AFT College Staff Guild, Local 1521A

Executive Board Meeting Agenda
Hybrid: Los Angeles Trade Tech
Thursday, December 12, 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. Donation for March in March
7. **New Business**
    a. CFT, Martha Figueroa
    b. Bush Gottlieb, Attorney Sara Yufa
    c. CFT Account Firm Recommendations
8. **Old Business** (8 minutes)
    a. Profit & Loss Statement
    b. Classified Rising: Unifying Campaign
    c. Accretion of Classifications
    d. Election Hearing (June 2024) Follow-Up
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
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**

Next Executive Board Meeting:

Thur., January 9, 2024

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

Minutes

AFT College Staff Guild, Local 1521A

Executive Board Meeting Minutes
Thursday, November 12, 2024 • Hybrid: Pierce College • 3:00 p.m.

Members Present: D. Johnson; J. Saucedo; M. Cruz; M. Ung; C. Ahorro; J. Haywood-Daley; E. Villavicencio; G. Moreno; Y. Kim; K. Davillier; R. Smith-Kersaint; J. Ramirez; J. Estrada; C. Perez; A. Ramirez; K. Ornalas; P. Williams; N. Muro; A. LaBrune; J. Raines; M. Griggs; C. Dagdagan; L. Murphy; V. Enriquez; N. Mork; S. McDonald; C. Flores; R. Nwaogu; C. Walker; R. Villanueva; L. Hunter; M. Castillo; C. Baugher; T. Dunham-Frost; A. Clardy; C. Laughlin; A. Campbell; M. Medina; C. Smith; E. Pope Austin; D. Morrissette; A. Edwards; M. Polin; K. Roberts

Guests: D. Santoianni; M. Romo; P. Jhang; M. Bergquist; N. Embrey; J. Chiu; S. Martinez; S. Nelson; A. Lopez

Excused Absence: J. Highley

Absent: T. Pierce; L. Duffin; O. Hernandez; L. Wood; A. De La Parra; R. Villalobos; F. Ramirez; S. Beccera; A. Alvarez; J. Sovereign; A. Iniquez; M. Montanez; D. Richarte; G. Mason; L. Narkevicius; S. Carter; T. Anderson; J. Rosas; J. Nickerson; W. Madrigal; K. Williams; A. Vera; N. Shtromberg; R. Ventura; M. Ingram; D. Douglas; F. Reisner; A. Paz

1. Call to Order @ 3:17 p.m.
    a. The meeting was called to order by Vice President J. Saucedo, acting in place of President A. Edwards.
2. Flag Salute led by T. Pierce
3. Meeting Protocols
4. Motion to adopt agenda
    a. The agenda was amended by M. Bergquist and N. Embrey to include:
        i. Action Item D: Approval of CFT electronic format for the 2025 election.
        ii. Action Item E: Proposal to initiate a constitutional amendment process for electronic voting in the 2025 district elections (M/S/P— M. Griggs; M. Polin).
5. Motion to approve minutes
    a. Motion to approve October Minutes (M/S/P— M. Griggs; S. McDonald).
6. Action Items
    a. Legal Bill
        i. Presentation of the legal bill for approval. Discussion highlighted the obligation to pay the bill.
        ii. Outcome: No objections; item moved forward (M/S/P— K. Ornalas; M. Griggs).
    b. AFT 1521A December Holiday Budget
        i. Proposal to allocate $5,000 from GL 5115 for the December Holiday Party at Trade Tech.
        ii. Outcome: Approved by acclamation (M/S/P—A. Campbell; M. Polin).
    c. December E-Board Reschedule or push back to avoid conflict with LaborNotes Training?
        i. Pushed to be sent out as a poll via email prior to the next meeting.
    d. Approval of CFT Electronic Format
        i. Elections Committee proposed online electronic voting, and suggested using the a platform like Simply Voting platform for the March 2025 CFT Delegate Elections. Estimated cost: $580–$700.
        ii. Motion to exetend Action Items for an addition 10 minutes. (M/S/P—C. Walker; M. Griggs). C. Baugher voted no via zoom.

    e. Constitutional Amendment for Electronic Voting
        i. The Elections Committee recommended initiating amendments to enable electronic voting for the 2025 district elections

ii. Motion to approve the modality of online voting for the CFT elections (M/S/P—M. Griggs; S. McDonald).
iii. Motion to extend Action Items by 5 minutes (M/S/P—M. Griggs; M. Cruz).
iv. Deferr the rest of time for Constitution and bylaws to present the Constitution and Bylaw's for ammended preposal.

7. New Business
    a. Accretion of Classifications
        i. MOU Implementation for New Members Confirmed CMAs joined the unit as of November 1, 2024
        ii. Executive Board Members requested clarification on the positions, the MOU was sent in last month's board packet.
    b. Election Hearing (June 2024) Follow-Up
        i. S. McDonald pointed out that the findings were missing in the executive board packet, only the notification was included in this month's board packet. The packet was sent as an attachment in zoom chat and the following will be included in next month's packet.
        ii. Motion to extend time for New Business by 5 minutes (M/S/P—S. McDonald; M. Griggs).
8. Old Business
    a. Profit & Loss Statement
        i. We are still not in control of our Quickbooks and will use legal to pursue access to it and other financial software.
        ii. Accounting and Financial Oversight Update: Current assistance provided by Sandy (faculty accountant) to retrieve QuickBooks records and review financial documentation.
    b. Classified Rising: Unifying Campaign
        i. Discussion on the success of the campaign and the possibility of ordering additional promotional materials because classified rising materials have been really popular at Mission college.
        ii. Concerns about email communications were noted; Action Network is the current platform that the union will be using. There has been limited access to Constant Contact account.
        iii. Move to extend New Business for 5 more minutes (M/S/P—S. McDonald; R.Smith-Kersaint).
9. Chapter Reports
    a. Reports Submitted.
    b. City College: Successful October 31st chapter meeting with 50 members in attendance.
    c. Pierce College: Resolved longstanding performance evaluation issue; gratitude expressed for support all these years.
    d. Move to extend Chapter Report for 3 minutes (M/S/P—S. McDonald; M.Griggs).
    e. Trade Tech: Wanted to thank T. Pierce for help with updated evaluation for a member.
    f. Retirees: D. Santoianni gave update on Attended the AFT coucil meeting Medicare Part B refunds and newsletter improvements. Attended the phone banking. JLMBC
10. Executive Director Report:
    a. Thank you to everyone that has joined to help with phone banking membership drive.
    b. Drive efforts have resulted in 15 new members.
    c. Encouraged participation in upcoming phone banks, zoom link sent via chat to join if eboard meeting ends earlier than 7pm.
11. Officers Reports
    a. 1st Vice President
        i. Collaboration with the Personnel Commission on job specification reviews for 34 members.
    b. 2nd Vice President
        i. Emphasized tuition reimbursement and computing differential benefits.
    c. Treasurer—Absent.
    d. Recording Secretary

i. Updates on JLMB committee's transition to postcard communications for retirees. The committee tried to send out physical newsletters, but received close to 1000 bounced mail that was returned back to the group.
ii. Reminder for chapter chairs, grievance reps and coordinators to fill out email request and reach out to irene to confirm identity, email and phone number.
iii. Submitting IT Support Ticket
    1. The best way to submit a ticket it so email both support@dc-networking.net and aedwards@aft-1521a.org
    2. 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.

e. President
    i. Encorage members to join phone banking after meeting
    ii. Update on District consulation about Dual Enrollment Program, A&R Salary Study, etc. Currently data is on hold because Rick von Kolen is on vacation and wont return back until December.
    iii. Motion to extend Officers Report by 5 minutes (M/S/P—S. McDonald; M.Griggs).
f. Grievance Secretary—Report Submitted.
    i. Highlighted stress caused by understaffing and workload increases.
    ii. Emphasized support for members navigating ADA accommodation requests.

12. Committee Reports
    a. Elections Committee—Report Submitted.
    b. Constitution and Bylaws Committee Proposal
        i. Proposed amendments for electronic voting and grievance representative vacancies were discussed.
        ii. Motion to take the consitution and bylaws committee proposal and move both ammendments to the next membership meeting for approval (M/S/F—M.Griggs; C. Walker). 8 nays in room and 13 no's online total. This motion fails.
        iii. C. Baugher called the question.
        iv. Motion to extend the Committee Report by 10 minutes (M/S/P—S. McDonald; C. Walker).
        v. Motion to extend the Committee Report by 5 minutes (M/S/P—S. McDonald; R. Smith-Kersaint).
        vi. Motion to extend the Committee Report by 5 minutes (M/S/P—R. Smith-Kersaint; N. Mork). 1 against online and 1 against in-person.
        vii. Motion to extend the meeting by 30 minutes (M/S/P— K. Ornalas; R. Smith-Kersaint)
        viii. Motion to extend Committee Report by 10 minutes (M/S/F—M. Griggs; A. Edwards).
        ix. Motion to separate the first and second ammended that was presented in the proprosal made by the constitution and bylaws committee to move the first ammended request which is to approve electonic voting to the next membership meeting for approval (M/S/F—C. Walker; S. McDonald). 11 in person voted yes, 31 via zoom voted yes.
        x. C. Baugher called the question.
        xi. Amendment 1 (Electronic Voting) was approved and will proceed to the December Membership meeting for review and approval.
        xii. Amendment 2 deferred for further review. To be refined and re-presented at a future meeting.

13. Conference/Convention/Training Reports
    a. CCE Conference—Dec 6-8, 2024
        i. Chapter Chairs had the opportunity to appoint if they are unable to attend
        ii. 22 registerd is covered for everyone to attend, hotel has been charged to the union credit card.
14. Affiliate Reports
    a. L.A. County Federation Labor Delegate—Report Submitted. D. Morrissette joined the L.A.

County Federation to do in-person canvasing for elections.

b. Activities Coordinator—A. Campbell report submitted.
c. Health and Wellness Coordinator—Open enrollment.
d. EEO – Cassaundra Walker—Training for EEO training had been added to Vision Resource Center.
e. COPE – Political Coordinator

15. Motion to adjourn (M/S/P— K. Ornalas; M. Griggs)
    a. Meeting Adjourned at 6:25 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

November 25, 2024 Invoice# 109754

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

Billed through October 31, 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 October 18, 2024	$9,175.00
Net balance forward	$9,175.00

BILLING SUMMARY

Total fees	$29,962.50
Total costs	$150.90
Total charges for this bill	**$30,113.40**
Net balance forward	$9,175.00
Total balance now due	**$39,288.40**

RE: RETAINER ($750.00/month) Matter 01000

FEES

10/05/2024	ED	Review/revise audit letter	0.3 hrs.
10/10/2024	JCV	Finalize audit response letter; email to J. Sargent of Calibre CPA Group with attached audit response letter	0.3 hrs.
10/13/2024	ED	Prepare for arbitration; phone call with SY	1.0 hrs.
10/15/2024	LRT	Strategize and draft response and objections to deposition subpoena	2.8 hrs.
10/16/2024	JCV	Send A. Edwards affidavit via HelloSign for signature	0.2 hrs.
10/16/2024	LRT	Draft objections and custodian affidavit; transmit affidavit to A. Edwards for signature	0.8 hrs.
10/17/2024	LRT	Draft response to subpoena and supervise service of same	0.5 hrs.
10/17/2024	MLD	Create proof of service and finalize subpoena and affidavit, send to Shegerian Law attorneys and Meyers Nave attorneys	0.7 hrs.
10/30/2024	SY	Draft letter re return of Union property	0.5 hrs.
10/31/2024	SY	Draft letter re return of Union property	0.8 hrs.

Erica Deutsch	1.30 hrs	
Judy C. Valenzuela	0.50 hrs	
Luke R. Taylor	4.10 hrs	
Manuel L. del Valle	0.70 hrs	
Sara Yufa	1.30 hrs	
Total fees for this matter	7.90 hrs	$750.00

[redacted] Matter 34001

FEES

10/01/2024	SY	Draft arbitration outline; review evidence and CBA; draft email to [redacted] re potential testimony	3.2	hrs.	$800.00
10/02/2024	ED	Prepare for arbitration; review issues with SY	0.5	hrs.	No charge
10/02/2024	SY	Review evidence; draft email to [redacted]; draft arbitration outline; draft email to [redacted] re arguments for arbitration; conference with ED re strategy	3.4	hrs.	$850.00
10/03/2024	SY	Review evidence; draft arbitration outline; draft direct exam questions; email [redacted] re pay differential	2.0	hrs.	$500.00
10/04/2024	SY	Meeting - [redacted] direct exam prep; review evidence and email [redacted] re pay differential issue	3.6	hrs.	$900.00
10/08/2024	SY	Conference - ED re disability settlement; draft settlement; email counsel re RFP	0.8	hrs.	$200.00
10/09/2024	SY	Draft direct exam outline; compile and organize exhibits; draft email to Pierce re arbitration questions; draft settlement agreement	2.6	hrs.	$650.00
10/10/2024	SY	Review and organize exhibits; draft direct exam; draft settlement agreement for accommodation and disability issue; review/response to email from [redacted] re information requested	3.2	hrs.	$800.00
10/11/2024	SY	Email Edwards re testifying at arbitration; draft direct exam of Edwards; organize evidence	1.6	hrs.	$400.00
10/12/2024	SY	Review documents produced by the District	0.8	hrs.	$200.00
10/13/2024	SY	Meeting - [redacted] prep for arbitration	4.3	hrs.	$1,075.00
10/14/2024	ED	Prepare for arbitration	1.3	hrs.	No charge
10/14/2024	SY	Review and organize exhibits; email counsel; meeting - Edwards for testimony prep; conference with ED re strategy; phone - Romo re testifying; review department's exhibits	5.1	hrs.	$1,275.00
10/15/2024	ED	Prepare/review with SY; conference re various issues	1.4	hrs.	No charge
10/15/2024	IZ	Prepare binders for arbitration	1.5	hrs.	$187.50
10/15/2024	SY	Meeting - testimony prep with [redacted] draft opening statement; conference with ED re strategy; organize exhibits	5.3	hrs.	$1,325.00
10/15/2024	JCV	Securely send second batch of exhibits to G. Paek and J. Morrison and email SY with update	0.3	hrs.	$37.50
10/16/2024	ED	Prepare for arbitration; phone call with SY to discuss opening statement; review exhibits; review and discuss witness direct and cross	2.8	hrs.	No charge

10/16/2024	SY	Meeting - [redacted] testimony prep; organize and submit exhibits; draft opening statement; research re admissibility of discrimination evidence; review/respond to emails from opposing counsel re issue statement	9.8	hrs.	$2,450.00
10/16/2024	JCV	Draft and finalize exhibit index, Bates stamp exhibits and securely send exhibits to opposing counsel and arbitrator	2.0	hrs.	$250.00
10/17/2024	ED	Appearance at [redacted] arbitration	8.3	hrs.	No charge
10/17/2024	SY	Meeting - arbitration	9.5	hrs.	$2,375.00
10/18/2024	SY	Phone - Edwards re strategy, filing additional claims, and training	0.5	hrs.	$125.00
10/21/2024	SY	Research re options for filing discrimination claims	2.3	hrs.	$575.00
10/22/2024	SY	Research re various discrimination claims; phone call with [redacted] re same	1.9	hrs.	$475.00
10/24/2024	SY	Draft discrimination charge	2.7	hrs.	$675.00
10/25/2024	SY	Review/respond to email from [redacted] re discrimination claim; phone [redacted] re same	0.7	hrs.	$175.00
10/27/2024	SY	Phone - [redacted] re discrimination claim summary; review summary	0.3	hrs.	$75.00
10/29/2024	ED	Review charge and emails; phone calls with SY re same	0.7	hrs.	No charge
10/29/2024	SY	Draft and file discrimination charges; conference with ED re strategy; review/respond to email from [redacted] meeting with [redacted] re filing charges; review/respond to email from A. Edwards re email contacts and strategy	5.4	hrs.	$1,350.00
10/30/2024	SY	Organize file; email charges to District; conference A. Edwards re setting up meeting to discuss strategy	0.5	hrs.	$125.00
10/31/2024	ED	Meeting with Andrea Edwards re EEOC complaint, next steps escalating and process of resolution	0.5	hrs.	No charge
10/31/2024	SY	Meeting - A. Edwards re strategy for arbitration and discrimination charges	0.5	hrs.	$125.00

Erica Deutsch	15.50 hrs	250.00/hr	$0.00
Ian Zulueta	1.50 hrs	125.00/hr	$187.50
Judy C. Valenzuela	2.30 hrs	125.00/hr	$287.50
Sara Yufa	70.00 hrs	250.00/hr	$17,500.00
Total fees for this matter	89.30 hrs		$17,975.00

COSTS

10/31/2024	Printing	$3.50
	Total costs for this matter	$3.50

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

FEES

10/01/2024	SY	Review/respond to email from counsel re information request	0.3	hrs.	$75.00
10/02/2024	DYF	PERB research re duty to consult	3.0	hrs.	$375.00
10/03/2024	SY	Review evidence; draft arbitration outline; draft direct exam questions	1.9	hrs.	$475.00
10/04/2024	SY	Review evidence; draft arbitration outline and direct exam	1.7	hrs.	$425.00

10/05/2024	SY	Meeting - [redacted] re direct exam prep; review evidence provided	2.8	hrs.	$700.00
10/08/2024	SY	Review and organize exhibits; draft direct exam; email counsel re information request	0.6	hrs.	$150.00
10/09/2024	SY	Phone - [redacted] direct exam preparation; compile exhibits and prepare outline; conference ED re potential additional claim	4.2	hrs.	$1,050.00
10/10/2024	SY	Review evidence provided by [redacted] draft opening and compile exhibits; phone counsel re exchanging of exhibits	1.2	hrs.	$300.00
10/11/2024	SY	Review/respond to email from counsel re exhibits and timeliness issue; review evidence and CBA re timeliness; conference with ED; email [redacted] re timeliness; draft direct exam	2.5	hrs.	$625.00
10/12/2024	SY	Review documents produced by the District	0.9	hrs.	$225.00
10/13/2024	SY	Meeting - [redacted] to prep for arbitration; conference - ED re strategy; organize exhibits	3.5	hrs.	$875.00
10/14/2024	IG	Research re: timeliness issues	2.8	hrs.	$700.00
10/14/2024	SY	Review and organize exhibits; email counsel; research re timeliness issue; review department's exhibits	3.1	hrs.	$775.00
10/15/2024	ED	Prepare for grievance; review and discuss case presentation with SY	1.4	hrs.	No charge
10/15/2024	IZ	Prepare binders for arbitration	1.5	hrs.	$187.50
10/15/2024	SY	Review and organize exhibits; phone - [redacted] re arbitration and Department witnesses	1.8	hrs.	$450.00
10/16/2024	SY	Meeting - Pierce re testimony prep; draft opening statement; research re admissibility of discrimination evidence; review/respond to emails from opposing counsel re issue statement	1.5	hrs.	$375.00
10/17/2024	SY	Draft opening statement; research re timeliness issue; conference with ED re strategy	2.8	hrs.	$700.00
10/17/2024	JCV	Draft and finalize exhibit index, Bates stamp exhibits and securely send exhibits to opposing counsel and arbitrator	1.5	hrs.	$187.50
10/18/2024	ED	Appear at arbitration; post arbitration phone call with ARB re arbitration and next steps	6.5	hrs.	No charge
10/18/2024	SY	Meeting - arbitration	6.5	hrs.	$1,625.00
10/21/2024	SY	Draft outline of post-hearing brief	1.2	hrs.	$300.00

Danielle Yidan Fu	3.00 hrs	125.00/hr	$375.00
Erica Deutsch	7.90 hrs	250.00/hr	$0.00
Ira L. Gottlieb	2.80 hrs	250.00/hr	$700.00
Ian Zulueta	1.50 hrs	125.00/hr	$187.50
Judy C. Valenzuela	1.50 hrs	125.00/hr	$187.50
Sara Yufa	36.50 hrs	250.00/hr	$9,125.00
Total fees for this matter	53.20 hrs		$10,575.00

COSTS

10/31/2024	Printing	$147.40
	Total costs for this matter	$147.40

FEES

10/21/2024	ED	Preparation for Andrea Edwards deposition	1.0	hrs.	$150.00
10/21/2024	SY	Meeting - A. Edwards deposition prep	1.0	hrs.	$125.00
10/22/2024	ED	Appearance at Edwards deposition and follow up call	1.5	hrs.	$225.00
10/22/2024	SY	Deposition appearance	1.0	hrs.	$125.00
10/22/2024	JCV	Review case summary, retrieve complaint, save to iManage docket, and email to SY	0.3	hrs.	$37.50

Erica Deutsch	2.50 hrs	250.00/hr	$375.00
Judy C. Valenzuela	0.30 hrs	125.00/hr	$37.50
Sara Yufa	2.00 hrs	250.00/hr	$250.00
Total fees for this matter	4.80 hrs		$662.50

Education | Healthcare | Public Services

AFT INVESTIGATIVE COMMITTEE
FINDINGS AND RECOMMENDATIONS
COLLEGE STAFF GUILD, LOCAL 1521A
2024 RE-RUN ELECTION

The AFT Investigative Committee issues the following findings and recommendations regarding the conduct of the Local 1521A re-run election.

INTRODUCTION

Beginning in October 2023, this committee of AFT Vice presidents, consisting of David Gray, Shelvy Abrams and Kathy Chavez, has been authorized by the AFT Executive Council to investigate the issue of candidate eligibility that had arisen as part of the May 2023 Election of Districtwide Officers for AFT College Staff Guild, Local 1521A. The AFT has retained jurisdiction over this matter until a valid election has been conducted.

On August 14, 2023, an independent arbitrator determined that the May 2023 Election of Districtwide Officers for Local 1521A was required to be re-run due to certain violations of the election rules and OLMS Guidelines for Local Union Election.

On November 30, a hearing was held before this committee of AFT Vice Presidents during which testimony was provided by all interested parties into the issue of candidate eligibility. The three members whose eligibility were at issue were Andrea Edwards, candidate for president in the original election; Jesse Saucedo, candidate for 1st Vice President; and Maira Cruz, candidate for 2nd Vice President. The Investigative Committee recommended and the AFT Executive Council declared the three members in-good standing and eligible to run for office in Local 1521A's re-run election. The AFT Investigative Committee's Finding and Recommendations were adopted and approved by the AFT Executive Council at the January 2024 AFT Executive Council meeting. The Committee's Findings was circulated to the parties on February 1, 2024.

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.

Randi Weingarten, PRESIDENT | Fedrick C. Ingram, SECRETARY-TREASURER | Evelyn DeJesus, EXECUTIVE VICE PRESIDENT

AFT, AFL-CIO • 555 New Jersey Ave. N.W. • Washington, DC 20001 • 202-879-4400 • www.aft.org

The re-run election was conducted between February and April 2024, and the ballots were counted on April 19, 2024. After the ballots were counted, the following candidates had prevailed:

a. Andrea Edwards, President
b. Jesse Saucedo, 1st Vice President
c. Maira Cruz, 2nd Vice President
d. Troy Pierce, Grievance Chair
e. Melinda Ung, Recording Secretary
f. Kristine Ayvazyan, Treasurer

After the ballots were tallied, Yovanna Campos, a candidate for Recording Secretary, filed with the Local 1521A Election Committee a timely challenge to the 2024 re-run election. Campos made the following challenges:

1. The Election Committee failed to disqualify Andrea Edwards, Maira Cruz, and Jesse Saucedo from being eligible to run for a union position
2. The Election Committee failed to follow LMRDA guidelines by failing to allow certain candidates to be listed as a slate on the election ballot.
3. The Election Committee failed to adhere to the 2023/24 District-Wide Officers Election Timeline by sending notice of candidate eligibility to each candidate within the established and approved election timeline.
4. Specific allegations of violation of election Rules by parties of the opposing slate and their supporters, who allegedly used either employer or union resources to campaign.
5. Generalized allegations of violation of election Rules by parties of the opposing slate and their supporters, who allegedly used either employer or union resources to campaign.

The Election Complaint was referred to Local 1521A's attorney, Michael Plank, for examination and recommendations. On May 3, 2024, Attorney Plank issued his findings and recommendations. He found that:

1. All of the allegations in the Challenge should be dismissed;
2. The election results should be upheld and certified; and
3. The winners should be sworn into the offices to which the membership elected them.

The Election Committee by a unanimous vote (10-0) adopted these findings and recommendations and the election results were certified by the Executive Board.

On May 9, 2024, Yovanna Campos filed with AFT a formal request to investigate election violation by Local 1521A. Campos has asked that the election results not be certified and that Local 1521A "be placed under administratorship until a fair and unbiased election can be held." The filing of the formal complaint resulted in the reconvening of the Investigative Committee who heard the original allegations that Edwards, Saucedo and Cruz were not eligible to be candidates because they were not members in good standing. Notice was provided to the interested parties on June 11, 2024, that a hearing would be conducted by Zoom on June 18, 2024. The parties and multiple witnesses appeared before the committee. Additionally, over 75 pages of exhibits were admitted. Approximately 45 local members attended the proceedings. The issues addressed at the hearing were:

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.
3. Whether the late circulation of the notice of eligibility had a material effect 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 committed by the opposing slate had a material effect on the outcome of the election.

For the reasons discussed below the Committee recommends that the Local 1521A election committee's findings and decision on the election complaint were correct and the election results should be upheld.

DISCUSSION

To determine whether or not a local union election is valid, AFT must determine whether the "election appears to have been conducted in violation of the local or state federation constitution, the AFT Constitution or applicable federal law." The AFT Constitution, Article IV, Section 5, requires that local elections shall be consistent with the standards for such elections developed under Title IV of the Labor-Management Reporting and Disclosure Act ("LMRDA").

While the current hearing presented five questions for resolution, the prior decision recommended by this Investigative Committee and adopted by the AFT Executive Council is fundamental to adjudication of this dispute. Applying the language of the Local 1521A Constitution and Bylaws, the AFT Constitution and LMRDA standards, the November 2023 decision of the Executive Council stated:

> The preponderance of the evidence showed that Local 1521A members Maira Cruz, Andrea Edwards and Jesse Saucedo should be eligible to be candidates in the re-run election. ***The Executive Board's process by which they were declared members in bad standing was improper.*** In sum, these three members were not afforded their appropriate due process.
> …
> This resulted in the three members not being eligible to run for office in the upcoming re-run election. ***The membership should have the right to select its officers.*** If that right is to be taken away, it must be done in a manner that adheres to the Local 1521A's Bylaws, the AFT Constitution and other applicable law. That did not happen here.

The decision of the Executive Council was delivered to Local 1521A On February 1, 2024. Under this directive, the Election Committee was charged with re-running an election which had already been delayed by a year of various election protests.

The 1521A election rules set March 1, 2024, as the candidate eligibility date. The constitution and election rules state, "[e]ach member in good standing, which is defined as fully paid on all financial obligations to the Staff Guild, for one year preceding the election shall have a reasonable opportunity to be nominated." By virtue of the AFT's decision, Edwards, Cruz and Saucedo were members in good standing; however, Edwards and Cruz owed back dues to Local 1521A because the Local had refunded them dues when it improperly declared them not in good standing. Dues were not collected from Saucedo after the local improperly declared him not in good standing in June 2023.

According to the testimony, Luukia Smith, Local 1521A Monitor, informed candidates Edwards, Cruz and Saucedo that they owed back dues and that they had to pay these amounts to be current and eligible to stand for the re-run election. Smith testified that Saucedo paid by check and Edwards and Cruz paid the amounts requested the last week of February. The Election Committee met on March 1 to determine the eligibility of the candidates; Smith informed the Election Committee that Edwards, Cruz and Smith had

paid the back dues to make them eligible to be a candidate. The Elections Committee did not complete their review on March 1 and met again on March 5.

At the March 5 meeting of the Election Committee, it was determined that due to a calculation error, Edwards and Cruz owed a dues payment of approximately $36; the testimony from two members of the election committee, Election Committee Co-Chair Natalie Embrey and Gloria Moreno, and an employee of Local 1521A was that the spreadsheet used to calculate the amount owed partially obscured a dues payment that was owed. By obscuring the missing dues payment, the total amount required to bring the candidates current in their financial obligations to the local was miscalculated. Embrey called it an "understandable oversight."

At the March 5 meeting, the Election Committee voted on whether to accept the nominations of all candidates, including that of Edwards, Saucedo and Cruz. Election Committee members Embrey and Moreno voted against accepting the nominations because the local did not have documentation that the back dues had been paid, but they were in the minority (the vote was either 8-2 or 7-3). Letters to all of the candidates declaring them eligible to stand for office was sent on March 6, 2024. Edwards and Cruz were notified that there was a calculation error, and they promptly paid the amount owed. All dues owed were deposited by March 7.

DECISION

The Investigative Committee considered the full record including the exhibits, the testimony of the parties and witnesses including cross examination and the argument of the parties.

1. **Edwards, Cruz and Saucedo paid their membership dues in a timely manner, were correctly determined to be members in good standing and properly deemed eligible candidates for election.**

Yovanna Campos argues that Edwards, Cruz and Saucedo failed to make payment by the March 1, 2024, deadline, and therefore, were ineligible to be candidates for office. Campos states that the Local 1521A Constitution and the LMRDA are unequivocal and do not include a "good faith" exception for being in good standing. Campos argues that the candidates had a full month from the time the AFT decision was delivered to figure out the

amount owed. Campos' position places the burden on the member to know which dues payments were missing and the total amount that should have been paid.

Candidates Edwards, Cruz and Saucedo state that they never decided to stop paying dues and that was a decision that was improperly made by the local executive board. Michael Plank, counsel for the election committee argued that the candidates operated in good faith and upon information provided by Local 1521A. According to Plank, if the Election Committee had declared these candidates ineligible, that decision would have gone against the directive of AFT National and would have opened up the election to a legitimate challenge.

The Investigative Committee agrees that the Election Committee arrived at the proper decision to declare Edwards, Cruz and Saucedo eligible to be candidates. The local executive board improperly declared them ineligible to be candidates and stopped taking their dues payment. Because the local erred, the burden was on the local to inform the members of the proper amounts owed. Furthermore, Edwards, Cruz and Saucedo paid the amounts promptly upon request: the initial back dues payments were paid to the Local before the member eligibility deadline of March 1 (it does not matter when the dues were deposited by the Local); the $36 balance was paid within 2 days of being notified that the Local's calculation was incorrect. Edward, Cruz and Saucedo were members in good standing and the Election Committee properly determined that they were eligible to be candidates. This challenge to candidate eligibility is rejected.

2. **The Election Committee did not violate the election rules or law when it determined that the ballot would not have slate voting.**

Member Campos argued that the Election Committee should have granted the request for her and the other candidates with whom she was aligned to officially appear as a slate on the ballot. According to Election Co-Chair Embrey, the election rules "clearly stated that candidates would be listed in randomized order" and that the LMRDA gave flexibility to the Election Committee because it says that candidates "may" be listed as a slate. Attorney Plank testified that the LMRDA does not require unions to allow slate voting, but rather, the law requires unions to allow members to vote for individuals.

The Investigative Committee agrees that neither the LMRDA, nor the local constitution requires slate voting, and consequently, this challenge to the election is rejected.

3. **The election was not impacted and no candidate was harmed when the Election Committee sent the notice of eligibility to candidates one day late.**

It is undisputed that the Election Committee sent notice to all candidates regarding their eligibility on March 6, rather than on March 5 as stated in the local election rules. The record shows and the testimony confirmed that there was an issue with making sure that the election committee had the proper email for all candidates. The Election Committee did not have everyone's email address on March 5th, so the notices were sent on the morning of March 6, 2024. These candidate eligibility letters were sent to all of the candidates at about the same time.

The Investigative Committee finds that all candidates were treated equally, the one-day delay in receiving the candidate eligibility letter could not have affected the election results. Therefore, this election challenge is without merit and rejected.

4. **The Election Committee's response to allegations of improper campaigning was appropriate and timely**.

The record reflects that there were two incidents that allegedly constituted improper campaigning: (1) a statement in the Zoom chat at an executive board meeting and (2) an email from a member to his twelve coworkers using the employer's email. The Election Committee was only aware of the first incident and took appropriate steps to address the alleged campaigning violation.

The first incident alleged to be a violation of election rules occurred at a hybrid Zoom/in-person board meeting. Using the chat feature, a member who was not a candidate posted, "I am endorsing and supporting Troy Pierce for Grievance Secretary." The record reflects that four members gave a "thumbs up" to the statement. The record is not clear how many other members in attendance at the executive board meeting saw the comment in the chat.

Chad Baugher, the incumbent candidate running against Troy Pierce, notified the Election Committee and others of the alleged campaigning. The Election Committee responded by sending out a communication warning members and candidates not to

campaign on union time or using union resources. The Election Committee's communications included a copy of the election rules on impartiality, campaigning, and prohibited election activity. According to Attorney Plank, the Local also disabled the chat feature for Zoom meetings, to prevent additional incidents of such campaigning.

This Investigative Committee finds that the Election Committee's response to a member's statement in support for a candidate in the Zoom chat was appropriate and proportionate to the alleged violation.

5. The two incidents of alleged campaign violations could not have impacted the outcome of the election.

As described above, there were two separate and isolated incidents where a member voiced their opinion about a candidate(s) that were alleged to violate the election rules because they used either union or employer resources. Members, even elected officers, are allowed to speak in their individual capacity and endorsed candidates of their choice; however, they must be careful not to use union or employer resources when engaging in electioneering. Where illegal campaigning is pervasive and widespread, there is a greater likelihood that such activity could impact the outcome of an election. The record reflects that two incidents of members speaking in favor of candidates were not incidents of illegal campaigning. Even if these incidents amounted to illegal campaign activity, they were limited to a small audience and could not have impacted the outcome of the election.

With respect to the member's statement in support of a candidate in a Zoom chat during a hybrid executive board meeting, the only race implicated was for grievance secretary. There are between 50 and 60 executive board members; the margin of victory in the race for grievance secretary was 103 in favor of Pierce over Baugher. Assuming every executive board member was persuaded to vote for Pierce by the statement in the chat and those votes were invalidated, Pierce would have prevailed with a 40-vote cushion. This alleged violation involving only the position of grievance secretary did not impact the result and is not grounds for invalidating the re-run election.

The second campaigning incident, wherein a member used his employer email account to speak to 12 coworkers about the election, was also isolated and could not have impacted the result of the election. There are no facts to support any conclusion that the email was forwarded or spread beyond the 12 members who received the initial email. The

margin of victory in every race on the ballot was more than double the number of members who received the email. Therefore, the alleged improper email communication could not have impacted any election result and is not sufficient to invalidate the election.

RECOMMENDATION AND REMEDY

The Investigative Committee respectfully recommends that the AFT Executive Council dismiss the election challenge and uphold the Local 1521A election results as determined by the voting members.

Campus Worksite Reports

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: Novermber 2024 Chapter Report

Campus: Los Angeles City College

Campus E-Board:

No Chapter E-Board Meeting; Campus E-Board exchanged consultation ideas and items and planned for Chapter Meeting via Teams and emails.

Chapter Meeting:

No meeting held.

Consultation:

In-person Consultation with President, Dr. Amanuel Gebru, VP Dr. Olga Diaz and interim VP Carmen Dones, from 3 pm to 4 pm on 11/27/2023 in President's Office. Also present were: 1521a e-board members Mitch Polin, Caridad Ahorro, Jasminee Haywood-Daley and Edith Villavicencio. Topics included: 1) Discussion with Dr. Diaz, new VP of Student Services in regard to engagement plan for staff members, 2) Clarified that members working in Welcome Center during winter break from December 23 through January 1 may bring their work from respective offices with them if available. 3) Confirmed dean and supervisor responsibilities in Outreach & Recruitment and Welcome Center in wake of departures.

Unit member issues/updates:

11/8/2024: Meeting with member from Financial Aid Department and ADA coordinator via Zoom regarding possibility of remote work as an ADA accommodation.

11/27/2024: Meeting member from Music Department via Zoom regarding ODEI complaint regarding non-sexual harassment allegation by student.

Shared Governance /Other Committees:

11/04/2024: College Council Meeting topics included: 1) Announcement of Dr Albert Roman as interim LACCD Chancellor and Monte Perez as interim President of ELAC, 2) Approval of POCR resolution, 3) Approval of ESMP priorities for 2024-25 and 3) Approval of Academic Plan for 2024-2030.

11/20/2024: EPPIC Meeting included: 1) Discussion of progress of EPPIC program review, 2) Motion to extend deadline for Administrative Assistant viability study passes, 3) Move to add two additional members to Journalism/Photojournalism viability study approved, and 4) Approved completed viability study for Revitalization of Engineering.

Classified Hiring Committee

11/11/2024: Hiring committee for Electrician.

11/13/2024: Hiring committee for Administrative Operations Technician.

11/22/2024: Hiring committee for Student Recruiter for Outreach and Recruiting.

Classified Hiring:

None reported.

Other:

11/14/2024: E-Board Meeting from 3 pm to 6 pm at Southwest College included 1) Discussion about mode of 2025 elections for CFT conference and Chapter officers 2) Voted to add additional funds for 1521a member party on December 12 at Trade Tech and 3) Discussed Grievance Representative Vacancy proposal.

11/19/2024: Day of Gratitude event in MPR:Thanked members for their service and spoke about the importance of maintaining strong and viable AFT 1521a classified staff.

11/22/2024: Emergency E-Board Meeting via Zoom included: 1) Motion to increase holiday party budget by $10,000 and 2) Motion to approve accountant for 1521a failed.

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

Chapter Report
November 2024

Chapter Executive Board

Chapter Executive Board Team Meeting – No meeting in November 2024

- Met with Chapter Executive Board Members as needed.

Chapter Meeting

No Chapter Meeting this month

Executive Board

Executive Board Meeting – Thursday, 11/14/2024

Attendees: Gloria Moreno – Chapter Chair, Yung Kim – Alternate Delegate, Kimberly Davillier - Grievance Rep.

Consultations

- **DO HR Consultation Meeting – Thursday 11/21/2024 @ 9:30 am (ZOOM)**
- Agenda items:
  - ❖ Contact for GMetrix Codes.
  - ❖ Who is DO Professional Development Coordinator.
  - ❖ Ergonomic Equipment process.
  - ❖ List of DO open positions.
  - ❖ Work Environment: Work areas smell of cigarette smoke.
    Shuttle from Joe's parking.

Unit Member Issues/Inquiries

- Work Environment issues.
- Shuttle from Joe's parking.

Shared Governance/Other Committees

- **WEC** – no committee meetings have been scheduled.
  - Work environment issues are discussed during the HR Consultation meetings.
- **TPPC** – Meeting Thursday, 11/07/2024 – cancelled.

Interviews/Hiring Committees

1. Admin Assistant (HR Risk Management) – interviews scheduled for Fri. 11/01/2024
2. SAP functional Business Analyst – interviews scheduled for Fri. 11/08/2024
3. Assistant Admin. Analyst (HR) – interviews scheduled Wed. 11/27/2024

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

Upcoming Interviews

1. HVAC (VDK) – interviews scheduled Mon. 12/02/2024
2. Applications Developer/Programmer – Interviews scheduled for Fri. 12/06/2024
3. Sr. Research Analyst (EPIE) – pending interview schedule.
4. Associate Vice Chancellor of Capital Construction (Facilities & Development) – pending interview schedule

Other:

- Finalized and submitted Activity and Chapter Reports for October 2024 – Tuesday 11/12/2024.
- Prepared and submitted Agenda for HR Consultation Meeting scheduled for 11/21/2024 – Wednesday, 11/20/2024

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: 12/4/2024

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 November Chapter meeting

Consultation:

The new President Dr. Perez has started here at ELAC. I have met him twice so far. I iwll be schedulong consulttion with him soon

Unit member issues/updates:

I had to educate A&R yet again about Release time and what that means fpr members. I was able to resolve the issue.

Shared Governance /Other Committees:

All Shared Gov committees have classified rep on board.

Classified Hiring Committee

So far there are two 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: November 2024

Campus: ELAC -

Campus E-Board:

Promise Williams – Grievance Rep

Chapter Meeting:

November 25, 2024

Consultation:

Unit member issues/updates:

Shared Governance /Other Committees:

Classified Hiring Committee

Classified Hiring:

Other:

Good morning everyone, I hope that all of you had a wonderful Thanksgiving break! The month the month of November was busy here at Mission College we held a holiday food drive with Community Partners and distributed turkey and brisket and sides hundreds of community members. We are excited that our phone banking efforts some multiple new members join our ranks. This month has not been without challenges however we are experiencing a issue on our campus where instructor special assignment positions are being used we feel to avoid hiring classified we are

looking to our fellow brothers and sisters and other colleges to see how they are navigating this problem. Another issue that we are bringing up to our work environment committee is the need for a dedicated classified professional development area. The reason for this request is many of our members work in cubicle spaces with high traffic areas that make it impossible to take online certifications or participate in career advancement interviews without requesting time off. We feel having a dedicated room where members can comfortably go to obtain these certifications and conduct these

interviews will be a huge morale booster. We are preparing for our colleges holiday party which will be held this Thursday:-) on the 19th is our holiday party which will consist of a potluck. Thank you all for a wonderful work that you do and happy holidays

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: November 2024

Campus: LAMC – Grievance Rep Verónica Enriquez

Campus E-Board:

Michael Griggs – Chapter Chair, Jena Sovereign – 1st Delegate, Christine Dagdagan– 2nd Delegate, Ana Iniguez – 1st Alt. Delegate, Laura Murphy – 2nd Alt. Delegate, Verónica Enriquez – Grievance Rep

Chapter Meeting:

Was not present as I Chapter meeting discussed items for the MOS certification, Bilingual Differential and tuition reimbursement

Consultation:

Consultation was canceled, Chapter Chair sent an email to President Ornelas with staff inquiries and I believe she did respond
Will discuss the response at a later meeting, after the Thanksgiving Holiday.

Unit member issues/updates:

Members said that they would be supervised by an ISA, which is a violation of our CBA. Another member was asked to relocate from Welcome Center to Admissions and Records. Not sure what an SSA will do in A and R. Other violations have come up, will meet with members after the Thanksgiving Holiday.

Shared Governance /Other Committees:

Will be asking WEC to look into all offices to make sure that they are all ergonomically correct

Classified Hiring Committee

None.

Classified Hiring:

None

Other:

Nothing at this time

A Union of Professionals
Staff Guild
Local 1521A
Pierce Chapter

Ngan Mork, Interim Chapter Chair

Pierce Chapter Report
For November 2024 (through November 19th only)

Chapter Meeting
- Chapter E-board communication and collaboration discussion held informally via text
- Chapter meeting scheduled for November 20th (S. McDonald chaired)
- Chapter Chair transition meeting held 11/20/2024

Consultation
- Consultation with the President – cancelled

Unit Member Issues/Updates
- Overtime Process
- Staffing in A&R
- Collegiality
- Campus Safety Protocols
- ELR Investigation
- Classified staff taking on instructional assignments

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/S.McDonald)

Hiring Committees (designated reps for)
- Dean, Academic Affairs
- Cashier

Other

Represented member during ELR meeting(s)
Caring Campus meetings

A Union of Professionals
Staff Guild
Local 1521A
Pierce Chapter

Sean McDonald,
Interim *Chapter Chair*

Pierce Chapter Report
December 2024

Chapter Meeting

- Office Hours November Chapter meeting 11/20/24 First as Chair

Consultation

- March 5, 2024 - President

Unit Member Issues/Updates

- Vet Tech: Followed up regarding an investigation.

Shared Governance/Other Committees

- Tech Committee: I am Co-Chair of committee. 11/21/24
- PCC: Went as Chapter Chair/ 1521a Rep first time. 11/21/24
- Workforce Environment Meeting: 11/19/24
- Facilities Committee meeting: 11/21/24

Hiring Committees

- Cashier: Bookstore
- Lead Gardener: Plant Facilities

Other

- E-Board Meeting 11/07/24
- Took over as Interim/ Acting Chapter Chair beginning 11/20/24
- Emergency Chapter Meeting 11/22/24

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: November 2024

Campus: Lupita - GR- LAPC

Campus E-Board: Attended EBrd Mtg on 11/14

Chapter Meeting: Attended mtg on 11/20. Reported out regarding mtgs attended

Consultation

Unit member issues/updates:

Shared Governance /Other Committees: Attended ASC Mtg- 11/20 – Continued the discussion and planning for a smooth Accreditation Process with New Guidelines

Classified Hiring Committee

Classified Hiring:

Other:

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: October 2024

Campus: Lupita - GR- LAPC

Campus E-Board: Attended Exec Bd Mtg – 10/10

Chapter Meeting: Attended 10/16 Chapter Meeting

Consultation

Unit member issues/updates: : GR Issue Discussion with Staff regarding issues in the Dept on 10/9

GR Discussion with Auto Dept Staff on 10/28 and 10/29, 10/29 am sent an email with Contract Language for discussion later

Shared Governance /Other Committees: Attended ASC Mtg- 10/16 – Planning for a smooth Accreditation Process with New Guidelines

Classified Hiring Committee

Classified Hiring:

Other:

LATTC CAMPUS REPORT – DECEMBER 2024

LATTC E-Board members:
Lori Hunter, Chapter Chair, Kookie Williams, Grievance Rep., Monica Castillo, 1st Delegate, Jose Rosas, Delegate, Joyce Nickerson, Delegate, William Madrigal, Delegate

President's Consultation: Postponed until Jan. 12, 2025 due to scheduling conflicts with management. Discussion regarding commitment to a formal timeframe will be topic on Jan. agenda. Discussions on WEC items. Still pending: status and update on posting of pets on campus signs and campus response, permanent agenda item: discussion on resolving hostile workplace environment issues – Staff Guild introducing activities to decrease, old/new items, items from the floor.

Campus Activities and Events:

- Fri. Dec. 6th Fall 2024 Gold Thimble Fashion Show, theme: Gothic Glamour
- Dec. 4th from 11am – 12:30pm LATTC Holiday Membership Meeting and Celebration
- Dec. 12th – 3:00pm-8:00pm: Trade-Tech is hosting campus for District-wide E-Board Meeting and Holiday Celebration
- All-campus BBQ (staff only) will be held on Dec. 12th from 11am-2pm. Event sponsored by LATTC administrators
- LATTC hosted a campus-wide remembrance for Dr. Paulette Bailey, a 38-year LATTC employee (started as classified in Finan. Aid) in Bus. and Civic Engagement. She passed away suddenly last month at the age of 62.

Member Concerns/activities:

- UNRESOLVED: New Dean has been grieved and formal resolution has begun – **Update:** new grievance will be served due to new violations under the same Dean *(still pending)*
- Member's unsatisfactory Performance eval. will be rescinded and re-done by formal supervisor (still pending)
- Two members have volunteered to be classified reps. on campus committees: Planning and Budget and Program Review

Classified Hirings:

- C.D. Center Asst. (part time); Staff Guild will request clarification of P/T status

Retirement

- Nenita Blanco, Library Technician, 30+ years of service to LATTC; she will be leaving in June 2025

LATTC CAMPUS REPORT – NOVEMBER 2024

LATTC E-Board members:

Lori Hunter, Chapter Chair, Kookie Williams, Grievance Rep., Monica Castillo, 1st Delegate, Jose Rosas, Delegate, Joyce Nickerson, Delegate

President's Consultation: Was postponed due to scheduling conflicts with management. Alternate date is pending. Agenda items: Discussions on WEC items: still pending parking issues, specifically students continually parking in fac/staff slots, Still pending: status and update on posting of pets on campus signs and campus response, Continued discussion on resolving hostile workplace environment issues – Staff Guild introducing activities to decrease, old/new items, items from the floor

Campus Activities and Events:

- Tues., Nov. 12th Third Annual Veteran's Center obstacle course in honor of Veteran's Day
- Fri. Dec. 6th Fal 2024 Gold Thimble Fashion Show
- Dec. 4th from 11am – 12:30pm LATTC Holiday Membership Meeting and Celebration
- Dec. 12th – 3:00pm-8:00pm: Trade-Tech is hosting campus for District-wide E-Board Meeting and Holiday Celebration

Member Concerns:

- UNRESOLVED: New Dean has been grieved and formal resolution has begun – **Update**: new grievance will be served due to new violations under the same Dean *(pending*)
- Parking: Students and visitors in FACULTY/STAFF slots causing delay in classified reporting to work (ex. B-Shift employees)
- Member's unsatisfactory Performance eval. will be rescinded and re-done by formal supervisor

Classified Hirings:

- Dean, Academic Affairs, held week of Nov. 18th– Rep. appointed, Griev. Rep. Kookie Williams
- Admin. Asst., President's Office – currently suspended

- Student Services Aide: VPSS Office and General Counseling Dept.
- C.D. Center Asst. (part time); Staff Guild will request clarification of P/T status
- Patient Care Simulation Tech
- Cashier – Business Office

Retirement

- Kevin Dudley, IT Dept, 25+ Years of Service

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: 12/11/24

Campus: LATTC

Campus E-Board:
Talked about new contract out going officers and voting.

Chapter Meeting:

Meet with Lori concerning Karine Tchobanian bad evaluation. It was resolved.

Consultation:
Talked about parking and permits. Discuss hostile working involved. We asked for Organizational charts, still no answer. We discussed dogs on campus again. Talked about elevators on campus being out months at a time and are still out

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 still. Our elevator have been out of order off and on for months at a time.

Shared Governance /Other Committees:

Sat on Dean of Academic Affaires hiring committee. Waiting for Presidents decision.

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

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
November 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 member on possible Harassment with Co-Classified
- Consulted Non-Member in Discipline meeting

Committees/Meetings

- Executive Board Meeting
- Emergency Executive Board Meeting
- Board of Trustees Committees.
    - Legislative & Public Affairs Committee.
    - Budget and Finance Committee. (CANCELED)
    - Institutional Effectiveness & Student Success Committee.
    - Facilities Master Planning & Oversight Committee. (CANCELED)
- Campus Committees
    - Team Leadership
    - President Consultation (CANCELED)
    - Anti-racism Planning
- Hiring Committee
    - Dual Enrollment Director, ISA (Unsuccessful)
    - A&R Assistant (Successful).

Miscellaneous

- Counseled Dean on Transfer vs. Re-Assignment
- Caring Campus Fall Event
- Classified Day of Thanks – Potluck and Awards – All 1521a received Release Time via the campus President to attend. (visit from Dash Johnson)

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
November 2024

Chapter Meeting
Chapter Meeting was held on Friday November 22, 2024 at 12pm to 1pm via Zoom. We had 26 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. Chapter Chair and Grievance Rep met with President to address a member's inquiry in which president agreed to address in an effort to ensure it does not occur again. Chapter was able to successfully hold a CalPERS presentation on Dec 4, 2024 for 25 members. Chapter has also met to plan holiday party, future chapter meeting dates and times for the second half of the school year.

Consultations
The college president monthly consultation meeting was canceled due to President's unavailability. Meeting has been rescheduled for December.

Unit Member Issues/Updates
- Fielding member inquiries regarding staff & faculty tensions
- Fielding members inquiries regarding additional duties stemming from short staffing.
- Fielding member concerns regarding schedule changes

Shared Governance/Other Committees

Work Environment- Report has been submitted
College Council- Report Submitted
Budget- No report submitted & No Meeting was held
CCP-FIG (Classified Career Pathway-Focus Inquiry Group)- No Report.
Sustainability- Meeting was schedule for January 2025
Student Success- No report Submitted member has been out sick

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

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: November 2024

Campus: WLAC

Campus E-Board:

I sat in an E-Board meeting via Zoom.

Chapter Meeting:

I went in-person to the E-Board meeting at LASC.

Consultation:

Unit member issues/updates:

Unit One employee had an issue with Supervisor denying PAL Day. Our member submitted her request in a timely manner and was denied due to lack of employees in office on this particular day. Our member did not want to submit a grievance; but did submit an incident report. Chapter Chair and I took this concern to the president of the college. We ask for supervisors and administration to become familiar with our Contract. The next time will be a grievance if we are not respected.

Shared Governance /Other Committees:

I sat in a zoom meeting with College Council.

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

A Union of Professionals
Staff Guild
Local 1521A
Retiree Chapter

Dear Retirees,

Can you believe it is December already? Time to get ready for 2025. Here are some things to look out for: If you are covered under the Anthem Blue Cross supplemental to Medicare, you already know that CalPERS has switched to Blue Shield supplemental. By this time, you should have received a new plastic insurance card from Blue Shield for yourself and your spouse or significant other. DO NOT USE THIS CARD PRIOR TO JANUARY 1,2025. Your old one from Anthem Blue Cross is good until the end of the month. Also, you should have received notification from the District showing you as insured and your spouse/significant other if applicable.

Also, be on the lookout for a Benefits statement from Social Security outlining your new Social Security monthly amount, as well as your cost for Part B Premium. You will need this document to apply for Part B Reimbursement, which is a significant amount, for yourself and spouse or significant other come the new year. Don't throw it out!

And finally, I wish you all a very happy holiday season and a very Happy, healthy and Peaceful New Year, 2025.

Respectfully submitted,

Fern Reisner

AFT1521A, Staff Guild Retiree Chapter President

Officer &
Staff Reports

A Union of Professionals
Staff Guild
Local 1521A

Andrea Edwards, *President*

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Executive Board Report – President November 2024

AFT Internal Meetings:
Campus Support Meeting – November 01, 2024
~~Campus Support Meeting- November 26, 2024~~
Officers Meeting – Monday, November 04, 2024
~~Officers Meeting- November 26,2024~~
Executive Board Meeting – Thursday, November 14, 2024 – Virtual Late
Deputy Chancellor Hiring Committee- November 14, 2024, | December 09, 2024
CMA Position Accretion Analysis –December 11, 2024
AFT 1521A| CFT Phone Banking – Thursday, November 07, 2024

Campus Meetings| Campus Support:

- Member Arbitration – Thursday, November 5, 2024
- LAMC Campus Assistance – Monday, October 21, 2024
- Deposition Prep w/Attorney – Monday, October 21, 2024

Emergency Executive Board Meeting – Friday, November 22, 2024

- Action Items:
  Profit & Loss Statement – Access to QuickBooks | Pending
  CCE Conference Attendees December 6-8, 2024 – Attended
  AFT1521A 1099 – Contract w/ Accountant – N/A
  AFT 1521A Executive Board December – Passed
  AFT1521A Committees Convening – Pending January 2025

Retiree Meeting – N/A

- Rescheduled TBD **Campus Site**

District Shared Governance Meetings

- Management Consultation – Tuesday, November 05, 2024
  - Agenda Available Upon Request-N/A
- Board of Trustees – Wednesday, November 06, 2024
  - Spoke to Classified Issues/Concerns * Recorded
- PC Consolation – Monday, November 4, 2024
  - Agenda Available Upon Request-N/A
- District Budget Committee (DBC) – Wednesday, November 13, 2024
- District Budget Committee (EXDBC) – Tuesday, November 26, 2024
- JLMBC Agenda Planning Meeting – Tuesday, November 05, 2024 -Canceled
- JLMBC Meeting – Tuesday November, 12, 2024

Internal Items:

- Phone Lines Established – Pending, - Provisioning the landlines-December 16, 2024, Scheduled
- QuickBooks Account Recovery – Pending | Legal Letter | Pending
- Membership Drive – November 2024 (November 13-15, 2024)
- AFT 1521A Holiday Event Planning | Aleta Campbell, Coordinator -November 20, 2024
- 2X Arbitration Cases – Pending Results | Legal Follow Up – December 2024 – Pending
- Velma Butler Settlement – Pending Finalization and Payment
- AFT 1521A Accountant Contracting – Pending | Account CPA Firm Quotes
- CA Form 410 – Audit Pending the State of California

- CA form 497 – BOT Trustee Endrosments Filing
- SharePoint Contract – Pending Competitive Quotes

CMA Members:

- CMA Positions Accrétion MOU- Follow up December 11, 2024 |ELR
- 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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T: 323/471-1541 • F: 323/851-8572
jsaucedo@aft-1521a.org

December 1, 2024

First Vice President Executive Board Report

Dear Esteemed Guild Members,

As we approach the end of the year, I want to extend my warmest wishes for a happy holiday season and a prosperous New Year. This time of year, offers a moment to reflect, and I am incredibly grateful for the dedication and hard work of our members throughout 2024.

I continue to support our chapter leadership in addressing the ongoing challenges of understaffing. Worked to support members affected by the Personnel Commission's routine job specification reviews. We remain committed to ensuring that all members are well-supported throughout this process.

In November, I participated in membership outreach through phone banking, helping strengthen our membership and our collective interests. In the Local President's absence, I fulfilled the role of presiding officer at the regular scheduled executive board meeting, ensuring we moved the union business forward. I also collaborated with the Constitution and Bylaws Committee on a proposal for constitutional amendments, notably one enabling electronic voting.

Throughout the month, I attended our customary monthly meetings with Management and the Personnel Commission, staying engaged in the ongoing discussions that affect our members. I also took part in the Board of Trustees Facilities Master Planning & Oversight Meeting, ensuring we are represented in the planning and oversight of the institution's long-term development.

In the coming year, my commitment to supporting you and our collaborative efforts will remain steadfast. Your continued involvement is crucial to our success, and I look forward to our continued progress in 2025.

This summary outlines the primary activities and initiatives for November 2024. For inquiries or additional clarification, please feel free to reach out to me at jsaucedo@aft-1521a.org.

In unity and 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 November 2024

AFT1521A Standing Meetings:

- ***Officers Meeting***
  - Monday November 4, 2024
  - Wednesday November 20, 2024
- ***Executive Board Meeting***
  - Thursday November 14, 2024
- **Emergency Executive Board Meeting:**
  - Friday November 22, 2024
- ***Tuition Reimbursements***
  - Continuous review and approval of tuition reimbursements. Please contact me if you have any questions.
  - Article 17 Professional Development
  - HR R-501
  - Tuition Reimbursement Form
- **Membership Meetings:**
  - No Report

Campus Site Visits/Member Representation

- Answered emails and queries from members at East
- Supporting A&R Evaluation Techs with Job Spec Review
- Assisting members with tuition reimbursement inquiries

District Shared Governance Meetings

- ***Management Consultation***
  - Tuesday, November 5, 2024
- ***Personnel Commission Consultation***
  - Monday, November 4, 2024
- ***Board of Trustees***
  - Wednesday November 6, 2024
- ***Institutional Effectiveness Committee***
  - Meeting Cancelled
- ***Facilities Master Planning Committee***
  - Wednesday November 20, 2024
- ***Personnel Commission Meeting***
  - Wednesday November 6, 2024
  - Wednesday November 20, 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 31, 2024

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

Hello everyone,

AFT1521A Standing Meetings

- Executive Board Meeting (Thursday, November 12, 2024)
- Emergency Executive Board Meeting (Thursday, November 22, 2024) Excused Absence
- Officers Meeting

Campus Site Visits

- Office Hours

District Shared Governance Meetings

- Joint Labor Management Benefits Committee (JLMBC) – Thursday, November 12, 2024
  - Actives Newsletter
  - Retirees Newsletter
  - In the process of creating postcards to send instead of newsletters.
- Institutional Effectiveness/Student Success Committee (Wednesday, November 20, 2024)
  - Cancelled
- 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
  - If you have not received your new emails yet, please reach out to Irene after you've filled out the Request Form.

Sincerely,

Melinda Ung
Recording Secretary

A Union of Professionals
College Staff Guild
AFT Local 1521A

Troy L. Pierce, *Grievance Secretary*

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

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

Member Representation

- Arbitration prep via ZOOM (2nd Arbitration)
- Participate witness arbitration – pending outcome (2nd Arbitration)
- Arbitration sit as representative for Staff Guild (2nd Arbitration)
- Employee Supervision Concerns
- Assisting member Involuntary Transfer/Reclassification issue-Appeal
- Unit I Employee Cleared to return from Paid Admin Leave (PAL)
- Working with Chapter Chairs and Grievance Reps on issues of concern
- Travel to campuses for in person meetings/consultations.
- TWOC concerns; short staffing issues cont'd

Committees/Meetings

- Steering Committee (Officers)
- Personnel Commission Consultation
- Consultation with LACCD Management
- Board of Trustees Meeting Virtual
- Boatd of Trustee Standing Committee Legislative & Public Aff
- Executive Board Meeting-LASC in Person
- Special Exec Board Meeting- Virtual
- Attend Chapter Meeting ELAC

Miscellaneous

- PC Rules Research and CA Education Code Research
- Phone Banking AFT Office-Membership outreach

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

Fraternally,

Committees Reports

A Union of Professionals
Staff Guild

3356 Barham Boulevard
Los Angeles, CA 90068
T: 323-851-1521

Local 1521A

December 9, 2024

Elections Committee
AFT College Staff Guild 1521A
3356 Barham Blvd.
Los Angeles, CA 90068

Dear Executive Board members,

Please see the following from the Elections Committee regarding plans for the 2025 CFT Delegate Election. Attached you will find:

- The CFT Delegate Election Timeline.
- The Notice of Nomination and Election.
- The CFT Convention Delegate Procedures (rules).

Sincerely,

AFT Staff Guild 1521A
Elections Committee
Robin King
Grisela Garcia
Ana Maria Saray Olivares-Diaz
Natalie Embrey, co-Chair
Mark Bergquist, co-Chair

A Union of Professionals
Staff Guild
Local 1521A

ATTENTION MEMBERS: Notice of Nomination and Elections

AFT College Staff Guild Local 1521A Elections for

2025 CFT Convention Delegates

The AFT Staff Guild Local 1521A is conducting elections to elect delegates to attend the CFT Convention.

The CFT Convention Delegate election will be conducted district-wide using electronic voting.

Any Member in good standing may seek to run and serve as a CFT convention delegate.

CFT Delegate Elections:

Those elected to serve as CFT Delegate will represent AFT Staff Guild 1521A members at the CFT Convention scheduled for Friday, March 14 - through Sunday, March 16, 2025, at the Westin located in San Diego's Gaslamp Quarter.

The election for convention delegates will be conducted on a district-wide basis; for example any member may nominate another regardless of chapter in accordance with eligibility rules.

Dues-paying members can participate in the CFT elections; see eligibility details to the right.

Your Chapter Designation:

On the mailing label used to send you this notification, we printed the chapter/ home office assignment the Guild has on file for each member; this is the chapter you will receive a ballot for. If the location is not accurate please notify the Staff Guild office by calling the Guild office at 323-851-1521 or emailing gheidenreich@aft-1521a.org no later than January 29, 2025.

For Members with Multiple Assignments:

If you work multiple assignments, the one where the majority of your work is done or your home office designation is the chapter you will be assigned for this election. Please check that designation on your mailer as described above.

If you work multiple assignments that are equally distributed across multiple worksites, you must contact the Guild office via email to Glen Heidenreich at gheidenreich@aft-1521a.org or calling the Guild office at 323-851-1521 no later than January 29, 2025 to declare which chapter election you wish to participate in. ONLY members with assignments that are equally distributed across multiple chapters may declare which chapter election they will participate in.

The total number of CFT Delegates for the 2025 CFT Convention shall be voted on by the Guild Executive Board.

ELIGIBILITY RULES:

To Make Nominations:

Dues-paying members may make nominations for CFT delegates. Unit 1 employees must have a membership application on file by January 29, 2025 at 11:59 p.m.to be eligible to nominate someone.

To Be a Nominee/Delegate:

Members in good standing, defined as having fully paid on all financial obligations to the Staff Guild for one year preceding the election are eligible to be nominated and run for a position. Nominees must be members in good standing by January 29, 2025 to be a nominee/delegate.

To Vote:

Dues-paying members are eligible to vote for CFT convention delegates. Unit 1 employees must have a membership application on file with the Staff Guild by 11:59 p.m. on January 29, 2025 to be eligible to vote.

NOMINATIONS:

Nominations Must Be Received No Later than 11:59 p.m., Monday, February 10, 2025.

Members interested in serving as a delegate for the CFT statewide convention or nominating another member as a delegate must notify the Staff Guild of their intent for self-nominations or nomination of another person. Submit nominations in writing via email (gheidenreich@aft-1521a.org), Courier, or U.S. Mail no later than 11:59 p.m., Monday, February 10, 2025.

When submitting a nomination include your full name, the name of the person you are nominating or if you are nominating yourself, your chapter, and state your intention to serve as a CFT Convention delegate.
*** Please secure the approval of the member you're nominating prior to submitting the nomination. ***

ELECTRONIC VOTING PROCESS:

The Guild's Executive Board has approved the option for use of electronic voting.

Ballots shall be placed using electronic voting. There will be a six day window to cast your electronic vote! To be counted, ballots MUST be received by 11:59p.m., Monday, March 3, 2025. Ballots will be counted on Tuesday, March 4, 2025, and uncertified results posted that day.

If you have any questions, please contact the AFT College Staff Guild at (323) 851-1521.
Election rules can be found on AFT1521A.org.

AFT College Staff Guild Local 1521A Elections for CFT Convention Delegates Timeline

Thursday, November 14	Executive Board Approves mode of Election
Wednesday, January 15	Notice of Nomination & Elections sent to members
Wednesday, January 29	Deadline to file a Staff Guild Membership application and be eligible to vote
Thursday, January 30	Nominations Open
Thursday, January 30 Through Monday, February 10	Nominations: Members interested in running for office must notify the Staff Guild of their intent in writing via Email to gheidenreich@aft-1521a.org, by Courier, or U.S. Mail no later than 11:59pm, Monday, February 10, 2025.
Monday, February 17	Deadline at 11:59pm for receipt of candidate nomination acceptance and signing of election rules
Thursday, February 20	Notice/Posting of candidate names (guild website, etc.)
Wednesday, February 26 Through Monday, March 3	Electronic voting for CFT Delegates
Tuesday, March 4	Posting of election results announced and posted on the guild website, etc.

Descriptions of CFT Delegate Positions Open for Nomination and Election

CFT STATE CONVENTION DELEGATE: Delegates to the CFT State Convention will serve as voting delegates to the CFT State Convention in March 2025.

Delegates are voting members at the Convention. Delegates participate in convention committees and will vote on resolutions, constitution and bylaws amendments, and the election of the CFT President, Secretary Treasurer, Executive Vice President and Vice Presidents.

https://www.cft.org/convention

AFT 1521A Expense Reimbursement Policy General Requirements
The requirements for expense reports and approvals are as follows:

- Expense reports are due the first week of each month for the prior month to facilitate timely reimbursement. Officers, staff, and members' expense reports should be submitted electronically with a hard copy due before the end of the month after expenses were incurred.
- Voucher expense reports will be processed on the same schedule as other invoices submitted for payment to the AFT College Staff Guild.
- All expenses included on the expense report must be accompanied by a valid detailed receipt and a brief explanation of the expense, including who attended and the business discussed. Credit card statements will not be accepted in lieu of a receipt.
- Hard copy documentation (i.e., all receipts and activity/expense reports) must be submitted within 30 days of electronic submission. No further payments will be made until prior documents have been received.
- The AFT College Staff Guild reserves the right to withhold future reimbursements to officers or members on the value of specific expense items while it investigates those items.
- Attendance and participation are expected and required at all approved conferences and conventions. The conference/convention report form must be submitted with the reimbursement request. The method of attendance verification will be determined by the Staff Guild and shared with the participants/members prior to the conference/convention. Failure to comply may result in denial of reimbursement.
- Expenses submitted more than 60 days after the end of the month in which the expenses were incurred will not be reimbursed.

Reimbursement Requirements Travel expenses will be paid by the AFT College Staff Guild office whenever possible. Should an officer, member, or staff pay for their own travel expenses, they are required to submit the proper documentation for reimbursement according to the following categories and guidelines: Airfare, train travel, car rental, mileage, General Parking, Airport Parking, Permit Parking, Taxi/shuttle/public transit/rideshare, Lodging, Meals, Hospitality, Gifts and Events

For full details on the Guild's Expense reimbursement policy, go to the AFT1521A.org website under key documents.

AFT 1521A Business Expense Reimbursement Policy

AFT Staff Guild 1521A Elections Committee : Mark Bergquist, Co-Chair, Valley; Natalie Embrey, Co-chair, City; Ana Maria Saray Diaz, Harbor; Robin King, Trade Tech; Grisel Garcia, District Office rev : 2024-12-6

Staff Guild
Local 1521A

2025 CFT Delegate Election

Timeline

Thursday, 11/14/24	Executive Board approves mode of election
Thursday, 1/9/25	E-board vote for total seats funded
Wednesday, 1/15/25	**Notice of Nomination & Elections** sent to members
Wednesday, 1/29/25	**Deadline for application on file with the Guild office to be eligible**
Thursday, 1/30/25	**Nominations Open**
Thursday, 1/30/25 through Monday, 2/10/25	**Nomination Period**: Members interested in running for office must notify the Staff Guild of their intent in writing via Email, Courier, or U.S. Mail, **no later than 11:59 p.m., Monday, February 10, 2025.**
Wednesday, 2/12/25	Elections Committee meets to confirm nominee eligibility.
Monday, 2/17/25	Deadline at **11:59pm** for receipt of candidate nomination acceptance.
Thursday, 2/20/25	Notice/Posting of nominee names (guild website, etc.)
Wednesday, 2/26/25	Election Electronic Ballots emailed to the members District email account. Voting begins.
Monday, 3/3/25	Last day to cast a ballot! Voting closes 3/3/25 at 11:59pm.
Tuesday, 3/4/25	Ballots reviewed and counted uncertified election results announced and posted on the guild website, etc.

Convention occurs 3/14/25-3/16/25

rev : 2024-12-9

2025 Election for Convention Delegates
AFT Staff Guild, 1521A Procedures

1. Election Timeline
   The Executive Board shall adopt an election timeline for each election.

2. Election Committee
   The Executive Board shall establish an election committee in accordance with the constitution. The committee shall meet as needed until the election is completed to rule on questions arising during the election.

3. Availability of Candidate Names
   The names of candidates shall be posted in the AFT Guild Office and on the Staff Guild website effective February 20, 2025. No official announcement of candidates from the Guild shall be available before this date.

4. Delegate
   The role of delegate is to represent the AFT 1521A Staff Guild at the upcoming convention in person.

5. Ballot Order
   The names of candidates shall be listed in a randomized order.

6. Write-in Votes
   Write-in votes will be tabulated and should a write-in candidate win, that candidate will be vetted against candidate eligibility rules as stated in number 8 below. Should the write-in winner prove ineligible, the next eligible runner up will be declared the victor.

7. Candidate Eligibility Rules
   Candidates must be an active member, in good standing by 11:59pm Wednesday, January 29, 2025.

8. Nominations
   Dues-paying members may make nominations for CFT delegates. Unit 1 employees must have a membership application on file by January 29, 2025 at 11:59 p.m.to be eligible to nominate someone.

   Nominations must be received between Thursday, January 30, 2025 and 11:59pm Monday, February 10, 2025 in writing by email (gheidenreich@aft-1521a.org), courier, or U.S. mail.

   Nominees will be notified by email and phone no later than Friday, February 14, 2025.

   Nominees have until 11:59 pm, Monday, February 17, 2025 to accept/decline nomination in writing by email (gheidenreich@aft-1521a.org), courier, or U.S. mail. If no written response is received by the deadline, it will be treated as a decline of the nomination.

9. Voter Eligibility
   Any member in good standing is eligible to vote. For non-members, Wednesday, January 29, 2025 is the deadline to file a Staff Guild membership application and be eligible to vote in the 2025 CFT convention delegate election.

10. Nominees
    On Thursday, February 20, 2025, candidate names will be posted by the Staff Guild on the website, Staff Guild office and sent via email to all members where the Staff Guild has non-LACCD emails on file.

    Nominees will receive a copy of these rules to review and acceptance to serve as a candidate equates to a pledge to abide by the election rules.

11. Campaigning
    Candidates must use their own time and resources for the forums and any campaigning.

12. Balloting
    The election will be conducted by online ballot. Ballot details shall be sent to members' work email addresses. There will be a six day window to cast your electronic vote! To be counted, ballots MUST be received by 11:59p.m., Monday, March 3, 2025. Ballots will be counted on Tuesday, March 4, 2025, and uncertified results posted that day.

13. Parameters to determine election winners
    Delegate nominees will be chosen based on the number of votes cast. If a member drops out of the running for the Delegate seat, the next person on the list will be contacted to fill the position until all seats are filled. This process is handled by the Executive Director with the Elected Officers.

14. Posting of results
    The uncertified election results will be posted on Tuesday, March 4, 2025, on the Staff Guild website and sent via personal email to members.

15. Challenges
    The Guild constitution has no provisions for a challenge to a Delegate election.

16. Questions or problems
    Candidates and members with questions about the nomination or election procedures should contact a member of the Election Committee at gheidenreich@aft-1521a.org. Any violation of these rules should be reported promptly to the Election Committee so that corrective action can be taken, if necessary.

Nominee RIGHTS AND RESTRICTIONS

1. Impartiality

Federal law prohibits the use of any union or employer funds to promote the candidacy of any person in a union election. This prohibition applies to use of the District email system, cash, facilities, equipment, office supplies, official endorsements, etc. Federal law also provides that candidates must be treated equally regarding the opportunity to campaign and that members may support the candidate of their choice without being subject to penalty, discipline, or reprisal of any kind.

2. Campaigning

Candidates must use their own time and resources for the forums and any campaigning.

The above rules are not all inclusive. Additional election rules or clarifications may be issued by the AFT 1521A Election Committee as needed during the nomination and election period.

Except as provided in this code, the Election Committee shall be guided in its decisions by the publication entitled" Conducting Local Union Officer Elections: A Guide for Election Officials", issued by the Office of Labor-Management Standards of the U.S. Department of Labor.

Rules Issued By: AFT 1521A Election Committee
Date: November 22, 2024
Committee Members: Mark Bergquist, Co-Chair, Valley; Natalie Embrey, Co-chair, City; Ana Maria Saray Diaz, Harbor; Robin King, Trade Tech; Grisel Garcia, District Office rev : 2024-12-6

A Union of Professionals
Staff Guild
AFT Local 1521A

Dionne M. Morrissette, *LACFL Delegate*

3356 Barham Boulevard • Los Angeles, CA 90068
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LA County Federation of Labor, AFL-CIO
Representative to the House of Labor
Monday November 18, 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 October 17th **M/S/P**, **Delegate Minutes** October 21st **M/S/P**, and **E-Board Minutes** November 14th, **M/S/P**.

- **Michelle, Financial Report;** October 2024 REFER to Attachments**; Solidarity** $1,202,902.89 AND **General** $3,805.533.16 **M/S/P**.

- **Devin, COPE Report;** Measure A, Whiteside-Countywide Measure. Thanked Michael Contreras, Interviewed 220 Folks.

-**Rosie, Operations;** MLK, Jr., "**I Am A Woman"** Saturday, January 11, 2025, **Sidney Kamala, Guest Speaker**. There will a "**Pin Unveiled**" to be received @ the MLK, Jr. Event. (DWC), Downtown Women Center, Alex (Former Recipient) Spoke @ Event.

-**Rob N., Strategic Program**; Measure A, **PASSED. "When we Fight, We WON!"** We won by 13 Points @ 57% with visits to Places of Worship, Schools, Communities, Etc.
Misdemeanor when Boycott/Striking; NO Way! **Referred to as "*The Bumble*"**.

-**Patricia C., Organizer**; Rite Aid Pharmacy Strike, CVS Pharmacy; **3-Day Strike**, Utility Workers; **Adverted Striking**. NUHW Mental Health Employees on 5th Week of Strike; Pension helps with Retention, Patient Ratio, Wage Increase Back-**RALLY, Thursday, 11.21 @ 12:00 p.m., Adopt A Hospital/Picket Line**.

-**Norma, Labor Community Services**; Will continue to support NUHW with Food.

-**Armando, Miguel Contreras Foundation**; 12-Cohorts this year. UPS Package Handling Training Program doing well. Crystal, Homeless, Etc.; Works with UPS (**Success Story**).

-**President Wheeler Report**; December 5th @ a LA Fed. Fundraiser for Mayor Karen Bass, Max donation $1,800.00. **Schedule F**, Fed. Employee Rights. Check Department of Gov. Efficiency. Department of Education wants to get rid of Veteran Department, FBI, Federal Building, Etc. **Check Project 2025**, NO. *Guest Speaker Angelica Solis. Check CHILE, AB540, Dream Act; Immigrant Justice "Prepare to Fight, Together", Mass Deportation, 6.4 Million with Temporary Worker status, TPS, Check I-9 Audits; Electronic Verification. December 18th Immigrants AND January 21st Protest ***Education in Project 2025**.

Affiliates Report *Refer to attached flyers

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

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 November 18, 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 October 17th **M/S/P**, **Delegate Minutes** October 21st **M/S/P**, and **E-Board Minutes** November 14th, **M/S/P**.

- **Michelle, Financial Report;** October 2024 REFER to Attachments**; Solidarity** $1,202,902.89 AND **General** $3,805.533.16 **M/S/P**.

- **Devin, COPE Report;** Measure A, Whiteside-Countywide Measure. Thanked Michael Contreras, Interviewed 220 Folks.

-**Rosie, Operations;** MLK, Jr., "**I Am A Woman"** Saturday, January 11, 2025, **Sidney Kamala, Guest Speaker**. There will a "**Pin Unveiled**" to be received @ the MLK, Jr. Event. (DWC), Downtown Women Center, Alex (Former Recipient) Spoke @ Event.

-**Rob N., Strategic Program**; Measure A, **PASSED. "When we Fight, We WON!"** We won by 13 Points @ 57% with visits to Places of Worship, Schools, Communities, Etc.
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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
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

Request to support Community Coalition with a contribution of $10,000 to their 2024 People, Power, Progress Awards on October 24, 2024

Request to support the NAACP CA/HI with a contribution of $1,000 to their 37th Annual

Los Angeles County Federation of Labor, AFL-CIO
Representative to the House of Labor Meeting Minutes
October 21, 2024

Chair Thom Davis called the meeting to order at 7:06 p.m.

Representatives rose and pledged allegiance to the American Flag.

State Convention at our Women in the (WIN) Luncheon on October 25, 2024

Request to support UNAC/UHCP and Highly Favored with a contribution of $2,500 to their Backpack Friday event on November 29, 2024

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.

Los Angeles County Federation of Labor
Executive Board Minutes
November 14, 2024

The meeting was called to order by Chair Thom Davis at 10:02 a.m.

Members Present: Abogado, Aguilar, Brown, Cobos, R. Corona, Davis, Dougherty,

PRESIDENT'S REPORT

President Wheeler spoke on Project 2025, especially attacks on working people and union members. CA 27 and Measure A are the priorities for the LA Fed and asked them to send a letter directly to their members. 15 days away from the election and we need to vote for Vice President Kamala Harris for President, calling it the most sequential election of our lifetime. She asked for loan staff and volunteers for GOTV efforts—on Saturday, November 2nd at 9 am. She celebrated the success of the recent events on the UAW strike line She closed her report with a touching tribute to the late, great CBTU founder and former AFSCME President Bill Lucy.

President Wheeler yielded the rest of her time to Kathy Finn of UFCW 770 and members from Locals 770 and 324, who thanked President Wheeler and the Fed for walking the CVS picket lines. Sister Kathy Finn asked for employees to speak to Representatives about their contract fights. She also invited NUHW to speak on social and mental health workers at Kaiser Permanente. They're fighting for better working conditions and asking people to contribute to their hardship fund.

She asked Representatives to stand for a silent prayer for our beloved Granny, who is currently in the hospital.

REPORTS OF ORGANIZATIONS

Irv Hershenbaum, UFW Harris campaign asked for a bus to go to Arizona to campaign, and their annual Gala will be on December 4th
Vic Clement, Financial Essentials for Life personal credit management, early career session for UPS workers and MCF, retirement planning, surviving retirement, mid-career planning
Alexis Philius, UNAC/UHCP Backpack Friday Highly Favored 1,000 backpacks next month and is requesting volunteers and donations for their event on November 29th
Glendale Teachers Association has been in a tough bargaining fight since 2022, they're asking for the district to support teachers and students
Rudy Montalvo, LCLAA thanked President Wheeler and the staff of the LA Fed and LCS for their support on the UAW picket line
Jenny Tate, Union Perks/Aava Dental conducted a raffle for union-made prizes
Alton Reed, CWA asked us to wear our "I voted" stickers on a button

New Representatives:

AFT/UTLA
Bryant Odega

IATSE Local B-192
Sean Mason

Ironworkers Local 433
Rene Palacios

OPEIU Local 537
Irene Huerta

It was moved, seconded, and carried to adjourn at 8:20 p.m. in memory of Brother William "Bill" Lucy who passed on September 25, 2024.

F

REVENUE	
Per Capita/Affiliate Fees	
Fundraising/Contributions	
Grant Revenue	
Interest/Dividend	
Rental Income	
Other Income/Market Value Ch	
Total Revenue	
EXPENSES	
Salaries	
Salary Related Expenses	
Conferences, Conventions, Meet	
Annual Events	
Office & Administrative Expens	
Professional Fees	
Program Expenses:	
The Peoples Project	
Organizing	
Strategic Campaigns	
Communications	
Contributions	
Consultants	
Per Capita/Membership Fess	
Total Expenses	
Net Increase / (Decrease)	
CASH FLOW	
Balance as of 09/30/2024	
Net Increase / (Decrease)	
Transfer to/fromCOPE Re	
WaFdBank/Luther Burbank	
United Business CD	
City National Bank	
Columbia Threadneedle Schol	
BlockRock Mont Scholarship	
Preferred COPE Restricted	
A/R	
Cash Balance 9/30/24	

Updated 11/13/2024, 4:35 PM

It was moved, seconded, and carried to approve the 2025 Schedule of Executive Board and House of Labor Meetings.

The following Vice Presidents gave reports as follows:

- Sister Lisa Palombi ASCFME 3299 invited Locals to the upcoming Unfair Labor Practice Strike on November 20-21 at the University of California
- Sister Susan Minato announced that NLRB Chairman, Lauran McFerran term ends December 15, 2024, and her renewal would be for another 2 years. She also spoke on Unite HERE Local 11 wins and extensive work in Arizona.

It was moved, seconded, and carried to adjourn the meeting at 11:04 a.m.


LOS ANGELES COUNTY FEDERATION OF LABOR
Labor Community Services
LOS ANGELES
TOY DRIVE
HELP BRIGHTEN A CHILD'S HOLIDAY!
ACCEPTING NEW UNWRAPPED TOYS | NOVEMBER 1 - DECEMBER 20
TO ARRANGE A TOY DONATION, CONTACT MARCOS JUAN AT (323) 620-3030 OR MARCOS@LCS-LA.ORG

STAND UP, FIGHT BACK WITH NUHW
ADOPT A PICKET LINE

LOS ANGELES MEDICAL CENTER OVERVIEW

DAYS: MONDAY & FRIDAY
TIME: 8:00 AM-1:00 PM

LOCATION:
LOS ANGELES MEDICAL CENTER
4867 W. SUNSET BLVD.
LOS ANGELES, CA 90027

BALDWIN PARK OVERVIEW

DAYS: WEDNESDAY
TIME: 8:00 AM-1:00 PM

LOCATION:
BALDWIN PARK
1011 BALDWIN PARK
BALDWIN PARK, CA 91706

DOWNEY OVERVIEW

DAYS: TUESDAY & THURSDAY
TIME: 8:00 AM-1:00 PM

LOCATION:
KAISER ORCHARD
9333 IMPERIAL HWY
DOWNEY, CA 90242

WEST LA MEDICAL CENTER OVERVIEW

DAYS: THURSDAY
TIME: 8:00 AM-1:00 PM

LOCATION:
WEST LA MEDICAL CENTER
6041 CADILLAC AVE
LOS ANGELES, CA 90034

PANORAMA CITY OVERVIEW

DAYS: FRIDAY
TIME: 8:00 AM-1:00 PM

LOCATION:
KAISER PANORAMA CITY MEDICAL CENTER
13651 WILLARD ST
PANORAMA CITY, CA 91402

CONTACT ASTRID CAMPOS AT ACAMPOS@NUHW.ORG OR 712-396-8242

www.thelafed.org @thelafed @LALabor @thelafed

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.

KAISERDONTDENY.ORG

Learn more about our struggle and sign our petition:

Share your Kaiser mental health care story:

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

KAISERDONTDENY.ORG

NUHW NATIONAL UNION OF HEALTHCARE WORKERS

United Front Against Fascism

Build the Peoples Democratic Workers Party

What we need from the Labor Movement is militant struggle for *more democracy, not less.* The Democratic Party at every level is a capitalist organization and cannot solve problems for the working class. This is why MAGA swept all federal branches of government. Local officials must be pressed into total submission by organized Labor to empower workers and oppressed people to the maximum degree available. Any delay or appeasement will be seized upon by fascism's lust for absolute power.

DR. STAHMER: How do you explain the actions against the trade unions? How do you explain the actions against free workers' associations?

Goering: These trade unions, because of their leaders and the close connection of these leaders with those parties which we regarded as our opponents, agreed with our opponents to such an extent that they did not in any way fit into our new State. Consequently the organization of trade unions was dissolved, and for the workers the organization of the German Labor Front was created. This did not result in the destruction of the liberty of the German worker, in my opinion; on the contrary, I am convinced that we were the ones to give the German workers real freedom, for it consisted first of all in the fact in the ***right to work*** which we are securing for him.

Nuremberg Trial Proceedings
Thursday, 14 March 1946

Hermann Göering was the highest-ranking Nazi official tried during the International Military Tribunal at Nuremberg.

A Peoples' Program:

$25 minimum L.A. County wage

Legalize all workers! Municipal voting rights for non-citizen residents.

Democratic community control over the police, through all-elected, all-civilian, police control boards.

Right to housing! Vacancy tax, eminent domain nuisance motels, build public housing.

Right to education! No tuition at public colleges. Abolish student debt.

Right to healthcare! Nationize healthcare system now.

End all U.S. military funding to imperialist adventures: Israel, Ukraine, etc.

Organize Labor/Community mutual self-defense!
Prepare for economic and political nationwide general strike!

United Union of Roofers, Waterproofers and Allied Workers

Local 36

contact Cliff Smith 213.663.6316



Labor Community Services
LOS ANGELES

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

Make it a Union Thanksgiving Dinner with the Labor 411 Shopping Guide.



LIST OF IMPORTANT DOCUMENTS & INFORMATION

Important information the whole family needs to be aware of:

☐ Name, phone numbers, and the date of birth of everyone living in the household

☐ Phone numbers of your child(ren)'s school, doctor, and work (if applicable)

☐ Make a list of allergies, medical conditions, and medications of everyone living in the household (if applicable)

☐ Phone number for the Consulate of your country of origin.

☐ Phone number of an Immigration Attorney who is already aware of your situation



Did you identify somebody to care for your child (ren)?

First, you will need to make sure that he/she is:

☐ A responsible adult

☐ Knows what to do in the case of an emergency

☐ Will be able to provide a safe place for your child(ren)

☐ Is included as Emergency contact in your child(ren)'s school

Important Documents to keep safe and easily accessible:

☐ Birth & Marriage certificate (if applicable)

☐ Valid Passport (for everyone in household)

☐ Immunization Card (of children)

☐ Social Security Card (if applicable)

☐ Identification Card

☐ A # (if applicable)

☐ Caregiver Affidavit of the person willing to care for your child(ren) in case of your sudden absence

☐ Important instructions for persons assigned as temporary guardians (if applicable)

☐ Title Property (if you're a home owner)



For more information call the Immigrant Assistance Line

1-888-624-4752

2533 West 3rd Street, Suite 101 Los Angeles, CA 90057
Telephone: 213-353-1333 * Fax: 213-353-1344 * www.chirla.org

COALITION FOR HUMANE IMMIGRANT RIGHTS

CHIRLA
Coalition for Humane Immigrant Rights

Locating a family member who has been detained by ICE

1. Contact ICE local office



- Los Angeles Field Office (Los Angeles County, Orange, San Bernardino, Riverside and Central Coast): (213) 830-7911
- San Diego Field Office (San Diego & Imperial Counties): (619) 710-8301
- San Francisco (Northern California, Hawaii and Guam) Field Office: (415) 844-7911

2. Search a detainee on the ICE Locator website

www.ice.gov

3. Contact the local Detention Centers

- **Adelanto Detention Center**
  - •10250 Rancho Rd
    Adelanto, CA 92301
  - •Para dejar mensaje al detenido, llame al: (750) 561-6100
- **Theo Lacy Detention Center**
  - •501 The City Drive South
    Orange, CA 92868
  - • Horas de visitas:
    Lunes a Viernes de 8AM to 6PM

Remember: When visiting a relative at a Detention Center, you will need to show a valid identification, issued by a government agency.

For more information, call our Immigrant Assistant Line at

1-888-624-4752

2533 West 3rd Street, Suite 101 Los Angeles, CA 90057
Telephone: 213-353-1333 * Fax: 213-353-1344 * www.chirla.org

COALITION FOR HUMANE IMMIGRANT RIGHTS

CHIRLA
Coalition for Humane Immigrant Rights

PREPARE TO STAY!



Know your rights first!

1. You have the right to **remain silent.**
2. You have the right to **speak with a lawyer.**
3. If law enforcement shows up to your house, **DO NOT OPEN THE DOOR.** Ask them to slide the warrant under the door. It has to be signed by a judge, and have your name or address.
4. **Never** carry false documentation with you (It's a crime)
5. If detained, **only say your name and DOB.**

Prepare a Family Plan!



- **Know what documents you should carry with you**
  1. Know Your Rights Card
  2. Immigration attorney's phone number
  3. Any valid Identification from the US
- **Make a plan to care for your family**
  1. Consult with an immigration attorney about your situation and your family's
  2. Have the attorney's phone number at a visible place (on your refrigerator) and let your family know
  3. Prepare a Caregiver Affidavit where someone trusted, agrees to care for your children, in case you are arrested
- **Keep a copy of all important documents in a safe and easy to access location**
  1. Birth and marriage Certificate, passports, and alien number (A#) if have one
- **Start Saving money for your defense ($$$$$)**
  1. Immigration procedures are expensive, including immigration bond and legal Representation.

Remember, you have Rights under the Constitution, regardless of your immigration status.

For more information, call us at 1-888-624-4752

2533 West 3rd Street, Suite 101 Los Angeles, CA 90057
Telephone: 213-353-1333 * Fax: 213-353-1344 * www.chirla.org

COALITION FOR HUMANE IMMIGRANT RIGHTS OF LOS ANGELES

CHIRLA
Coalition for Humane Immigrant Rights



Union Rental Space

2520 West Olive Ave, Burbank, CA, 91505

Prime Leasing Opportunity in the heart of Burbank!

Welcome to 2520 W Olive Ave., an exceptional ground-floor commercial space offering approximately 4,684 rentable square feet. Perfectly situated in the bustling entertainment area, this location is ideal for corporate businesses, medical offices, retail, and unions looking to establish or expand in a high-demand market.



Rent Rate Negotiable



Scan Code for Full Details



10th Anniversary
Highly Favored
A Blessing to Others
A DECADE OF BLESSINGS
Empowering Futures Together

UNAC/UHCP

BACKPACK FRIDAY

A DECADE OF BLESSINGS: EMPOWERING FUTURES TOGETHER



FRIDAY, NOVEMBER 29, 2024
10:30AM - 1:30PM

For a decade, we've been providing essential care packages to families and individuals experiencing homelessness in Downtown Los Angeles. These packages include warm clothing, blankets, hygiene items, and non-perishable food. We also offer resources, health education, and vaccines.

DONATE AND HELP US CONTINUE OUR MISSION OF PROVIDING A BLESSING TO OTHERS.

SIGN UP TO VOLUNTEER: UNACUHCP.ORG/BACKPACKFRIDAY

OUR WHY:

With homelessness on the rise (9% increase in Los Angeles County, totaling 75,000), your support is more crucial than ever.

Join us in making a lasting impact on the lives of vulnerable adults and children.

WAYS TO DONATE: $20 = 1 BACKPACK

- Donate@ablessingtoothers.org — PAYPAL
- Highly Favored — VENMO
- $HighlyfavoredDonate — CASHAPP
- 909-815-5241 (leave email in comments for receipt) — ZELLE

Additional way to donate are listed at www.ablessingtoothers.org

Want to join us? Sign up to volunteer at unacuhcp.org/backpackfriday or scan the above QR code. Questions? Contact Alexis Philius (KLARNA Steward) at 909-815-5241 or Erika Tapia (Nursing PPM) at 909-407-0909.

LOS ANGELES TRADE TECH COLLEGE
LABOR CENTER

PLEASE POST

SPRING 2025 from February 10 – June 9, 2025

3-UNIT ONLINE CLASSES - 16 weeks (3 hours. & 10 minutes/week)

Class	Instructor	Class#
LS 1 – U.S. Labor History	Ericka Wills	15766
LS 2 – Collective Bargaining	Akel & Klipple	15778
LS 3 - Labor Relations Law	Josh Young	15773
LS 24 – Enforcing Workers' Rights	Joceyln Lopez	24996

1-UNIT WEEKEND ON CAMPUS CLASSES (8:30 AM — 5:20 PM)

Classes meet in building F5, Room 221. **Free Parking:** Olive St. parking lot for Labor Studies weekend classes – during class hours only. ** Must display Guest Parking Permit issued in class **

Class	Dates	Instructor	Class #
LS 126 – Issues in Labor Arbitration	Feb 22 & March 1	L. Zigman	25075
LS 102 – Contract Negotiations Skills	March 22 & 29	M. Hatcher	25344
LS 109 – Union Building Strategies	April 19 & 26	S. Minato	25345
LS 127 – Workers' Compensation	May 3 & 10	Ford & Wallach	25346
LS 114 – Worker's Legal Rights	May 31 & June 7	J. Young	25349

3-UNIT OFF CAMPUS EVENING CLASSES (6:00 PM – 9:10 PM)

LS 12 – Building Strong Unions	Thursdays	M. Hart & D. Smith	25343

Location: UFCW 324, 8530 Stanton Avenue, Buena Park, CA

ENROLLMENT FEES:
CA Residents $46/unit
ASO Rep fee $2/sem.
ASO membership $7/sem., **optional may opt out**
Health Fee $19 per sem.
Off-Campus Labor Studies classes exempt

Max Mont Scholarship
Only for Labor Studies classes.

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

NEW STUDENTS: Must pre-enroll online at least one week before class starts at:

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

For further information contact LATTC Labor Center at (213) 763-7129 or email laborcenter@lattc.edu

*Kathleen Yasuda, Director * Olga Garcia, Support Staff*

Develop Union Leadership Skills * Network w/Union Activists & Leaders
* Earn AA Degree or Certificate in Labor Studies

400 W. Washington Boulevard • Los Angeles, California 90015 • (213) 763-7129 • Fax (213) 763-5397 • Email: laborcenter@lattc.edu

2025 MEETING SCHEDULE

Executive Board (10AM) via Zoom	House of Labor (7PM) In-Person Location: NetZero Plus Electrical Training Institute - IBEW 11
JANUARY 23	JANUARY 27
FEBRUARY 20	FEBRUARY 24
MARCH 13	MARCH 17
APRIL 17	APRIL 21
MAY 15	MAY 19
JUNE 12	JUNE 16
~~JULY~~	~~JULY~~
AUGUST 14	AUGUST 18
SEPTEMBER 11	SEPTEMBER 15
OCTOBER 16	OCTOBER 20
NOVEMBER 13	NOVEMBER 17
DECEMBER 11	DECEMBER 15

Subject to change
Updated as of 11/13/2024
YW/mg