AFT College Staff Guild, Local 1521A

Executive Board Meeting Agenda
Hybrid: Southwest College, Multi-Purpose Room (MPR), SoCTE 125
Thursday, November 14, 2024 • 3:00 pm – 6:00 pm

1. **Call to Order** (2 minutes)
2. **Flag Salute** (2 minutes)
3. **Meeting Protocols** (2 minutes)
4. **Approval of Agenda** (5 minutes)
5. **Approval of Minutes** (5 minutes)
6. **Action Items** (15 minutes)
   a. Legal Bill
   b. AFT 1521A December Holiday Budget
   c. December 12th E-board – Reschedule or push back to avoid conflict with LaborNotes training?
7. **New Business** (10 minutes)
   a. Accretion of Classifications
   b. Election Hearing (June 2024) Follow-Up
8. **Old Business** (8 minutes)
   a. Profit & Loss Statement
   b. Classified Rising: Unifying Campaign
9. **Chapter Report** (15 minutes)

☒ City ☒ District ☒ East ☐ Harbor ☒ Mission
☒ Pierce ☒ Southwest ☒ Trade-Tech ☒ Valley ☐ West
☒ RETIREE

10. **Executive Director Report** (10 minutes)
11. **Officers Reports** (30 minutes)
    a. President
    b. 1st Vice President
    c. 2nd Vice President
    d. Treasurer
    e. Recording Secretary
    f. Grievance Secretary
12. **Committee Reports** (15 minutes)
    a. Elections Committee
    b. Constitution and Bylaws Committee Proposal
13. **Conference/Convention/Training Reports** (5 minutes)
    a. CCE Conference – Dec 6-8, 2024
14. **Affiliate Reports** (15 minutes)
    a. L.A. County Federation Labor Delegate
    b. Activities Coordinator
    c. Health and Wellness Coordinator
    d. EEO – Cassaundra Walker
    e. COPE – Political Coordinator
    f. CFT Council Participation and Retiree Representation
15. **Adjournment**

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

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

3356 Barham Blvd
Los Angeles, CA 90068
(323) 851-1521

Staff Guild Officers

Andrea Edwards
President

Jesse Saucedo
First Vice President

Maira Cruz
Second Vice President

James "Phillip" Highley
Treasurer

Melinda Ung
Recording Secretary

Troy L. Pierce
Grievance Secretary

Dashiel Johnson
Executive Director

Next Executive Board Meeting:

Thur., December 12, 2024

Next Eboard: Thursday, December 12, 2024 At Los Angeles Trade Tech College

Minutes

AFT College Staff Guild, Local 1521A

Executive Board Meeting Minutes
Thursday, October 10, 2024 • Hybrid: Pierce College • 3:00 p.m.

Members Present: D. Johnson A. Edwards J. Saucedo; M. Cruz; J. Highley; M. Ung; M. Polin; A. Paz; E. Villavicencio; G. Moreno; Y. Kim; K. Davillier; R. Kersaint; L. Wood; S. Beccera; P. Williams; N. Muro; A. LaBrune; A. Alvarez; J. Raines; M. Griggs; S. Ghiradelli; V. Enriquez; N. Mork; S. McDonald; D. Richarte; G. Mason; R. Nwaogu; L. Narkevicius; C. Walker; R. Villanueva; S. Carter; S. Larios-Ramirez; L. Hunter; M. Castillo; K. Williams; C. Baugher; T. Dunham-Frost; A. Clardy; C. Laughlin; A. Campbell; M. Medina; C. Smith; M. Ingram; E. Austin Pope

Guests: D. Santoianni; M. Romo; P. Jhang; R. Martinez; D. Morrissette

Excused Absence: T. Pierce;

Absent: C. Ahorro; J. Haywood-Daley; L. Duffin; O. Hernandez; J. Ramirez; A. De La Parra; J. Estrada; R. Villalobos; J. Ortiz; C. Perez; A. Ramirez; F. Ramirez; K. Roberts; J. Sovereign; C. Dagdagan; A. Iniquez; M. Montanez; C. Flores; T. Anderson; J. Rosas; J. Nickerson; A. Vera; N. Shtromberg; R. Ventura; D. Douglas

1. Call to Order @ 3:18 p.m.
2. Flag Salute
3. Meeting Protocols
4. Motion to adopt agenda
    a. Amendment to Agenda: A motion was made to remove Item A (Bush-Gottlieb bill) due to a delayed submission. The bill could not be included because it had not been received in time, and redactions would be required for future statements due to ongoing arbitrations. (M/S/P— M. Griggs; S. McDonald)
5. Motion to approve minutes
    a. Attendees reviewed the minutes for August and September.
        i. Correction to August Minutes:
            1. Amendment to minutes: Motion to update the August 8th meeting minutes, for J.Salcedo's status from "Absent" to "Present." (M/S/P— S. McDonald; L. Narkevicius)
        ii. To approve August and September minutes (M/S/P— L. Narkevicius; M. Polin)
6. Action Items
    a. Classified Confernece
        i. Date: December 6-8, Costa Mesa, California
        ii. Discussion: $50 registration fee and $165 per night hotel costs. The conference budget stands at $40,000, with potential for 10-20 attendees. Motion to approve to fund up to 10 people to attend CCE conference in Costa Mesa, including travel, registration, and hotel
        iii. Amendment: L. Narkevicius, to increase attendance to 20 members with the adjusted budget of approximately $7,600.
        iv. Vote on Extension: A motion was presented to extend the meeting by five minutes to finalize discussions prior to registration deadlines. The extension was approved unanimously, with no objections.
        v. Motion to approve to fund up to 20 people to attend CCE conference in Costa Mesa, including travel, registration, and hotel. (M/S/P—C. Baugher; T. Dunham-Frost)
7. New Business
    a. Profit and Loss Statement
        i. The absence of the Profit and Loss Statement was addressed. The delay was attributed to limited access to QuickBooks software due to unresolved administrative rights issues.
        ii. Legal assistance is being pursued to resolve access issues, as QuickBooks access is critical for generating financial reports.
        iii. Follow-up: Legal will continue efforts to gain QuickBooks access to ensure future statement availability.

b. New Union Email Distribution
    i. The registration link has been distributed by Irene and included in the recording secretary's report within the executive board packet for all chapter chairs, grievance representatives, and coordinators.

8. Chapter Reports
    a. Reports Submitted.
    b. Data Security and IT Support: Efforts to secure member data and create encrypted accounts for chapter chairs are ongoing. No further data breaches have been reported.
    c. Hard Copy Contracts: The district covers 50% of printing costs for 250 hard copies, and contracts have been shipped to members to resolve distribution delays.
    d. Grievance Coordination: Work continues on standardizing grievance reporting and SharePoint usage for secure case management.
    e. Chapter Chair Support: New initiatives include onboarding training, structured reporting, and centralized resources to ensure leadership continuity.
    f. Hard Copy Contracts: The district covers 50% of printing costs for 250 hard copies, and contracts have been shipped to members to resolve distribution delays.
9. Executive Director
    a. Union Engagement: D. Johnson reported on progress in member outreach and union representation. The proposal for electronic voting could save $15,000 if ratified and updated in Constitution and Bylaws.
    b. March in March - March for Education: Highlighted planned participation to advocate for community college funding and employee rights.
    c. Membership Increase: 25 new members have joined since September 10, restoring voting eligibility within the California Federation.
10. Officers Reports
    a. Grievance Secretary—Report Submitted.
    b. Recording Secretary
        i. Moving forward, I'll try my best to include agendas, notes, and newsletters, from the shared governance committees I attend will be provided as embedded links in my report; please check my report to see JLMBC newsletters and Institutional Effectiveness/Student Success Committee enrollemnt reports.
        ii. Union Email Sign-Up Reminder: Irene sent out a sign-up form last week for new Union emails, with a reminder this morning. Members who haven't yet signed up for chapter chair, grievance rep, or coordinator emails should check your work email or my report for the link to register.
    c. Treasurer
        i. Financial Accounts Update
            1. Efforts to transfer and secure funds held in older accounts, including successfully reclaiming a long-standing Matador savings account.
            2. Plans are in place to continue shifting funds to interest-bearing accounts and CDICs for better yields.
    d. 2nd Vice President
        i. Professionalism in Guild Communications: Recent unprofessional communications from some executive board members have been directed at guild office staff.
        ii. Emphasis on adherence to the AFT Code of Conduct when communicating amongst everyone, especially with OPEIU staff members.
    e. 1st Vice President
        i. Personnel Commission Response Streamlining: Collaboration with the Second Vice President, Ms. Cruz, has been initiated to streamline responses to members undergoing Personnel Commission specification reviews, which occur approximately every five years. The streamlined process allows for prompt member notifications and consultations on concerns before finalization of reviews.
        ii. Governance Committee Attendance: Attendance at governance committee meetings continues. A notable discussion at the recent Student Affairs Committee highlighted student employee compensation issues. The student representatives indicated low

interest among student workers due to wage concerns, which they intend to address. It was clarified that duties overlapping with classified staff would not be supported by the Guild due to implications for classified roles.

iii. Vacancies and Positions: Guild members are reminded to report any unfilled positions within their chapters promptly. The Guild is working with the Personnel Commission to ensure timely actions on vacancies, promoting a system of record-keeping and notification for vacancies to prevent prolonged staffing shortages.

iv. Question/Discussion:
    1. Addressing Classified Staff Role Overlaps: Questions were raised about classified staff at certain campuses, including Mission College, performing duties above their classifications. Members feeling affected are advised to either contact the Personnel Commission (PC) directly or consult with Guild representatives. The Personnel Commission reviews these duties, though often without reclassification if the duties are deemed to fall within the scope of existing classifications.
    2. Student Worker and Unclassified Paid Intern Concerns: Concerns were raised about student workers and UPIs performing duties typically assigned to classified staff, sometimes without direct faculty supervision. This issue has been previously discussed in President consultations, and members are encouraged to follow a protocol of escalating through the chapter chair, progressing to Guild leadership if unresolved.

v. Report Submitted.

f. Motion to Extend Officers Reporting by 15 Minutes
    i. Officers report extension motion passed, allowing additional time to address chapter chair duties and grievance meeting structure.
    ii. Emphasis on empowering chapter chairs to provide comprehensive data for addressing supplanting and role alignment issues effectively.
    (M/S/P— N. Mork; M. Polin)

g. Motion to Extend Officers Reporting for 10 additional minutes. (M/S/P— A. Paz; L. Narkevicius)

h. President
    i. Cybersecurity: A recent hacking incident involving office accounts was addressed. Unauthorized purchases were attempted, leading to heightened account monitoring.
    ii. Data Security and IT Support: Efforts to secure member data and create encrypted accounts for chapter chairs are ongoing. No further data breaches have been reported.
    iii. Retiree Database Maintenance: New efforts are underway to maintain active retiree databases and transition retirees to AFT Connect.
    iv. COPE Endorsements and Contributions Update
        1. COPE endorsements support candidate promotion through covering endorsement process costs rather than direct financial contributions.
        2. Mailer costs for endorsements can reach up to $50,000. A photo shoot was held as part of promotional support.
        3. Contributions and partnership donations were discussed, including:
            a. $10,000 CFT grant redirected towards mailers, reaching approximately 32,000 recipients in LA County.
            b. A $10,000 donation to AFT in partnership with UTLA, Faculty, with AFT covering additional costs.
            c. The remaining funds in the budget were reviewed, and a potential recommendation for an additional $3,000 in contributions was proposed.
    v. Compliance and Financial Reporting Issues
        1. Due to compliance requirements, financial contributions now mandate filing with the state. Forms CA-410 and CA-4974 must be submitted to report contributions. When the 2024 form was submitted, we learned that the last one that was submitted was in 2019. Once this was submitted a “random” audit was requested/triggered from our union.
        2. An audit request from the Political Reform Audit Program requires documentation

from January 2021 to December 2022.
3. CFT Legal was consulted, and an extension was granted to complete documentation.

vi. Technology Updates
1. DC Network now has admin access to Microsoft 365 account, zoom. Budget impacts from the lack of transition of power from previous officers.
2. Still do not have admin access to Constant Contact, currently sending out communication via Action Network.
3. Still do not have access to QuickBooks desktop and web application.

11. Committee Reports
    a. Elections Committee—Report Submitted.
12. Conference/Convention/Training Reports
    a. Division/State Council—Oct. 4-5, 2024
    b. CCE Conference—Dec 6-8, 2024
13. Affiliate Reports
    a. L.A. County Federation Labor Delegate—Report Submitted.
        i. Additional phone banking: October 26, November 2, and November 5.
    b. Activities Coordinator
        i. Holiday Celebration
        ii. Reached out to Trade to host holiday celebration.
        iii. Discussion on December executive board meeting, members meeting and/or holiday celebration
        iv. L. Narkevicius suggested members to join a community event called CicLAvia—Heart of LA presented by Metro October 13, 2024 at 09:00 AM. Location: Connecting Boyle Heights, Chinatown, Downtown, Echo Park, and Little Tokyo.
    c. Health and Wellness Coordinator—Open enrollment.
    d. EEO – Cassaundra Walker—no meeting; no report.
    e. COPE – Political Coordinator
        i. Upcoming voter outreach opportunities: October 24: Phone banking for Arizona Senate races at the Burbank CFT office, 5-7 PM; October 26: Canvassing for endorsed Board of Trustees candidates (location TBA, 10 AM-2 PM); November 1: Hybrid phone banking at the Guild office and via Zoom, 5-7 PM.
        ii. Members encouraged to participate in COPE activities; S. Martinez available for presentations on COPE's importance.
        iii. Discussed shifting focus from large financial contributions to active involvement (mailers, phone banking, and canvassing). Poll may be conducted on reallocating unused funds from AFT mailer contributions
14. Motion to adjorn (M/S/P— A. Paz; L. Narkevicius)
    a. Meeting Adjourned at 5:20 pm

Respectfully submitted by:
Melinda Ung, Recording Secretary

Action Items

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

October 18, 2024 Invoice# 109520

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

Billed through September 30, 2024
Our file # 11521 00000 ED

Attn: Andrea Edwards, President, aedwards@aft-1521a.org
Philip Highley, Treasurer, jhighley@aft-1521a.org

Balance forward as of bill dated September 26, 2024	$15,992.70
Payment(s)--last payment deposited October 10, 2024	$15,992.70
Net balance forward	$0.00

BILLING SUMMARY

Total fees	$9,175.00
Total charges for this bill	**$9,175.00**
Total balance now due	**$9,175.00**

RE: RETAINER ($750.00/month) Matter 01000

FEES

09/17/2024	JCV	Draft audit response letter	0.4	hrs.	
09/18/2024	ED	Review files and discuss [redacted] w SY	0.5	hrs.	

Erica Deutsch	0.50 hrs	
Judy C. Valenzuela	0.40 hrs	
Total fees for this matter	0.90 hrs	$750.00

RE: BUTLER DLSE CLAIM Matter 29005

FEES

09/06/2024	ED	Review settlement and discuss with VCW	0.5	hrs.	$125.00
09/06/2024	VCW	Review updated settlement agreement with edits from C. Missakian; draft email to ED based on changes with proposed	0.9	hrs.	$225.00

		response; review ED's edits and response; update draft based on feedback from ED; draft email to ED with updated draft and draft email to C. Missakian			
09/10/2024	VCW	Follow up with ED re Butler settlement	0.2	hrs.	$50.00
09/12/2024	VCW	Final review of edits to settlement agreement; draft email to C. Missakian to convey final settlement agreement edits; review response from C. Missakian; draft email to ED re response	0.5	hrs.	$125.00
09/30/2024	ED	Review comments from Butler counsel and email exchange re same	0.3	hrs.	$75.00
09/30/2024	VCW	Review email from C. Missakian conveying response to settlement agreement edits; draft email to ED re same	0.4	hrs.	$100.00

Erica Deutsch	0.80 hrs	250.00/hr	$200.00
Vanessa C. Wright	2.00 hrs	250.00/hr	$500.00
Total fees for this matter	2.80 hrs		$700.00

RE: ELECTION CHALLENGE Matter 32004

FEES

09/16/2024	MEP	Review/respond to email from D. Johnson	0.3	hrs.	$75.00
09/17/2024	MEP	Review/respond to emails from D. Johnson; research re electronic voting	0.5	hrs.	$125.00
09/18/2024	MEP	Review/respond to email from D. Johnson re electronic voting	0.2	hrs.	$50.00
09/20/2024	MEP	Review/respond to email from D. Johnson	0.2	hrs.	$50.00

Michael E. Plank	1.20 hrs	250.00/hr	$300.00
Total fees for this matter	1.20 hrs		$300.00

RE: [redacted] GRIEVANCE Matter 34001

FEES

09/03/2024	SY	Review documents provided by [redacted]; phone - [redacted]y re disability accommodation and other grievance issues	2.6	hrs.	$650.00
09/04/2024	SY	Draft email to [redacted] re documents needed; draft email to counsel re discrimination claim; review documents related to discrimination claim	0.6	hrs.	$150.00
09/12/2024	SY	Review file and prepare hearing outline	1.2	hrs.	$300.00
09/13/2024	SY	Review/respond to email from counsel re disability accommodation issue; conference with ED re strategy; draft email to A. Edwards re same	0.6	hrs.	$150.00
09/18/2024	SY	Review/respond to email from counsel re disability discrimination; review and organize evidence	0.5	hrs.	$125.00
09/20/2024	SY	Meeting - A. Edwards and T. Pierce re grievances	0.5	hrs.	$125.00
09/21/2024	SY	Draft information request	2.1	hrs.	$525.00
09/23/2024	SY	Review documents from T. Pierce; draft information request	0.6	hrs.	$150.00

09/24/2024	SY	Draft and send request for information; email counsel and arbitrator	0.6	hrs.	$150.00
09/26/2024	SY	Draft direct exam of [redacted] review viability report and other documents	2.2	hrs.	$550.00
09/27/2024	SY	Testimony prep with [redacted]	2.5	hrs.	$625.00
09/30/2024	SY	Review/respond to email from T. Pierce re information request and status; draft revised information request; phone - [redacted] re accommodation issue	0.9	hrs.	$225.00

Sara Yufa	14.90 hrs	250.00/hr	$3,725.00
Total fees for this matter	14.90 hrs		$3,725.00

RE: [redacted] GRIEVANCE RE TRAVEL TO SCHOOLS Matter 34002

FEES

09/12/2024	SY	Review/respond to email from [redacted] re arbitration scheduling; review documents provided; draft hearing outline	1.6	hrs.	$400.00
09/15/2024	SY	Draft email to counsel re potential settlement	0.6	hrs.	$150.00
09/18/2024	SY	Review evidence, CBA, and Personnel Commission rules; conference with ED re strategy for potential settlement and arbitration; draft email to counsel	2.3	hrs.	$575.00
09/19/2024	SY	Phone - [redacted] re grievance; contact potential witness	1.5	hrs.	$375.00
09/20/2024	ED	Meeting - with A. Edwards and T. Pierce re pending grievances	1.0	hrs.	$250.00
09/20/2024	SY	Meeting - A. Edwards and T. Pierce re grievance; review documents from prior grievance	0.6	hrs.	$150.00
09/21/2024	SY	Review documents from T. Pierce; draft information request	0.5	hrs.	$125.00
09/22/2024	SY	Draft information request; email T. Pierce re follow-up questions	1.0	hrs.	$250.00
09/23/2024	SY	Review documents from T. Pierce; draft information request	0.6	hrs.	$150.00
09/24/2024	SY	Draft and send request for information; email counsel and arbitrator	0.6	hrs.	$150.00
09/27/2024	SY	Research re duty to consult	0.4	hrs.	$100.00
09/28/2024	SY	Draft direct exam of [redacted] testimony prep with [redacted]	3.4	hrs.	$850.00
09/30/2024	SY	Draft revised information request	0.7	hrs.	$175.00

Erica Deutsch	1.00 hrs	250.00/hr	$250.00
Sara Yufa	13.80 hrs	250.00/hr	$3,450.00
Total fees for this matter	14.80 hrs		$3,700.00

Education
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AFT, AFL-CIO

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

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Randi Weingarten
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Fedrick C. Ingram
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Denise Specht
Wayne Spence
Arthur G. Steinberg
Jessica J. Tang
Adam Urbanski
Debbie White, RN
Carl Williams
Sarah Wofford

SENT VIA ELECTRONIC DELIVERY

June 11, 2024

Yovanna Campos, Complainant
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Andrea Edwards, President
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Mark Bergquist, Election Committee Chair
AFT Staff Guild, Local 1521A
markb1521a@gmail.com

Re: Notice of Hearing

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

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

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

Issues
The issues to be addressed at the hearing are:

1. Whether Local 1521A members Maira Cruz, Andrea Edwards, and Jesse Saucedo should have been declared ineligible to run for office based on their payment history of their financial obligations to the Staff Guild, as stipulated in the eligibility rules.

2. Whether the Election Committee's rejection of Complainant's request to appear on the website as a slate, violated Local 1521A's constitution or any other applicable law or rule.

The AFT is a union of professionals that champions fairness; democracy; economic opportunity; and high-quality public education, healthcare and public services for our students, their families and our communities. We are committed to advancing these principles through community engagement, organizing, collective bargaining and political activism, and especially through the work our members do.

3. Whether the late circulation of the notice of eligibilty had a material affect on the election results.

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

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

Ground Rules

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

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

Hearing Location and Time

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

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

Sincerely,

Mark Richard
Counsel to the President

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

Shelvy Abrams
Kathy Chavez
David Gray
Ramiro Hernandez
Luukia Smith

Campus Worksite Reports

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: October 2024 Chapter Report

Campus: Los Angeles City College

Campus E-Board:

10/22/2024: Preparation for in-person Chapter Meeting on Thursday, October 31 at Faculty Staff Center topics included: 1) Confirm availability of guests, President Andrea Edwards and Executive Director Dash Johnson, 2) Prepare group list and create calendar invite, 3) Create agenda, including discussion about grievance process by Grievance Rep Edith Villavicencio, 4) Discussion about providing food, drinks, ice and how to use chapter budget, and 5) Brief discussion about use of grant money at LACC and how it relates specifically to classified hiring process.

Chapter Meeting:

10/31/2024: In-person Chapter Meeting from 12 pm to 1 pm at Faculty Staff Center included: 1) Introduction of special guests, AFT 1521A President Andrea Edwards and AFT 1521A Executive Director Dash Johnson, 2) President Edwards spoke about a number of issues including member issues regarding job class and the importance of having leadership ready and willing to fight for members, 3) Executive Director Johnson spoke about the importance of retaining and growing membership and 3) Grievance Director Edith Villavicencio was introduced and spoke briefly about the grievance process, and 4) Chapter Chair Mitch Polin spoke about our training retreat and consultation items.

Consultation:

10/28/2024: In-person Consultation with President Gebru and VPs of Administrative Services Joe Dominguez and interim VP of Student Services Saadie Porche and topics included: 1) Discussion about new gate in Faculty and Staff Parking Lot and President Gebru stressed the importance of constijtuent groups being vigilant regarding safety issues on campus, 2) Shredding contract for LACC has been finalized and six bins are in process of being distributed in buildings on campus, 3) Discussion about new location for AFT 1521A office when Administration Building is demolished soon 4) President Gebru spoke about maintaining trust and transparency in discussion of LACC grants policy.

Unit member issues/updates:

10/14/2024: Meeting with member and interim VP of Student Services Saadia Porche concerning issue about pending work schedule change.

10/16/2024: Meeting with member in Science and Technology Building regarding ongoing issues with supervisor in their department.

10/17/2024: Meeting with Vice Presidents Joe Dominguez and Carmen Dones and other administrators regarding possible issues regarding non-sexual harassment among members in the Administration Building.

Shared Governance /Other Committees:

1002/2024: EPPIC meeting included discussion about 1) Approved change in requirements for ADT for Computer Science, and 2) Approved language about AI in syllabuses.

10/07/2024: College Council meeting included: 1) Discussion about reduction of LACC budget deficit from about $8 million to $2.8 million and hope of no layoffs or reduction of staffing for next fiscal year, 3) Adoped POCR resolution that matches similar programs throughout state, and 4) Approve LACC plan for ESMP priorities.

10/16/2024:EPPIC meeting discussed: 1) Possible conflict between newly-approved programs and availability of financial aid, and 2) Viability study forming for Journalism.

Classified Hiring Committee

10/142024: Hiring committee conducted for Assistant Technology Services Specialist position at LACC.

Classified Hiring:

None reported.

Other:

10/10/2024: E-Board Meeting at LA Pierce College. Discussion included: 1) Approval of Attendance of up to 20 members for upcoming CCE Conferance in Costa Mesa, 2) Discussion about new email accounts for E-board members, 3) a new RAMP credit card with better checks and balances, and 3) Political funding and volunteering for November election.

10/11/2024-10/12/2024: E-Board Training Retreat at Indian Wells Resort in Indian Wells, CA. Topics included:1) Team Building, 2) Leadership Styles, 3) Communications, 4) Vital Signs of the Union, 5) Strategic Planning, including Goal Setting and Action Planning,, and 6) Building Power for Our Members, Students and Community.

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

Chapter Report
October 2024

Chapter Executive Board

Chapter Executive Board Team Meeting – No meeting in October 2024

- Sent out email to DO E-Board Members with Meet and Greet plan.

Chapter Meeting

Meet and Greet Event for Members of DO – Tuesday, 10/08/2024 10 am – 11:30 am
AFT Officers in attendance: AFT President, 1st & 2nd VP's and Executive Director
DO Executive Board in attendance: Gloria Moreno - Chapter Chair, La Shawn Duffin – Delegate, Yung Kim – Alternate Delegate, Kimberly Davillier – Grievance Representative

- Members met AFT Officers and Executive Director
- Handed out hardcopy of CBA

Executive Board

Executive Board Meeting – Thursday, 10/10/2024
Attendees: Gloria Moreno – Chapter Chair, La Shawn Duffin – Delegate, Yung Kim – Alternate Delegate, Kimberly Davillier - Grievance Rep.

AFT Strategic Planning Retreat – Friday, 10/11/2024 – Saturday, 10/12/2024
Attendees: Gloria Moreno – Chapter Chair, La Shawn Duffin – Delegate, Kimberly Davillier - Grievance Rep.

Consultations

- **DO HR Consultation Meeting – Thursday 10/17/2024 @ 9:30 am (ZOOM)**
  Cancelled – no agenda items
- **PC Consultation Meeting –** Meeting will take place as needed.

Unit Member Issues/Inquiries

- ADA process.
- Work Environment issues.
- Tension caused by Department Supervisor.

Shared Governance/Other Committees

- **WEC** – no committee meetings have been scheduled.
  - Work environment issues are discussed during the HR Consultation meetings.
- **TPPC** – Meeting Thursday, 10/03/2024
  - TPCC meeting minutes received from District Office Representative, Yung Kim.

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

Interviews/Hiring Committees

1. Dean of Student Services (EPIE) – Tues. 10/01/2024, Thurs. 10/17/2024, Fri. 10/18/2024
2. Sr. Financial Analyst – In person, Tuesday 10/15/2024

Upcoming Interviews

1. SAP functional Business Analyst – interviews scheduled for Fri. 11/08/2024
2. Sr. Research Analyst (EPIE) – pending interview schedule.
3. Applications Developer/Programmer – pending interview schedule.
4. Associate Vice Chancellor of Capital Construction (Facilities & Development) – pending interview schedule

Other:

- **Member Representation – Thursday, 10/03/2024**
  In attendance: Gloria Moreno – Chapter Chair.
- **Meeting with Executive Director and DO Executive Board Team – Tuesday, 10/08/2024**
  In attendance: Gloria Moreno – Chapter Chair, La Shawn Duffin – Delegate, Yung Kim – Alternate Delegate, and Kimberly Davillier – Grievance Representative.
- **Meeting with ELR Director – Tuesday, 10/22/2024**
  In attendance: Gloria Moreno – Chapter Chair.
- **Campus Support Meeting – Wednesday, 10/23/2024**
  In attendance: Gloria Moreno – Chapter Chair, and Kimberly Davillier, Grievance Representative.
- **Member Representation – Thursday, 10/24/2024**
  In attendance: Gloria Moreno – Chapter Chair.
- **Finalized and submitted Activity and Chapter Reports for October 2024 – Tuesday 11/12/2024.**

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: MONTH OF OCTOBER 2024

Campus: ESC – DISTRICT OFFICE

Campus E-Board:

10/10/2024 E-Board Meeting

Chapter Meeting:

10/8/2024 ESC Meet & Greet in the foyer of the District Office followed by a Brain Storming Meeting with Executive Director Dash

Consultation:

Unit member issues/updates:

Member conversations during ESC visibility walk 4th floor

Shared Governance /Other Committees:

.

Classified Hiring Committee

Classified Hiring:

Other:

Officers Retreat at Indian Wells October 11 & 12

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: MONTH OF SEPTEMBER 2024

Campus: ESC – DISTRICT OFFICE

Campus E-Board:

Chapter Meeting:

Unable to attend due to new meeting registration requirement.

Consultation:

Unit member issues/updates:

Shared Governance /Other Committees:

.

Classified Hiring Committee

Classified Hiring:

Other:

Grievance Committee Meeting 9/16

Member contact interaction

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: 11/4/2024

Campus: ELAC/South East/Corporate Center

Campus E-Board:

Rowena Smith Chair

1st Delegate Josue Ramirez

Grievance Rep Promise Williams

Lynn Wood, Alejandro De La Parra,Jennifer Estrada, Delegates, & Alt Delegates Rosalba Villalobos, Christina Perez Francelia Ramirez, Sergio Becerra

Chapter Meeting:

We had our October Chapter meeting

Consultation:

Dr. Roman is leaving waiting for new President

Unit member issues/updates:

There was a bit of confusion around folks being able to get approved to turn in a 2 hour ACR to vote. After reaching out to District and speaking to our General Counsel they forwarded the directive to our ALL campuses to approve all request. This did away with all the confusion.

Shared Governance /Other Committees:

All Shared Gov committees have classified rep on board.

Classified Hiring Committee

So far there are four interview committees scheduled and there will be classified staff assigned

Classified Hiring:

Other:

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: October 2024

Campus: ELAC -

Campus E-Board:

Promise Williams – Grievance Rep

Chapter Meeting:

Consultation:

Unit member issues/updates:

Shared Governance /Other Committees:

Classified Hiring Committee

Classified Hiring:

Other:

Good evening everyone,

The month of October was very invigorating for me personally it started out with the wonderful leadership training weekend I engaged in with my fellow executive board members in Indian Wells California. During those two days we discovered the Hidden Truths Behind our leadership styles and how we can make our Union reclaim our lost power. On our campus this month we held a safety training and as a chapter we are hoping to hold
one of our very own in December. We were very thankful to have Dashel join us at our chapter meeting and tell us about the importance of cope and re-engagement with members. During our president consultation we had the issue of having other members of administration sitting in our meetings addressed our presidents stated that it was within her right to bring members that she thought could best answer our concerns. After hearing this I reached out to her through email and explain how if you members of my executive board felt uncomfortable speaking freely with some of their supervisors in the

room. I received a reply that she understood the reluctancy and if an issue arises with a member of administration she is willing to meet with us to discuss it. Also, at our last chapter meeting we looked into the MOs training and instructed our members how do it request from it to have the software installed on the computer to prepare for the test. It is a very exciting time with woman basketball beginning at Mission College we are having a 3x3 employee tournament to kick off the season:-) we are also preparing for this open enrollment. For winter and spring. The only major challenges that continue to arise center around
levels of staff and communication of information from management. Like always, even with her challenges at Mission College we don't know how to do anything else but fly together I wish you all a very happy fall!

Sincerely,
Michael J Griggs,
LA Mission College
Chapter chair

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: October 2021

Campus: LAMC – Grievance Rep Verónica Enriquez

Campus E-Board:

Michael Griggs – Chapter Chair, Jena Sovereign – 1st Delegate, Susan Ghirardelli – 2nd Delegate, Christine Dagdagan – 1st Alt. Delegate, Ana Íñiguez – 2nd Alt. Delegate, Verónica Enriquez – Grievance Rep

Chapter Meeting:

Provided information on MOS Certification. Informed staff of upcoming elections volunteer opportunities

Dashiel Johnson was present for this event. Let staff know that next chapter meeting we will have a representative from sheriff's office.

Consultation:

LAMC President still invites Deans and VP's to consultation with 1521A Board. She stated it was her propagative to invite who she wanted. Not able to bring up real issues due to this.

Unit member issues/updates:

ISA's are now being hired instead of classified staff. .

Shared Governance /Other Committees:

Classified Hiring Committee

We will be on the hiring committee for the VP of SS

Classified Hiring:

We have hired a new Admissions and Records.

Other:

Nothing at this time

A Union of Professionals
Staff Guild
Local 1521A
Pierce Chapter

Ngan Mork, Interim Chapter Chair

Pierce Chapter Report
For October 2024

Chapter Meeting
- Chapter E-board communication and collaboration discussion held informally via text
- No Chapter Meeting held this month – scheduled for November

Consultation
- Consultation with the President – October 18th

Unit Member Issues/Updates
- Overtime Process
- Staffing in A&R
- Collegiality
- Campus Safety Protocols

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 (designated reps for)
- None

Other
Represented member during ELR meeting(s)

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: Sept 2024 Grievance Rep Report

Campus: Los Angeles Pierce College

Campus E-Board:

Exec Bd Meeting 3hours

Chapter Meeting:

LAPC Chapter meeting-prep- 1.5 hrs

LAPC Chapter Mtg- SSB-3rd Floor- 1.5 hrs

Consultation:

Grievance Comm Mtg- 1 hr

Member mtg- Discuss Grievance Issues- 1 hr

Member mtg-Discuss progress on CDC issues- 1hr

Follow-up on issues with IA in Automotive Dept

Unit member issues/updates:

CDC Dept issues with management

Shared Governance /Other Committees:

No ASC Meeting- Cancelled

Classified Hiring Committee

Classified Hiring:

Other:

Classified Rising Mtg- 1.5 hrs

Cassaundra Walker, *Chapter Chair*

Chapter Report
October 2024

Chapter Meeting
October 16, 2024, Zoom (agenda attached)

Executive Board
Via emails

Consultations
October 18, 2024

1. VPAS – position offered, waiting on reply from candidate
2. State of the College townhall, November 8th.
3. Staff vacancies
    a. Unclassified employees doing work of classified
    b. Requested list of vacancies, and retirements since 2019-I want to see which positions still have not been filled since the first SRP in 2020
4. Student Services dean hired: Nedra Brown
5. Search process started for 2nd Student Services dean

October 29, 2024
Meeting with all constituency groups

1. Reviewed 5-year projection based on the impact of hold harmless
2. Deficit projection is approximately $6M, not the $9M originally projected
3. Ways to maximize our efforts SCFF / – expanding, programs, curriculum, public relations, facilities rentals,

Unit Member Issues/Updates

1. Employee claims gender, racial harassment by supervisor, employee wants to file faculty grievance. Advised that she can also file classified complaint as the treatment isn't solely based on her teaching assignments. Waiting on employee to decide how to proceed
2. Vacation payout held for employee that resigned. Key system showed he didn't return 2 keys from 2010. Reminded everyone (HR Officer & VP) that we have had several different locksmiths, and employee moves during the last 14 years. There is no way to prove he didn't turn in the keys. Campus processed so it could pay on 10/31, employee did not receive because it was held up by District payroll. Employee was told it would pay on 11/15/24
3. Employee complaint - racial, and sexual harassment by supervisors.
4. Employee complaint of sexual harassment

Shared Governance/Other Committees
Budget
College Council
WEC
Strategic Planning

Hirings
Student Services Specialist, Career Center, interviews mid-November.
Research Analyst, waiting on final interview/approval

Other
December Holiday Party changed to *Welcome Back Luncheon in January*

A Union of Professionals
Staff Guild
Local 1521A

LASC Members' Meeting
October 16, 2024, 1:00 pm
Zoom Info:
Meeting ID: 961 944 9261
https://us02web.zoom.us/my/lascaft1521a

Agenda:

1. AFT Updates
    a. Andrea Edwards
    b. Dashiel Johnson
    c. E-board Meeting Update – Ruben Villanueva
    d. COPE – Sonny Martinez
    e. Other Items

2. Campus Updates
    a. CDC Halloween…?
    b. Holiday Party

3. Other Items

2022 – 2025 LASC AFT Staff Guild Executive Board Members:

Cassaundra Walker – Chapter Chair
Ruben Villanueva – 1st Delegate
Shauna Carter – 2nd Delegate
Tasha Anderson – Alternate Delegate
Vacant – Alternate Delegate
Vacant – Grievance Representative

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: 11/5/24

Campus: LATTC

Campus E-Board:
We did not have a campus e-board meeting this month

Chapter Meeting:

Meet with Lori concerning Karine Tchobanian performance evaluation and our Campus Christmas party

Consultation:

We are still having issue with parking. Students are parking in Staff/Faculty Parking. Tickets are NOT being written anymore. The VP says that the Board of Trustees don't want us writing tickets to students. We asked for Organizational charts, still no answer. We discussed dogs on campus.

Unit member issues/updates:

VP has removed himself from the supervisor role with the Copy Center to be out of the issue, that he caused. We have 2 Staff members have issues with walking due an injury and accommodations are not being adhere too. We are working on it.

Shared Governance /Other Committees:

I am sitting on Dean of Academic Affaires hiring committee.

Classified Hiring Committee

Sat on Administrative Secretary Hiring still no word if the person was hired.

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

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

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

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

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

EXECUTIVE BOARD REPORT
LAVC – CHAPTER CHAIR
October 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 Union Onboarding
- Consulted members on Un-Ethical practice during a Hiring Committee by the Chair.
- Consulted member on possible Harassment with Co-Classified
- Represented Non-Member in Discipline meeting
- Represented Member in ELR Investigation
- Halloween Judge (Door Decoration & Costume Contest)
- Halloween Judge (Door Decoration & Costume Contest)

Committees/Meetings

- Executive Board Committees.
  - Legislative & Public Affairs Committee.
  - Budget and Finance Committee.
  - Institutional Effectiveness & Student Success Committee.
  - Facilities Master Planning & Oversight Committee.
- Campus Committees
  - Team Leadership
  - President Consultation
  - Anti-racism Planning
- Hiring Committee
  - Foundation Development Assistant (Unsuccessful)
  - General Forman (Successful)
- Campus Support Meeting.

Miscellaneous

- Counseled Supervisor on Hostile Work Environment
- Meeting with Executive Director, Dash Johnson
- ELR Investigation, Member Representation

This is a very brief snapshot for this month. If you would like to contact me, you may do so at any time valley1521a@gmail.com or (818) 947-2620 (office)

Fraternally
Chad Baugher, LAVC Grievance Representative

Maritza Medina, *Chapter Chair*

Chapter Report
October 2024

Chapter Meeting
Chapter Meeting was held on Friday October 18, 2024 at 12pm to 1pm via Zoom. We had 29 members in attendance.

Chapter Executives
Campus brought safety concerns related to workplace violence/active shooter preparedness to West Work Environment Committee. Due to a recent tragedy suffered close to a campus community to West. EAP services were being inquired to facilitate tensions in an office environment, however we have learned that EAP charges for those services that were previously free. Different approaches are being identified.Chapter is also working on scheduling a retirement workshop with CALPERS for west staff.

Consultations
The college president monthly consultation meeting was canceled due to unavailability of chapter representatives. Meeting has been rescheduled for November.

Unit Member Issues/Updates
- PAL day being denied outside of contractual language
- Fielding members inquiries regarding additional duties stemming from short staffing.
- Fielding member concerns due to Workers Comp procedures
- Fielding member inquiries related to work changing duties

Shared Governance/Other Committees

Work Environment- Report has been submitted
College Council- Report Submitted
Budget- No report submitted
CCP-FIG (Classified Career Pathway-Focus Inquiry Group)- No Report.
Sustainability- Meeting was schedule for 11/4
Student Success- No report Submitted

Other
- Encouraging new and unpaying members to join our union.

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: October 2024

Campus: WLAC

Campus E-Board:

Chapter Meeting:

Consultation:

I was asked to sit in with the First Delegate for the Presidents Consultation; President was absent no future date of consultation has been scheduled.

Unit member issues/updates:

A unit one employee (non-membership) is having issues with her supervisor who is an Acting Dean (since June 2024) who she describes as "micro-managing her daily." The classified employee is seeking help from the union to intervene and stop the "harassment." The Chapter Chair (1521A), the first delegate (1521A), and Grievance Rep (1521A) scheduled a sit down with the Acting Dean to find out what is needed in this area for all unit one employees. We found out that the Acting Dean was forcing rules from the Dean she is Acting Dean for as she states there is a Personal Improvement Plan (PIP) in place for this employee (we found an evaluation not a PIP with suggestions of improvement). We suggested the Acting Dean; unit one employees and VP of Administrative Services allow EAP to intervene to help this office and employees to be whole.

Another unit one employee submitted an incident report regarding our contractual PAL Day and being denied by Supervisor. Our member did not want to grieve the supervisor. But this supervisor has prior incidents with this same issue.

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

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: October 15, 2024

Campus: WLAC

Campus E-Board:

Meeting cancelled. I was on vacation when a family member died and I have just returned.

Chapter Meeting:

Consultation:

Consulted with Chapter Chair in regards to a potential Grievance. Member received a reprimand from supervisor.

Unit member issues/updates:

Member stated she is working under toxic conditions. Member has sought EAP. CC & GR has set up a "good faith" meeting for Oct. 22, 2024 at 12 noon with Dean of Academic Affairs who supervises member.

Shared Governance /Other Committees:

Classified Hiring Committee

Classified Hiring:

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

Dear Retirees,

Why should we all belong to the AFT1521A Staff Guild Retiree Chapter?:

For one, we have FANTASTIC MEDICAL, VISION, & DENTAL BENEFITS. THAT BY THEMSELVES WOULD BE ENOUGH. Let me say that my husband and myself have had to use all of the above-mentioned health services over the past 7 years. This was a G-d send.

Secondly, our contract has made it possible for our Medicare Part B premiums be reimbursed back to us for ourselves and our spouse/significant other. That's usually a substantial amount returned. Please be aware that we have to file each year to get that money back.

Thirdly, you also have someone to contact if a problem arises. and that would be me. My contact information is Fmreisner@gmail.com.

What I am asking in return from all of you is to please ask around of other retirees that you know to find out if they are members of our chapter and if they are, if their information is current.. There is no cost to join. The only thing they have to do is contact Irene or Glen at the Union Office (323-851-1521) with your current contact information: Name, address, EMAIL ADDRESS, phone number landline as well as cell phone. District management looks at our usage. If our retirees do not know of their benefits, they won't use them. And if we don't use them, we lose them.

Happy Thanksgiving to all.

Respectfully submitted,

Fern Reisner

President, AFT 1521A Staff Guild, Retiree Chapter



Officer &
Staff Reports

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 October 2024

AFT Internal Meetings:
Campus Support Meeting – October 16, 2024
Campus Support Meeting – October 23, 2024
Officers Meeting – Monday, October 14, 2024
Executive Board Meeting – Thursday, October 10, 2024
Deputy Chancellor Hiring Committee – Wednesday, October 16, 2024
CMA Position Accretion Analysis – Monday, October 21, 2024
Officers Meeting – Wednesday, October 23, 2024
CCE Division Council Meeting – Friday, October 4, 2024
CFT State Council Meeting – Saturday, October 5, 2024
1521A Retreat Planning Meeting – Monday, October 7, 2024
Ramp Credit Card Onboarding Meeting- Tuesday, October 8, 2024
AFT 1521A Fraud Prevention Meeting – Monday, October 14, 2024
AFT 1521A| CFT Phone Banking – Thursday, October 24, 2024

Campus Meetings| Campus Support:

- District Chapter Meet & Greet – Tuesday, October 8, 2024
- LACC PAL Meeting – Thursday, October 17, 2024
- Member Arbitration – Thursday, October 17, 2024
- LAMC Campus Assistance – Monday, October 21, 2024
- Deposition Prep w/Attorney – Monday, October 21, 2024
- LAMC Campus Assistance – Monday, October 24, 2024
- ELAC Campus Assistance- Wednesday, October 30, 2024
- LACC Chapter Meeting – Thursday, October 31, 2024
- Member Arbitration – Thursday, October 31, 2024

Executive Board Meeting – Thursday, October 10, 2024

- Action Items:
  Profit & Loss Statement – Access to QuickBooks
  CCE Conference Attendees December 6-8, 2024 – 20 Attendees Approved
  Committees Convening – Pending January 2025

Retiree Meeting – N/A

- Rescheduled TBD **Campus Site**

District Shared Governance Meetings

- Management Consultation – Tuesday, October 1, 2024 – Cancelled
  - Agenda Available Upon Request-N/A
- Board of Trustees – Wednesday, October 9, 2024
  - Spoke to Classified Issues/Concerns * Recorded
- PC Consolation – Monday, October 14, 2024 – Canceled
  - Agenda Available Upon Request-N/A
- District Budget Committee (DBC) – Wednesday, October 23, 2024
- District Budget Committee (EXDBC) – Thursday, October 29, 2024
- JLMBC Agenda Planning Meeting – Tuesday, October 1, 2024
- JLMBC Meeting – Tuesday October 8, 2024

Conferences/Training:

- CFT - Executive Board Retreat – October 11th & 12th,
- 5 Key Strategies – Pending Jessica Hayes Detailed Report
    - Follow-Up w/ Jessica & Martha
    - Share Notes and Devise a Campus Strategy implementation plan

Pending Items:

- Phone Lines Established – Pending, - Provisioning the landlines
- QuickBooks Account Recovery – Pending | Legal Letter Served K.A –
- Membership Drive – November 2024 (November 13-15, 2024)
- AFT 1521A Holiday Event Planning
- 2X Arbitration Cases – Pending Results
- Velma Butler Settlement – Pending Finalization and Payment
- AFT 1521A Accountant Contracting – Pending Applicants
- CA Form 410 – Audit Pending the State of California
- CA form 497 – BOT Trustee Endrosments Filing
- SharePoint Contract – Pending Competitive Quotes
- Computer Assessment – Thursday, September 12, 2024 – Completed
    - Computers Installed

CMA Members:

- CMA Positions Accrétion MOU- October 28, 2024
- Schedule a time to meet with incoming CMA's
    - Topics: Understanding our CBA & What it Affords You
    - Membership / COPE Committee

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 ataedwards@aft-1521a.org. Sincerely,

A Union of Professionals
College Staff Guild
AFT Local 1521A

Jesse Saucedo, *1st Vice President*

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October 31, 2024

First Vice President Executive Board Report

Dear Esteemed Guild Members,

I am pleased to share updates on my recent activities and collaborative efforts on behalf of our Guild. Together with the Constitution and By-Laws Committee, we have introduced our first series of proposed constitutional amendments. These amendments enhance the Guild's organizational structure, including the introduction of online voting options. This update marks an important step forward in making our voting process more accessible and responsive to all members.

Early this month, I had the pleasure of attending our District Office chapter meet-and-greet, where I connected with several members whose efforts help LACCD operate effectively. I extend a special thank you to our District Office chapter leadership for organizing this opportunity to engage with our members. I've maintained ongoing support for unit members navigating the Classification Routine Class Specification Review process, providing assistance to ensure they feel supported through each step.

While the customary monthly meeting with Management and the Personnel Commission was rescheduled, I engaged in several significant conversations aimed at promoting our collective objectives.

- Attendance at Steering Committee (Officers) Meetings
- Participation in the October 10 Executive Board Meeting
- Attendance of the Personnel Commission Meetings
- Attendance at the Board of Trustees Facilities Master Planning & Oversight Meeting
- Attendance at the Board of Trustees Student Affairs Committee
- Participation in our Staff Guild Constitution and By Laws Committee Meeting

This summary outlines the primary activities and initiatives for October 2024. For inquiries or additional clarification, please feel free to 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
T: 323/851-1521 • F: 323/851-8572
mcruz@aft1521a.org

Executive Board Report – 2nd Vice President October 2024

AFT1521A Standing Meetings:

- ***Officers Meeting***
  - Monday October 14, 2024
- ***Executive Board Meeting***
  - Thursday October 10, 2024
- ***Tuition Reimbursements***
  - Frequent review and approval of tuition reimbursements. Continue encouraging members to submit tuition reimbursements in a timely manner. Please contact me if you have any questions.
  - Article 17 Professional Development
  - HR R-501
  - Tuition Reimbursement Form
    - Computing Differential
    - Education Differential
- **Membership Meetings:**
  - ***No Report***

Campus Site Visits/Member Representation

- Meet and Greet at District office
- Answered emails and queries from members at East and Harbor

District Shared Governance Meetings

- ***Management Consultation***
  - **Cancelled**, next meeting will be November 5, 2024
- ***Personnel Commission Consultation***
  - **Cancelled**, next meeting will be November 4, 2024
- ***Board of Trustees***
  - Wednesday October 9, 2024
- ***Institutional Effectiveness Committee***
  - Wednesday October 16, 2024
- ***Facilities Master Planning Committee***
  - Did not attend
- ***Personnel Commission Meeting***
  - Wednesday October 9, 2024

Conference/Training/Convention

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

Melinda Ung, *Recording Secretary*

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

November 12, 2024

Executive Board Report – AFT 1521A, Recording Secretary October 2024

Hello everyone,

AFT1521A Standing Meetings

- Executive Board Meeting (Thursday, October 10, 2024)
- Officers Meeting

Campus Site Visits

- Office Hours

District Shared Governance Meetings

- Joint Labor Management Benefits Committee (JLMBC)
  - Actives Newsletter
  - Retirees Newsletter
- Institutional Effectiveness/Student Success Committee (Wednesday, October 16, 2024)
  - Agenda
  - 2018-2023 District Strategic Plan Evaluation
  - District Strategic Plan Scorecard
  - Enrollment Infographic
  - Fall 2024 Credit Enrollment Comparison
  - LACCD 2018-2023 District Strategic Plan Evaluation Report October 2024
  - Ronald "Sonny" Faulseit, ChairDepartment of Anthropology, Geography, and American Indian Studies
- PC Consultation (All Officers)
- District Management Consultation (All Officers)

Conference/Training

- Nothing to report

Other

- Emails have been distributed to all chairs, grievance reps and coordinators. If you haven't filled out the online form yet please do so: Executive Board Microsoft 365 Account Request Form
  - 17 emails have been requested, 12 emails have been vetted and confirmed by Irene, and only 4 have confirmed logging in and using new union emails.
  - Submitting IT Support TIcket:
    - The best way to submit a ticket it so email both support@dc-networking.net and aedwards@aft-1521a.org
    - Make the email subject the title of the ticket and include any details in the body of the email including the urgency of the request and best way to reach you.

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: 213/341-1533 • F: 323/851-8572
tpierce@aft-1521a.org

November 14, 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, Executive Director and our legal team to address complaints, issues of concern and grievances.

Member Representation

- Telephonic and ZOOM consultations with legal team on pending arbitrations
- Arbitration prep via ZOOM
- Participate witness arbitration – pending outcome
- Performance Evaluation Concerns
- Assisting member Involuntary Transfer/Reclassification issue
- Assisting a Unit I Employee on Paid Administrative Leave (PAL) - ongoing
- Working with Chapter Chairs and Grievance Reps on issues of concern
- Travel to campuses for in person meetings/consultations.
- TWOC concerns; short staffing issues

Committees/Meetings

- Steering Committee (Officers)
- Worked with Indian Wells to secure rooms for Exec Bd Retreat
- Personnel Commission Consultation
- Provide information to CBL Committee
- Executive Board Meeting (On Vacation)

Miscellaneous

- PC Rules Research
- CA Education Code Research
- Attend arbitration prep meeting with legal team
- Reach out to ODEIA for member assistance
- Work on logistics Exec Board Retreat 10/11/2024 – 10/12/2024 secure rooms and travel convey information to President for finalization. (on vacation)

This is a very brief snapshot for the month of October 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,

Committees Reports

District EEO Committee
October 22, 2024

Agenda:
None provided

Meeting Notes:
EEO Training for Faculty: A special extended EEO training is scheduled for December 6, targeted at faculty, and those involved in faculty recruitment. The training will be via Zoom with possible in-person options/hybrid. The goal is to have the training before the end of the year.

Mandated Reporter Training: Additional dates for mandated reporter training will be added due to scheduling conflicts. The current sessions are under an expiring contract, so additional dates will be announced, but when depends on securing a new contract.

Title IX Policy Updates: New Title IX regulations include provisions for pregnancy and parental rights, effective August 1, 2024 that requires schools to provide students with similar accommodations as those given to faculty and staff.

Faculty are concerned about the practical application of accommodations:

- How will Title IX requirements affect classroom policies (deadlines, makeups, etc.)
- How will certain programs like nursing, that have specific hours (clinical, internships), and strict timelines might be affected?
- How students will request accommodations? what those accommodations might be?
- How can accommodations be granted without disrupting the program's requirements?

Faculty want clear, standardized guidelines to follow, and include on their syllabi. They also talked about concerns on implementing guidelines, and classroom policies. Reference was made to how DSPS handles accommodations, and provides resources. and accommodations.

The initial policy is being drafted by District with the legal requirements. It will be shared with faculty for feedback – the goal is to ensure we legally comply. Once policy draft is legally validated District will work with faculty on the real-world application of it.

Affiliate 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 October 21, 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**.
-Ernesto Madrona sworn in; VP Position.
- E-Board Minutes for October 20th, **M/S/P** Delegate Minutes September 16th, **M/S/P** and E-Board Minutes for September 12th, **M/S/P.**

- **Michelle, Financial Report;** September 2024 REFER to Attachments**; Solidarity** $1,201,744.245 **M/S/P**.

- **Devin, COPE Report; Nikki Perez, Vice Mayor,** Encourages Body to Board Bus to Vegas to Canvass**. Note: I canvassed, and GOTV. *Report to Phone Bank to Get Out the Vote, Will work with Locals, See Flyer.** Tony Louis, CA27 IBEW, Oregon ***See "Help Flip CA27" Flyer.**
-**Rosie, Operations;** MLK, Jr., Saturday, January 11, 2025, "**I Am A Woman"**. *Open for Purchasing Table*, Early-Bird Special; Make a Pledge… Events@LACounty.org Yvette@LaFed.org Sunday Best Attire!

-Tatianna, Communications; "**On the Move**" Newsletter is out, Sign-Up, and share stories. Request, Social Media Toolkits. LS121 (Tatianna) Teaching Course at LATTC.

-Rob N., Strategic Program; **Measure A**, *Must Pass*; Breaks the Homelessness,

-**Steve Neal, Strategic Engagement Team**; 100,000 Contacts, Measure A. **Refer to Voting Phone Banking/Canvassing Flyer**.

-**Patricia C., Organizer**; UAW509/UTLA Won Strike, Davita Analysis, Won Strike, CVS On Strike, and Kaiser, Mental Health, Striking.

-**Norma, Labor Community Services**; Dolores Huerta Awards, Event Video Presented, Armando Olivias was Honored, "**Turkeys and Toys**" letter should have been received in the mail.

-**Armando, Miguel Contreras Foundation**; Workforce opportunities with LACFL Objectives, USW75, Jeffrey Cleveland, Incarcerated, now Employeed.

-**President Wheeler Report**; Project 2025, NO. Letter in Toolkit has script from Union Leaders to its members. We need Loan Staff this Election. UAW Monogram Aerospace prevailed WON contract, on the line for 75 Days. Bill Lucy passed away at 90 years old, AFSME675 (I Am A Man) Coalition of Black Trade Union, Instrumental in this fight. Former AFL-CIO Secretary Treasurer "Rest In Power". 4 CVS Stores were closed, no employees worked. NHEW; KaiserDontDeny.org Mental Health Picketing, Baldwin Hills, West LA, Etc. glendaleteachers.org

Affiliates Report *Refer to attached flyers, **I had the opportunity to participate in Door-to-Door Canvassing to Get Out The Vote in Las Vegas, Saturday, 10.26.24 through Sunday, 10.27.24, the energy was high, communities were receptive, and comraderie memorable!**

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

Los Angeles County Federation of Labor, AFL-CIO
Representative to the House of Labor Meeting Minutes
September 16, 2024

Vice President Xochitl Cobarruvias called the meeting to order at 7:01 p.m.

Representatives rose and pledged allegiance to the American Flag.

Vice President Xochitl Cobarruvias administered the Oath to New Representatives and Vice President Bobby Orozco Jr.

CREDENTIALS

Vice President Xochitl 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. As announced, a motion was made, seconded, and carried to approve the new representatives.

MINUTES OF PREVIOUS MEETING

Vice President Xochitl Cobarruvias proposed a motion to approve the August 2024 House of Labor gathering meeting minutes. The approval of the August 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 September 2024 Executive Board meeting minutes and actions. It was moved, seconded, and carried to approve the September 2024 Executive Board meeting minutes and actions.

FINANCIAL REPORT

Vice President Xochitl Cobarruvias called for a motion to approve the August 2024 Financial Report. It was moved, seconded, and carried to approve the Financial Report for August 2024, as reported.

COPE ENDORSEMENT RECOMMENDATIONS

The COPE Endorsement Recommendations were presented to the Representatives. After discussion on two items that were pulled for review the LAUSD Bond and Juan Garza. Challenges to the two items that were pulled did not pass and therefore, did not make any changes to the recommendations as presented. It was moved, seconded, and carried to approve the COPE Endorsement Recommendations.

DEPARTMENT REPORTS

Brother Devin Osiri thanked everyone for their participation in the 4-day-COPE endorsement process throughout September. Sister Rosie Cruz asked Representatives to support and attend the upcoming MLK Day 2025 and shared the event will take place on January 11, 2025, at the Los Angeles Convention Center with the theme of "I Am a Woman". Sister Tatiana Martinez spoke about the newsletter and its frequency as well as social media posts on all platforms trending higher and higher. Brother Rob Nothoff updated the Representatives on Measure A and thanked those who participated on Labor Day, as well as the official launch. Sister Patricia Recinos updated the Board on Measure A campaign actions and thanked the locals for their support in ongoing campaigns with UFCW and UAW.

Sister Norma Lopez reminded Representatives to join LCS at the Dolores Huerta Spirit Awards on September 27, 2024; and provided an update on strike support being provided to workers—including sorting almost two million pounds of food, as well as announced that they had purchased a new building. Brother Armando Loza updated the Board on MCF's career pathway/readiness and workforce development program work, including the "Trainee to Teamster" program. Nicolle Fefferman, UTLA spoke on behalf of the training program at the local high school in conjunction with MCF and asked for volunteers to participate in their mock CBA negotiations.

PRESIDENT'S REPORT

President Wheeler thanked everyone who participated in the Labor Day parade and Union Night at Dodger Stadium. She asked that whoever was interested in attending the Dolores Huerta Spirit Awards on September 27, 2024, please reach out to Sister Norma Lopez. She echoed Sister Rosie's statements on predicting a positive outcome for the presidential election, and in anticipation of it, we will move our MLK 2025 Breakfast to January 11, 2025, to accommodate the schedules of those traveling to Washington D.C. to attend the inauguration. She requested that Locals collect pledges for and endorse Yes on Measure. She announced that since Brother Chris Hannan resigned from the Board, Seat No. 24 was vacant, and the Board supported a nomination to replace him. It was announced that Brother Ernesto Medrano from the LA/OC Building and Construction Trades had accepted the nomination for Seat No. 24. There were no objections.

President Wheeler recapped her and Sister Michelle Gnanakone's experience at the DNC in Chicago and how they returned energized and ready to get to work to get Vice President Kamala Harris elected as the first Black and South Asian POTUS.

President Wheeler invited brothers from USW Local 675 to speak on an ongoing issue surrounding private ambulance rate deregulation.

REPORTS OF ORGANIZATIONS

Vic Clement, Financial Essentials for Life freeze credit to stop fraud and fight data breaches

Monica Sundseth, CWA United Airlines management negotiating for 3 years, Railway Labor Act, cannot strike, 27,000 members took a vote to strike and received 99.99% support

Marcelle Alvarado, CFA budget committee updates to policy limits Freedom of Speech and protected union activity, CSUs statewide dropped policy surrounding this

Alexis Philius, UNAC Backpack Friday Highly Favored 1,000 backpacks next month and is requesting volunteers and donations

Rudy Montalvo, LCLAA thanked all attendants who attended their Si Se Puede Awards on September 7, 2024, and asked people to join the UAW picket line Labor Studies undergraduate major UCLA recruiting and train and educating labor leaders for tomorrow,

Ayse Arf, IATSE Local 44 Bubble zone ordinance healthcare facilities etc. 8 feet without their consent, submit public comment, LA City

Kathleen Yasuda, AFT Announced they have all kinds of classes they provide: Online Classes and Saturday Classes. The next class will be on Grievance Handling Class on Sept 7 & 14.

New Representatives:

AFT Local 1388
Shane Ochoa

AFM 7
Edmund Velasco
Tammy Noreyko

CFA Los Angeles
Juan Lamata

CFA Dominguez Hills
Dr. Monique Turner
Dr. Alfredo Carlos

CSEA 42
Art Siegrist
Juan Hernandez

IBEW Local 11
Jorge Hernandez

Los Angeles County Federation of Labor
Executive Board Minutes
October 17, 2024

The meeting was called to order by Chair Thom Davis at 10:05 a.m.

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

STRIKE SANCTIONS

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

- SEIU-UHW Local 2005 vs DaVita
- UFCW vs CVS

FINANCIAL REPORT

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

CHIEF OF STAFF REPORT

Brother Devin Osiri thanked everyone for their participation in the Political BBQ on October 12th in support of Measure A. He introduced Sister Nikki Perez, Vice Mayor from the City of Burbank who was brought on to handle campaign GOTV events until the election. He handed his report to Brother Michael Contreras and Sister Nikki Perez who spoke on the upcoming Nevada bus trip and the successes of the Political BBQ. Brother Rob Nothoff updated the Board on Measure A efforts, the 'bubble-zone' policy, and the living wage ordinance. Sister Patricia Recinos and Brother Steve Neal updated the Board on Measure A campaign actions and thanked the Vice Presidents for their continued support. Sister Rosie Cruz asked Vice Presidents to support and attend the upcoming MLK Day 2025. The event will take place on January 11, 2025, at the Los Angeles Convention Center and tables are going fast. She announced the lineup of speakers which includes Sister April Verrett, SEIU President, and Congresswoman Jasmine Crockett. Sister Tatiana Martinez spoke about the newsletter and its frequency as well as social media posts on all platforms trending higher and higher.

Sister Norma Lopez announced 2024 Turkeys and Toys and thanked the Board for joining LCS at the Dolores Huerta Spirit Awards on September 27, 2024. She provided an update on strike support being provided to workers and announced they purchased a new building with the grant they received earlier this year. Brother Armando Loza updated the Board on MCF's career pathway/readiness and workforce development program work.

PRESIDENT REPORT

President Wheeler thanked everyone for their commitments to Vice President Kamala Harris' campaign for President, calling it the most sequential election of our lifetime. She highlighted the importance of CD 27 and Measure A. She celebrated the success of the recent event on the UAW strike line and how impressed she was with the program after speaking at the AFSCME UNAC Convention, especially their tribute to the late Bill Lucy. She asked Vice Presidents for the continued release of staff. She echoed Sister Rosie's report on MLK 2025 Breakfast and was excited to announce the lineup of speakers based on their new availability after the event's date was changed in anticipation of the presidential inauguration.

NEW BUSINESS

Executive session was called at 11:04am.

Executive session concluded at 11:40am.

It was moved, seconded, and carried to approve the 2022 audit as presented.

It was moved, seconded, and carried to approve "year-end" bonuses for prior years as presented and future "year-end" bonuses per the calculations presented.

The following Vice Presidents gave reports as follows:

- Sister Charmaine Morales thanked President Wheeler for her participation at the UNAC Convention and praised Justin J. Pearson for the speech he made like the one he made at the Fed's MLK 2024 Breakfast. She also thanked Sister Susan Minato and Unite HERE Local 11 for sharing their force majeure language because they were able to recover all deposits at the convention's original location in San Diego.
- Brother Bobby Orozco introduced himself and thanked President Wheeler for her ongoing support of his career with AFGE representing TSA employees at LAX
- Brother Joe Moreno announced ballots have dropped for the contract negotiation votes re SoCalGas.

It was moved, seconded, and carried to adjourn the meeting at 12:08 p.m.

NALC 1110
Derek Simpson

Teamsters JC 42
Christian Castro
Hector Delgado

Teamsters Local 911
Michael Leon

UA Local 250
Jesse Sanchez

UFCW Local 1428
Hector Saldivar

It was moved, seconded, and carried to adjourn at 8:47 p.m. in honor of Mexican Independence Day.

Financial Report for Sept, 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	381,319.50	-	-	-		5,743.00		
Fundraising/Contributions		-	-				-	-
Grant Revenue		-	-	-			-	-
Interest/Dividend	2,122.05		1,119.93	5.00			-	-
Rental Income	-	-	-	-		-	-	-
Other Income/Market Value Change			-					
Total Revenue	**383,441.55**	-	**1,119.93**	**5.00**	-	**5,743.00**	-	-
EXPENSES								
Salaries	[illegible]							
Salary Related Expenses	50,707.15							
Conferences, Conventions, Meetings	6,687.33							
Annual Events	-							
Office & Administrative Expenses	38,365.31	130.86		746.32	2,380.00			
Professional Fees	5,100.00							
Program Expenses:								
The Peoples Project		225,000.00						
Organizing	-	-						
Strategic Campaigns	-							
Communications	-							
Contributions	26,784.00							
Consultants	32,797.73	-				38,864.30		
Per Capita/Membership Fess	5,743.00							
Total Expenses	**309,154.39**	**225,130.86**	-	**746.32**	**2,380.00**	**38,864.30**	-	-
Net Increase / (Decrease)	**$ 74,287.16**	**$ (225,130.86)**	**$ 1,119.93**	**$ (741.32)**	**$ (2,380.00)**	**$ (33,121.30)**	**$ -**	**$ -**
CASH FLOW								
Balance as of 8/31/24	3,693,471.41	403,925.81	942,289.44	137,184.76	96,379.91	473,766.42	231,699.79	(0.00)
Net Increase / (Decrease)	74,287.16	(225,130.86)	1,119.93	(741.32)	(2,380.00)	(33,121.30)		
Transfer to/fromCOPE Restricted								
WaFdBank/Luther Burbank	297,578.51							
United Business CD			258,334.88	-	-	-	-	
City National Bank				624,315.46				
Columbia Threadneedle Scholarship F					65,397.81			
BlockRock Mont Scholarship			-	-	-		-	
Preferred COPE Restricted						360,772.16		
A/R								
Cash Balance 8/31/24	**$ 4,065,337.08**	**$ 178,794.95**	**$ 1,201,744.25**	**$ 760,758.90**	**$ 159,397.72**	**$ 801,417.28**	**$ 231,699.79**	**$ (0.00)**

Updated 10/17/2024 8:36 AM

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

MLK DAY 2025

I AM A WOMAN

NEW DATE

SATURDAY, JANUARY 11, 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:



CECILY MYART-CRUZ
President of UTLA



ARLENE HOLT BAKER
Union Activist & Labor Leader

CIVIL RIGHTS PIONEER: $50,000

- 3 Tables (30 seats) at the Breakfast
- 10 Tickets to VIP Private Reception before Breakfast
- Exclusive LA Fed Merchandise
- Logo spotlight on event materials
- Social media acknowledgement on relevant platforms

WORKER HERO: $25,000

- 2 Tables (20 seats) at the Breakfast
- 5 Tickets to VIP Private Reception before Breakfast
- Exclusive LA Fed Merchandise
- Logo spotlight on event materials
- Social media acknowledgement on relevant platforms

WORKING FAMILIES: $15,000

- 2 Tables (20 seats) at the Breakfast
- 3 Tickets to VIP Private Reception before Breakfast
- Logo spotlight on event materials
- Social media acknowledgement on relevant platforms

WORKER POWER: $5,000

- 1 Table (10 seats) at the Breakfast only
- Logo spotlight on event materials
- Social media acknowledgement on relevant platforms

TABLE SPONSOR: $2,500

- 1 Table (10 seats) at the Breakfast only

INDIVIDUAL TICKET: $300

- Individual Ticket to Breakfast only

EARLY BIRD SPECIAL INDIVIDUAL TICKET: $275

- Deadline for payment is Friday, October 25, 2024

REGISTRATION

Please register online at
www.thelafed.org/event/mlk-day-2025/

OR

Scan the code to access the complete event page which includes information on registration, payment options, and more!

SCAN FOR MORE INFO

FOR ADDITIONAL INFORMATION, PLEASE CONTACT OUR EVENTS TEAM AT EVENTS@THELAFED.ORG OR (213) 381-3611

DEADLINE TO RSVP IS NOVEMBER 22, 2024

This invite was printed by a woman-owned, union printshop

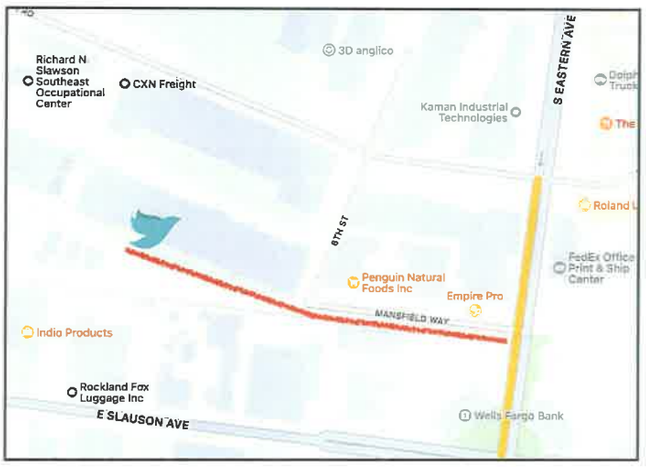


Labor Community Services
LOS ANGELES
Lifting Workers Back Up

NEEDS YOUR HELP!

VOLUNTEERS NEEDED

Help Labor Community Services fight food insecurity in our community by helping sort and package food boxes which will be distributed to families in need at upcoming food distribution events throughout Los Angeles County and beyond.



MONDAY - SATURDAY
8:00 AM - 12:00 PM
1:00 PM - 4:00 PM

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

TAKE MANSFIELD WAY
& CONTINUE ON THE ROAD
TO OUR WAREHOUSE

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

ALLIED BUILDING TRADES COUNCIL 260

NUHW NATIONAL UNION OF HEALTHCARE WORKERS



Support striking mental health workers in Southern California

Kaiser mental health professionals in Southern California are on strike for as long as it takes to make Kaiser fix its mental health care system that is so broken, patients must wait months just to begin therapy.

Donations to the NUHW Strike Fund are disbursed among striking Kaiser mental health professionals in Southern California. You can donate to the NUHW Kaiser Strike Fund and/or a member-organized GoFundMe campaign.

Your support will empower therapists to stand together and persevere to win a contract that supports mental health caregivers and their patients.

CONTRIBUTION RULES Contributions to the funds below cannot be accepted from Kaiser or any other healthcare industry employer or from certain employees of those employers. By making a contribution through one of the links below I accept these conditions and agree that:

1. I do not contribute on behalf of any employer or association of employers in the healthcare industry;
2. I am not employed by Kaiser Permanente or any of its related entities or any other healthcare industry employer as a labor relations expert, adviser or consultant. I act for myself only and I do not have any authority to act in my employer's interest by paying, lending or delivering or agreeing to pay, lend or deliver any money or other thing of value to any representative of my employer's employees, or to any labor organization which seeks to organize healthcare employees;
3. This contribution is made from my own funds, and funds are not being provided to me by another person or entity for the purpose of making this contribution.

Donate to the NUHW Kaiser Southern California Strikers' Hardship Fund

You can contribute online at **nuhw.org/kaiserstrikefund** or mail a check made out to NUHW, with "Kaiser Strike Fund" in the memo line to: NUHW, 1250 45th Street, Suite 200, Emeryville, CA 94608.

You can also support striking Kaiser therapists by donating to this member-organizer fundraiser:

gofund.me/23ff177e

ALLIED PRINTING TRADES UNION LABEL COUNCIL 260

KAISERDONTDENY.ORG

Join us on the picket line

The strike starts Monday, October 21

Picket lines will be in place from 8 a.m. to 1 p.m. each day.
Rallies will be held at noon each day on each picket line

Sign up with Astrid Campos (L.A. and Kern counties) at acampos@nuhw.org or 714-396-8242, or Izeah Chairez (Orange County, Inland Empire, San Diego) at ichairez@nuhw.org or 714-363-7056.

Mondays	Fontana	9961 Sierra Ave., Fontana, CA 92335
Mondays	Los Angeles Medical Center	4867 W. Sunset Blvd, Los Angeles, CA 90027
Mondays	Anaheim	3440 East La Palma Ave., Anaheim, CA 92806
Mondays	San Diego Medical Center	9455 Clairemont Mesa Blvd, San Diego, CA 92123

Tuesdays	Riverside	10800 Magnolia Ave., Riverside, CA 92505
Tuesdays	Woodland Hills	5601 De Soto Ave., Woodland Hills, CA 91367
Tuesdays	Irvine	6650 Alton Parkway, Irvine, CA 92618
Tuesdays	Baldwin Park	1011 Baldwin Park, Baldwin Park, CA 91706

Wednesdays	Fontana	9961 Sierra Ave., Fontana, CA 92335
Wednesdays	Antelope Valley	43112 15th St. W, Lancaster, CA 93534
Wednesdays	Downey	9333 Imperial Highway, Downey, CA 90242
Wednesdays	San Diego Medical Center	9455 Clairemont Mesa Blvd, San Diego, CA 92123

Thursdays	Bakersfield	4900 California Ave, Bakersfield, CA 93309
Thursdays	West LA Medical Center	6041 Cadillac Ave., Los Angeles, CA 90034
Thursdays	Fontana	9961 Sierra Ave., Fontana, CA 92335
Thursdays	San Diego Medical Center	9455 Clairemont Mesa Blvd, San Diego, CA 92123
Thursdays	Anaheim	3440 East La Palma Ave., Anaheim, CA 92806

Fridays	Panorama City	13651 Willard St. Panorama City, 91402
Fridays	Riverside	10800 Magnolia Ave., Riverside, CA 92505
Fridays	Los Angeles Medical Center	4867 W. Sunset Blvd, Los Angeles, CA 90027
Fridays	San Diego Medical Center	9455 Clairemont Mesa Blvd. San Diego, CA 92123

KAISERDONTDENY.ORG

NUHW NATIONAL UNION OF HEALTHCARE WORKERS

ALLIED PRINTING TRADES UNION LABEL COUNCIL

KAISERDONTDENY.ORG

Los Angeles Times

Kaiser to pay $200 million in fines after failing to provide timely mental health care

October 13, 2023

CAPITAL & MAIN

Still Waiting for Kaiser's Plan to Fix Its Mental Health Care Shortfalls

September 6, 2023

San Francisco Chronicle

Kaiser made $8 billion in profits last year. So why are patients struggling to get mental health care?

September 29, 2022

We're striking to make Kaiser fix its mental healthcare system

Kaiser Permanente was forced to pay $200 million last October for violating the rights of its patients to mental health care that met their needs. But one year later, Kaiser has no state-approved plan to fix its system and the core problems remain unsolved:

- We're still severely understaffed, which leaves patients unable to get timely, appropriate care within the Kaiser system.
- We don't get enough time for important patient care duties that can't be done during appointments, like returning phone calls and devising individual treatment plans. This causes burnout and worsens understaffing.
- As mental health professionals, we're singled out for much lower salaries and poorer benefits than other Kaiser caregivers, which forces many of us to leave Kaiser, disrupting patient care.

We want Kaiser to offer mental health care that is as good as its medical care. And we're sick of Kaiser paying fines instead of fixing its mental healthcare system while patients suffer.

Join us on the picket line!

See the schedule on the reverse side of this leaflet and sign up with Astrid Campos (L.A. and Kern counties) at acampos@nuhw.org or 714-396-8242, or Izeah Chairez (Orange County, Inland Empire, San Diego) at ichairez@nuhw.org or 714-363-7056.

Learn more about our struggle and sign our petition:

Help us make Kaiser end the inequities and get serious about mental health care.

KAISERDONTDENY.ORG

NUHW NATIONAL UNION OF HEALTHCARE WORKERS

ALLIED PRINTING TRADES UNION LABEL COUNCIL

VOTE UNION

GOTV WEEKEND SCHEDULE

NOVEMBER

Yes on A

SAT	SUN	MON	TUES
2 CANVASSING & PHONEBANKING **TIME:** 9 AM-1 PM **LOCATION:** THE LA FED 2130 JAMES M. WOOD BLVD. LOS ANGELES, CA 90006	**3** CANVASSING & PHONEBANKING **TIME:** 12-4 PM **LOCATION:** THE LA FED 2130 JAMES M. WOOD BLVD. LOS ANGELES, CA 90006	**4** CANVASSING & PHONEBANKING **TIMES:** **SHIFT 1:** 12-4 PM **SHIFT 2:** 4-8 PM **LOCATION:** THE LA FED 2130 JAMES M. WOOD BLVD. LOS ANGELES, CA 90006	**5** CANVASSING & PHONEBANKING **TIMES:** **SHIFT 1:** 12-4 PM **SHIFT 2:** 4-8 PM **LOCATION:** THE LA FED 2130 JAMES M. WOOD BLVD. LOS ANGELES, CA 90006 ELECTION DAY

SCAN ME TO REGISTER

JOIN US THIS GOTV WEEKEND TO GET MEASURE A OVER THE FINISH LINE!
MEAL PROVIDED. TRAINING PROVIDED.

FOR MORE INFO, PLEASE EMAIL MICHAEL CONTRERAS AT MICHAEL@THELAFED.ORG



Help FLIP CA 27

Elect George Whitesides and take back Congress!

There are more than 50,000 registered Union members and their families in CA 27.

Labor CAN BE the DIFFERENCE!

Elect a Pro-Worker Candidate

George Whitesides will always fight to protect workers having a voice on the job and hard-earned benefits like healthcare, retirement and better wages. He'll cut taxes for the middle class and work to lower the cost of housing, healthcare and energy.

Fire Mike Garcia

Every day that Garcia is in Congress he votes against working people - he voted to cut Social Security and Medicare, voted against the Infrastructure Act which would bring good paying local jobs and he's voted against workers' rights to organize.

Knock on Doors - EVERY Saturday and GOTV

We're doing Member to Member Walks EVERY Saturday from 10 AM - 2 PM and GOTV Nov 4 and 5. Use the QR code below to get details and sign up.

- Saturday, October 19 - CADEM HQ - 39904 10th Street West, Suite A, Palmdale 93551
- Saturday, October 26 - Sgt. Steve Owens Memorial Park - 43063 10th Street W., Lancaster, 93534
- Saturday, November 2 - Machinists Hall - Local 727P - 39037 10th Street East, Palmdale,, 93550
- Monday, November 4 - Noon - 8 PM - CADEM HQ - 39904 10th Street West, Suite A, Palmdale 93551
- Tuesday, November 5 - Noon - 8 PM - CADEM HQ - 39904 10th Street West, Suite A, Palmdale 93551

Zoom Townhall with George Whitesides - Sunday, October 27 - 5 - 6 PM

Join us for a Zoom Townhall to meet George Whitesides and hear about his plans to support Working Families!

Contact Ray Lister for more info - 503-826-6253

Walk Sign Up

Virtual Townhall Sign Up