE BOYCOTT

Support the striking workers by adopting a Smart&Final store near you and volunteering a few hours to handbill and inform the public about their fight.

A list of Smart&Final stores and the informational handbill is attached to this flyer



# SERVICES

| | Sedan | SUV |
|---|---|---|
| **COMBO 1** | $40 | $45 |
| Exterior hand wash, vacuum interior, tire cleaning, and spray wax | | |
| **COMBO 2** | $90 | $100 |
| Exterior hand wash, vacuum interior, tire cleaning, and special hand wax | | |
| **COMBO 3 Mini-Detail** | $150 | $180 |
| Hand wash, vacuum interior, carpet shampoo wash, mat shampoo wash, and special hand wax | | |

| | Sedan | SUV |
|---|---|---|
| **COMBO 4 Interior Detail Complete Shampoo** | $180 | $200 |
| Hand wash, vacuum interior, tire cleaning, spray wax, deep shampoo of seats and carpets, conditioner for leather seats, and armor all inside. | | |
| **COMBO 5 Exterior Detail** | $180 | $200 |
| Hand wash, vacuum interior, tire cleaning, special clay wax, exterior paint polish, and lights polish | | |
| **COMPLETE AUTO DETAIL** | $300 | $350 |
| Hand wash, vacuum interior, tire cleaning, interior deep shampooing of seats and carpets, conditioner for leather seats, armor all, clay wax, and special exterior polish plus light polish. | | |

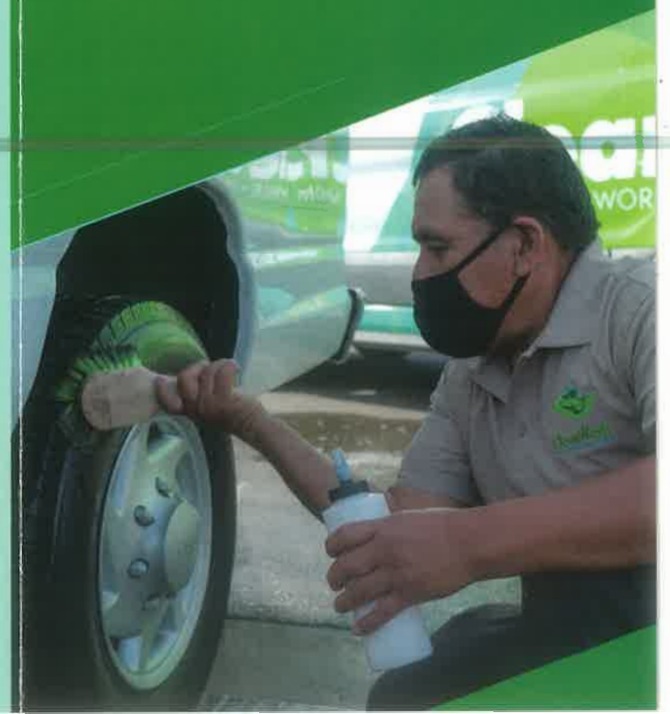
Ecofriendly



## ADD-ONS:

Head & Brake Light Polish: $30
Headlight Polish: $20
Brake Light Polish: $20
Rims Deep Clean: $20
Armor All Interior: $20
Hand Wax: $50
Clay Wax: $100
Lexol Protector for vinyl & leather seats: $30
Deep Shampoo for Seats: $60
Leather Seat Conditioner for Sedan: $25
Leather Seat Conditioner for SUV: $30
Deep Shampoo for Carpets: $60
Mat Cleaning (Fabric): $10
Mat Cleaning (Plastic): $6
Vacuum Pet Hair: Starting at $10

Complimentary Car Fragrance:
Cherry, Jasmine






Variety of Options to Satisfy Every Palate!

# Union GRUB

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Info@UnionGrub.com

CONTACT US!

(310) 432-2789

# UCLA NURSES NEED PUBLIC SUPPORT!

# PETITION » Support Our Float Pool, Support Safe Staffing




On May 29, 2024, dozens of UCLA nurses rallied outside the UCLA Ronald Reagan Medical Center to protest the harmful scheduling practices recently imposed by UCLA's management.

UCLA float pool nurses cover multiple units within their specialty and are **essential for covering staffing shortfalls** throughout the hospital. The current scheduling practices have been in place for the past several years and allow float pool nurses to schedule four shifts at any time during a month. On May 25, UCLA management started imposing new scheduling practices, **requiring float pool nurses to work at least one shift per week**.

Under the previous practice, nurses were recruited with the **promise of flexibility**, attracting nurses with families, elderly care duties, second jobs, and higher education goals. This flexibility greatly expanded the number of nurses available to work at UCLA. The **changes undermine scheduling flexibility** for these nurses, potentially **forcing as many as 200 nurses to resign** from UCLA Health.

**Sign the Public Petition**

**Scan or click**
nnu.org/respect-ucla-nurses

Rehiring and retraining nurses to replace these nurses is itself a considerable **waste of public funds**. This **"just in time" staffing model** presents a clear threat to nurses and their patients, who will bear the burdens of management's arbitrary, poorly conceived "solutions" to a problem of their own making.

Management has shown **callous disregard** for the working lives of Float Pool nurses, for the nurses on the units where Float Pool nurses work, and for the patients for whom Float Pool nurses care.

The fight continues! Stay tuned for upcoming actions and reach out for more information.

**OUR PATIENTS. OUR UNION. OUR VOICE.**

California Nurses Association

National Nurses United

www.CalNurses.org » CalNurses » CalNurses

SO CAL SLIM CLINICS

WWW.SOCALSLIM.COM

# IMPORTANT INFORMATION ABOUT YOUR MEDICATION AND EXPECTATIONS

**As you start and continue using your weight loss medication, it is important to understand the process and what to expect while taking the medication.**

## MONTHS 1, 2, & 3

These are the exciting months; this is when you will usually see some fast results from the medication. Now keep in mind, everyone's results will differ. Some people might only lose 1-5 pounds per month and some may lose 15-20 pounds per month. Also keep in mind, that it can take up to 2 months for the medication to fully absorb into your body. So just have patience.

## MONTHS 4, 5, & 6

These months can be interesting, because your body can start fighting against the medication and you may start to feel the hunger come back. It is like a tug of war that is taking place between your brain and the medication. It is important to not give in, and to be mindful of what you are eating. The Medication can work great, but you will still be required to have some self-control. Just because you are feeling more hunger urges, does not mean the medication is not working. The mind is very strong, and can easily play head games with you.

Your body is accustomed to living and eating a certain way for years, and now it is being forced to change some of those bad habits you might have had. Stay focused and remember, this medication is more of a long-term medication and not a quick fix!

Although you could have seen some great results in the early months. You can still get great results, just realize you might slow down on the pounds coming off, and you may start to see more inches coming off around your body and waist, which is also a form of weight loss. So, do not be alarmed or surprised if you don't lose pounds for 1 or 2 months.

## AFTER 6 MONTHS

These are the months we call the cruise control months. By now, your body should be very familiar with the medication and how it reacts to the medication. You should have a pretty good idea of what you can eat and what you should not be eating. Your stomach should be shrinking by now as well. If you are still needing to lose more weight, then you will continue the medication until you hit that weight loss goal. If you have reached your weight loss goal, we recommend NOT Stopping Cold Turkey! Please schedule a phone consultation with us to formulate a plan for your body to dose down to a maintenance program. This will allow you to protect your progress, and maintain the weight you have lost. This will also allow you to still benefit from the medication and keep your mind and body in check.

SemaGlutide has and is still being used since 2012. It was just recently approved for weight loss by the FDA in April of 2021. So, it can be safe to take long-term if need be and if your doctor approves.

Other benefits that has been reported by our clients:

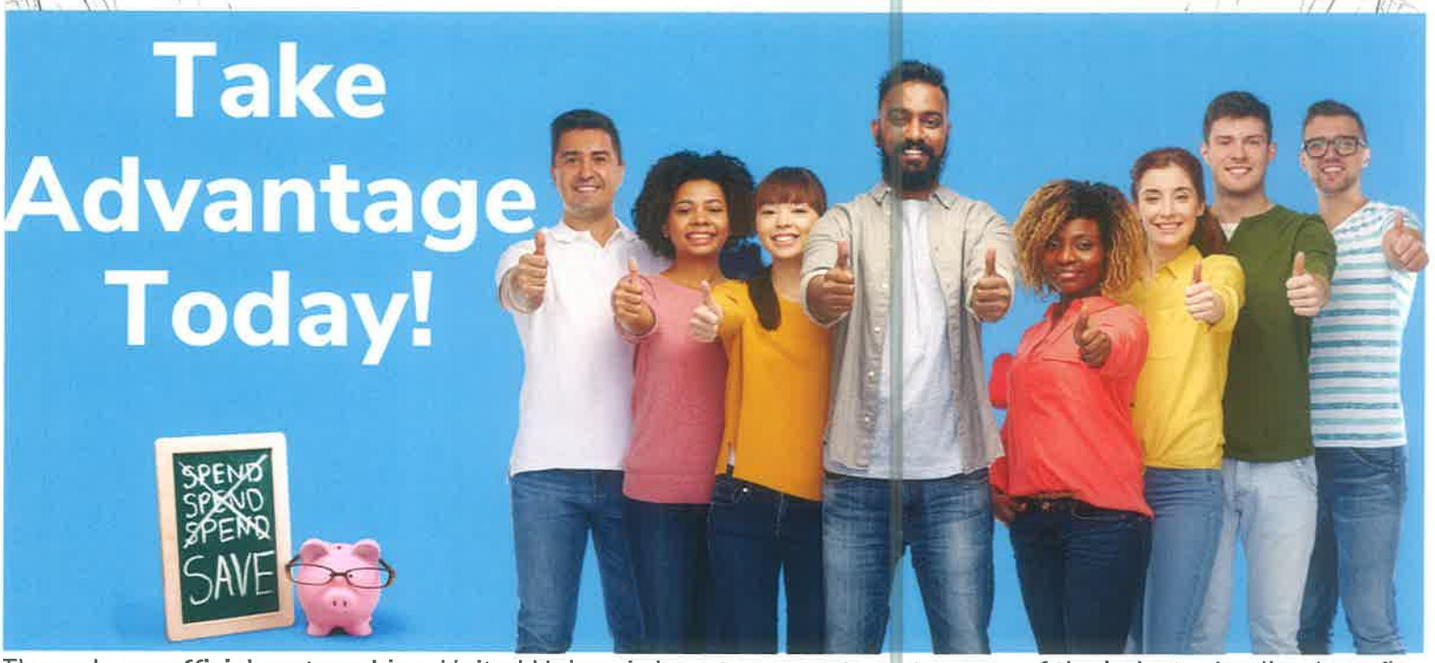
- Better Metabolism
- Less Food Cravings
- Less Sugar Cravings
- Overall Feeling Good
- Helps with Liver Issues
- Less Cravings for Smoking
- Stabilizing Blood Sugar Levels
- Less Cravings for Drinking Alcohol

PLEASE CALL US IF YOU HAVE ANY QUESTIONS

**(888) 595-5092**

# UNITED UNIONS™

"Together, We Are Strong!"




Through our **official partnerships**, United Unions is here to connect you to some of the industry leading benefit programs! From Unionized Dental Offices, all the way to Discount/Savings Programs and Insurance Needs. **United Unions** and its **official partners** are here to service you! Visit our site to learn more about programs and services you can access!

## Supplemental Insurance Needs

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BETTER BENEFITS CONNECTED

OFFERING BENEFITS PROVIDED THROUGH Cigna.

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*Are you looking for something specific? We are ALWAYS GROWING! Contact one of our specialist through unitedunions.net and we will do our best to make that connection happen and fulfill your request!

DO IT! **VISIT US ONLINE! UNITEDUNIONS.NET**
**QUESTIONS? CONTACT: DALTON JAIMES**
**(949) 836-4645 DALTONJAIMES@UNITEDUNIONS.NET** DO IT!

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

# MLK DAY 2025

# I AM A WOMAN

## SATURDAY, JANUARY 18, 2025

LOS ANGELES CONVENTION CENTER | CONCOURSE HALL
1201 S. FIGUEROA ST, LOS ANGELES, CA 90015

| | |
|---|---|
| VIP RECEPTION | 8:00 AM |
| BREAKFAST | 9:00 AM |

SPECIAL GUESTS:






# AVOID HEAT STROKE
## EVITE LA INSOLACIÓN



### HEAT EXHAUSTION
### AGOTAMIENTO POR CALOR

- Faint or dizzy
  Débil o mareo
- Excessive sweating
  Sudor en exceso
- Cool, pale, or clammy skin
  Piel fría, pálida o húmeda
- Nausea or vomiting
  Náusea o vómito
- Rapid, weak pulse
  Pulso rápido o débil
- Muscle cramps
  Calambres musculares

### HEAT STROKE
### LA INSOLACIÓN

- Headache
  Dolor de cabeza
- No sweating
  No sudoración
- Hot, dry, or damp skin
  Piel caliente, seca o húmeda
- Body temperature above 103 F / 40 C
  Temperatura corporal mas de 40 C
- Rapid, strong pulse
  Pulso rápido o fuerte
- Unconsciousness
  Inconsciencia

**Call 9-1-1 if you suspect HEAT STROKE**
**Call 3-1-1 for Cooling Centers and Resources**

**Llame al 9-1-1 si sospecha INSOLACIÓN**
**Llame al 3-1-1 para Centros de Enfriamiento y Recursos**

ClimateLA.org/Heat

Los Angeles

## ONLINE CLASSES (3 unit)

Conducted completely Online

**LS 4 Labor in America**- The role of unions in creating and maintaining the middle-class standard of living for all workers. Labor's impact on issues such as wages, benefits & job security, and economic justice issues such as public education and social security.
**Class#18842** *Instructor: Ericka Wills*

**LS 5 Grievance & Arbitration**- How to identify, investigate, write and present grievances, and handle arbitrations. Emphasis on participants' own contracts, grievance procedures and experiences. **Class #18801**
*Instructors: Tanya Akel & Jody Klipple*

**LS 11 Labor in Public Sector**- Public sector unions, workers and services are under attack. How to protect and defend your members, your union and collective bargaining now and for the future. **Class #24880** *Instructor: Jody Klipple*

**LS 20 Workers' Rights**- Basic legal rights for workers, including: wage and hour laws, overtime, leaves, workplace privacy including e-mail and computers, accommodating disabilities, including pregnancy, and combating employment discrimination.
**Class #20940** *Instructor: Josh Young*

**LS 21 Working Class in Cinema**- See evening class for description.
**Class#18843** *Instructor: Ericka Wills*

**LS 24 Enforcing Workers' Rights**- Skills needed to investigate, prepare, and present cases filed by the State Labor Commissioner to enforce workers' rights. **Class #21694**
*Instructor: Jocelyn Lopez-Cisneros*

## WEEKEND CLASSES (1 unit) 8:30am-5:20pm

Held at Trade Tech in F5-room 221

**LS 105 Grievance Handling Skills**- Handling grievances: investigating facts, documenting evidence, writing & presenting grievances, settlement techniques, and duty of fair representation.
*Instructor: Lou Zigman* **Class #25331**
**September 7 & 14**

**LS 115-Workplace Health & Safety**- How to identify and resolve workplace health and safety issues, and proactive strategies to improve workplace safety.
*Instructor: UCLA – LOSH* **Class #24804**
**Sep 21 & 28 [Oct 5 -** optional third day to earn health & safety certificate]

**LS 136 When the Paycheck Stops**- Learn to help members when the paycheck stops due to strikes or layoff. Overviews services as retraining, food banks, unemployment, & negotiating with landlords, mortgages, utilities & other creditors.
*Instructor: Armando Olivas* **Class #20829**
**Oct 19 & 26**

**LS 121 – New Media for Unions**- Survey e-communications for unions, including web sites, text messaging, Instagram and other social media.
*Instructor: LACFL communications*
**November 16 & 23** **Class#25071**

**LS 134 – CA Wage and Hour**- California Labor Code covering: minimum wage, timely pay, overtime, meal/rest periods, privacy, leaves, and enforcement procedures.
*Instructor: Joe Paller* **Class#25448**
**December 7 & 14**

**Free Parking**
**Labor Studies weekend classes only**

## OFF SITE/EVENING CLASSES (3 unit)

**6:00pm - 9:10pm**
**Off campus classes in union halls, free parking**

**THURSDAYS**

**LS 21 Working Class in Cinema**-Examines film portrayals of the working class and labor unions. Students learn to evaluate popular culture, dramatization of workers' rights struggles, and analyze how the movies help shape public perception and values.
**Class#24514**

**Instructors: Matt Hart & Derek Smith**
UFCW 324 - 8530 Stanton Ave., Buena Park

## DAY CLASSES AT TRADE TECH (3 unit)

**Mon/Wed 10:10am-11:35am**

**LS 21-Working Class in Cinema**- See evening class description.
Instructor: Mindy Chen **Class #18832**
F5 room 201

**Tue/Thurs 10:10am-11:35am**

**LS 4 – Labor in America** - See online class description.
Instructor: Jennifer Galvez **Class #21785**
F5 room 313

**** Labor Studies 1, 4, & 21 meets GE requirements in Social Sciences at LA Trade Tech, CSU, and UC ****

# FALL 2024

## LABOR STUDIES CLASSES

**Semester August 26 - December 15**

**All Labor Studies classes - CSU transferable**

**Must Pre-Enroll Online at least a week before class starts:**

https://www.opencccapply.net/gateway/apply?cccMisCode=746

| FEES $46/unit for CA residents |
|---|
| ASO Rep Fee $2/semester |
| ASO Membership Fee $7/semester<br>Optional: must opt out via student portal before start of semester |
| Health Fee $19/semester |
| Checks Payable to LATTC |

**For further information contact:**
**Labor Center** (213) 763-7129
Email: Laborcenter@lattc.edu
http://college.lattc.edu/laborcenter
Kathleen Yasuda, Director
Olga Garcia, Support Staff

**Max Mont Scholarships:**
for Labor Studies classes only

LOS ANGELES TRADE TECH COLLEGE
LABOR CENTER