AFT College Staff Guild, Local 1521A

Executive Board Meeting Agenda
Hybrid: City College, Holmes Hall 6
Thursday, March 13, 2025 • 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. CPA Accountant – Mr. Raffi G. Kurkjian (RGK Accountancy, P.C.)
    b. CPA Accountant – Mr. Sahak Armenyan (Arch Accounting, Inc.)
    c. CPA Accountant – Mr. Peter Lee (Weaver Firm)
    d. Bush Gotlieb, Legal Bill
        i. Encumbered
    e. CCE President Carl Williams requests board approval for members to attend the PSRP Conference, April 4-6, 2025, in Portland, Oregon.
        i. AFT PSRP Conference 2025
    f. Order 100 Additional CBA - Quote Amount $ $3,400
        i. CMA Meeting March 24, 2025
    g. Activity Coordinator
        i. Holiday Budget Proposal - General Membership Meeting
    h. CFT Lobby Day in Sacramento – April 9, 2025 (Date Tentative)
7. **New Business**
    a. Profit & Loss Statement – January 2025
8. **Old Business** (8 minutes)
    a. CFT Convention – 2025
    b. Classified Rising: Unifying Campaign
    c. Accretion of Classifications – March 18, 2025
9. **Chapter Report** (15 minutes)

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

10. **Executive Director Report** (10 minutes)
11. **Officers Reports** (30 minutes)
    a. President
    b. 1st Vice President
    c. 2nd Vice President
    d. Treasurer
    e. Recording Secretary
    f. Grievance Secretary
12. **Committee Reports** (15 minutes)
    a. Elections Committee
    b. Financial Oversight Committee
13. **Conference/Convention/Training Reports** (5 minutes)
    a. CFT Delegate Convention: March 14-16, 2025
14. **Affiliate Reports** (15 minutes)
    a. L.A. County Federation Labor Delegate
    b. Activities Coordinator
    c. Health and Wellness Coordinator
    d. Employee Equal Opportunity (EEO)
    e. COPE – Political Coordinator
    f. CFT Council Participation and Retiree Representation
15. **Adjournment**

Next Executive Board Meeting:
Thursday, April 13, 2025 (Valley College)

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
(213) 341-1533

Staff Guild

Andrea Edwards
President

Jo-Ann Haywood
Interim First Vice President

Sergio Becerra
Interim 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

General Membership Meeting Minutes
Saturday, February 1, 2025 via Zoom

Members Present: A. Clardy; A. Maria Diaz; A. Edwards; a. guerrero; A. Alvarez; B. Lopez; B. Singleton; C. flores; C. Walker; C. Contreras; C. Smith; C. Cardenas; D. Richarte; D. Roberson; D. Douglas; D. Morrissette; G. Moreno; E. Zelaya; E. Monge; E. Austin Pope; Y. Kim; F. Sanz; G. Phan; G. Rachal; G. Garcia; J. Rodriguez; J. Saucedo; J. Haywood; J. Tamargo; J. Nikoloff; J. Price; K. Walker; K. Roberts; E. Villavicencio; J. Haywood-Daley; M. Polin; A. LaBrune; N. Muro; L. Hurtado; L. Rios; A. Campbell; L. Rodriguez; L. Hunter; M. Cruz; M. Medina; M. Bergquist; M. Ung; M. Griggs; M. Castillo; R. Byley; R. Nwaogu; R. King; R. Romo; R. Kersaint; R. Villanueva; S. Bhiwani; S. Selva; S. Khalifehzadeh; S. McDonald; S. Becerra; S. Matthews; S. Leyva; S. Martinez; T. Washington; T. Dunham-Frost; T. Dao; T. Davis; V. Enriquez

Retiree Present: D. Santoianni

1. **Call to Order**
   The meeting was called to order at 10:06 AM by President A. Edwards. A quorum was established with 50 members present.
2. **Moment of Silence**
   A moment of silence was observed in honor of the late Stacy Pinkett. The presiding officer read a tribute from the Action Network acknowledging Stacy's contributions and offering condolences.
3. **Flag Salute**
4. **Meeting Protocols**
   The presiding officer reminded members to engage respectfully and referenced the Code of Conduct as outlined in the organization's constitution and bylaws.
5. **Approval of Agenda**
   a. Motion to amend the agenda to include the approval of the minutes from the December 14th General Membership Meeting. (M/S/P—M. Polin; M. Griggs)
   b. Motion to approve the agenda as presented. (M/S/P—A. Campbell; S. McDonald)
6. **Approval of Minutes**
   a. Motion to approve the December 14th meeting minutes. (M/S/P— M. Polin; M. Griggs)
7. **Old Business**
   a. J. Saucedo, First Vice President and Chair of the Constitution and Bylaws Committee presented proposed amendments to include the term "electronic vote" in the bylaws. This change would allow future elections to be conducted electronically in compliance with regulations. Co-chair Maritza Medina was also acknowledged for her contributions.
   b. The primary topic of discussion was the implementation of an electronic voting system to improve accessibility and participation. Several members expressed their views on the matter, including concerns about security, participation rates, and logistical considerations.
   c. M. Bergquist, Co-Chair of the Elections Committee, was invited to present details on electronic voting modalities, cost efficiency, and implementation logistics.
8. **Action Item**
   a. The motion to move the amended language in the Constitution and Bylaws Article VI: Elections, Section 1. to include "electonic vote". (M/S/P—J. Saucedo; M. Griggs)
      i. Number of Members Present in Zoom Meeting: 70
      ii. Motion Approved by Members: 62
9. **Meeting Adjourned**
   a. Motion to adjourn meeting at 11:06 a.m. (M/S/P—M. Griggs; A. Campbell)

Respectfully submitted by,
Melinda Ung, Recording Secretary

AFT College Staff Guild, Local 1521A

Executive Board Meeting Minutes
Thursday, February 13, 2025 • Zoom Link

Members Present: C. Baugher; S. Beccera; A. Campbell; M. Castillo; A. Clardy; M. Cruz; C. Dagdagan; K. Davillier; D. Douglas; L. Duffin; T. Dunham-Frost; A. Edwards; V. Enriquez; C. Flores; M. Griggs; J. Highley; L. Hunter; M. Ingram; Y. Kim; A. LaBrune; C. Laughlin; S. McDonald; M. Medina; G. Moreno; R. Nwaogu; K. Ornelas; C. Perez; M. Polin; E. Pope Austin; J. Raines; J. Ramirez; D. Richarte; K. Roberts; J. Saucedo; N. Shtromberg; C. Smith; R. Smith-Kersaint; J. Sovereign; M. Ung; R. Ventura; A. Vera; R. Villalobos; R. Villanueva; E. Villavicencio; C. Walker; P. Williams; K. Williams; L. Wood

Retiree Present: D. Santoianni

Guests: M. Bergquist; G. Cano; N. Embrey; P. Jhang; D. Johnson; B. Ramirez

Excused Absent:

Absent: C. Ahorro; A. Alvarez; T. Anderson; P. Atkinson; S. Carter; A. De La Parra; J. Estrada; J. Haywood-Daley; O. Hernandez; A. Iniquez; W. Madrigal; G. Mason; M. Montanez; D. Morrissette; N. Muro; L. Murphy; L. Narkevicius; J. Nickerson; A. Paz; T. Pierce; D. Porras; A. Ramirez; F. Ramirez; F. Reisner; J. Rosas

1. Call to Order @ 3:10 p.m.
2. Flag Salute
3. Meeting Protocols
4. Adopt Agenda
    a. Motion to adopt Agenda (M/S/P—M.Griggs; S. Beccera)
5. Approve Minutes
    a. Motion to approve minutes (M/S/P—M. Polin; S. Beccera)
6. Action Items
    a. Motion to postpone hiring an accounting firm until the finance committee completes their audit of our finances from May 2024 to present and present findings to the Executive Board. (M/S/F—C. Baugher; R. Smith)
        i. Amendment to the Motion Regarding Hiring an Accounting Firm: C. Baugher motioned to amend the previous motion by adding that, instead of hiring a CPA firm, CFT, AFT, or the Department of Labor's Office of Labor Management Standards be asked to recommend a specialized firm for a comprehensive forensic audit or conduct the audit themselves.
            1. Amendment was not seconded and also is not workable, amendment fails.
        ii. S. Beccera raised concerns about the scope of the investigation suggesting it should go back to January 2020 instead of May 2024.
        iii. S. McDonald emphasized the need to stop infighting and focus on hiring the accounting firm to conduct a full audit.
    b. Raffi G. Kurkjian, CPA – RGK Accountancy, P.C.
        i. Provided an overview of his CPA experience, specializing in labor union audits and employee benefits.
        ii. Discussed his firm's role in cleaning the financial books rather than auditing them.
        iii. Clarified the distinction between their work and Caliber, the auditing CPA firm.
        iv. Explained the necessity of having books prepared for audits to remain compliant with the Department of Labor.
        v. Identified key financial concerns for Local AFT1521A, including: Bank reconciliations and outstanding items. Segregation of duties to reduce fraud risks. Proper payroll procedures and oversight. Removal of terminated employees from authorized signers. The importance of maintaining and implementing accounting procedures.
    c. Sahak Armenyan, CPA – Arch Accounting, Inc
        i. Presented his background and experience, particularly in labor organization audits. He emphasized his expertise in internal controls, segregation of duties, and financial reporting.

ii. Key Points from Presentation:
    1. Implementation of internal controls to ensure proper oversight and record-keeping.
    2. Monthly financial reconciliation and preparation of financial reports.
    3. Review of 18 months of records, identifying necessary updates.
    4. Discussion on past audits and the need for improved record maintenance.
    5. Exploration of investment options for excess funds.
    6. Recommendation to move financial operations to QuickBooks Online for better integration and transparency.
    7. Assurance of pricing flexibility with a flat rate instead of hourly billing.

d. Peter Lee – Weaver Firm
    i. Presented in our December executive board meeting. Submitted an updated bid, price was dropped due to dates that was presented.

e. Bush Gotlieb, Legal Bill
    i. Motion was carried by acclimation regarding the payment of the remaining legal bill of $13,000. (M/S/P—S.Beccera; D. Morrissette)

f. Elections Committee
    i. Motion to approve the Elections Committee's recommendation to implement electronic voting for the 2025 Local Chapter Election, scheduled for May 7th–13th, 2025. (M/S/P—C. Baugher; S. Beccera)
    ii. Motion to extend the meeting to 6:30 (M/S/P—R. Smith-Kersaint; C. Walker)

g. Emergency AFT 1521A Relief Fund(s)
    i. The legal team advised against using internal union funds for financial contributions due to the lack of a designated General Ledger (GL) line.
    ii. They recommended supporting members through existing resources such as catastrophic leave time and collaboration with external organizations.
    iii. Concerns were raised regarding oversight, verification, and legal implications of managing donations directly. Discussion included the potential for establishing a designated relief fund in the next fiscal cycle.
    iv. It was reported that only three members were directly affected, with one member losing their home. A request was received to share a verified GoFundMe link for an impacted member. Discussion centered on ensuring fairness and avoiding potential issues with selecting individual cases for promotion.

h. Code of Conduct and Meeting Decorum:
    i. R. Smith-Kersaint emphasized the importance of maintaining professionalism and ensuring that outbursts do not occur in union meetings.
    ii. A. Edwards acknowledged the importance of upholding a code of conduct and committed to addressing any behavior that falls outside professional standards.
    iii. Discussion ensued regarding the emotional toll of union work and the importance of respectful discourse.
    iv. Apology and Acknowledgment of Conduct: S. McDonald acknowledged and apologized for his previous outburst, accepting full responsibility for his actions. He suggested implementing a censure feature in the union's constitution for addressing misconduct.
    v. R. Smith-Kersaint, A. Edwards, and many other eboard members accepted S. McDonald's apology and commended him for taking accountability.

i. Chicago Labor Law & Labor Arbitration Conference
    i. Budget presenting, if we go through with this. We can fund up to 4 people. However, it's only a one day trip to Chicago. Recommendation by a member is to save that $4,000 that was originally suggested for this conference and use it toward. Majority of eboard member

j. Retire Report
    i. We don't have any members updating their addresses. JLMBC are moving from sending physical snail mail and only sending QR codes for information.
    ii. We need to find a better way to track all of our retirees.

k. Closed Session
    i. Motion to extend the meeting to 6:30 pm. (M/S/P—R. Smith-Kersaint; C. Walker)
    ii. Motion to bring this topic out of closed session to discuss in open session: To appoint 1st Vice President to Jo-Ann Haywood and 2nd Vice President to Sergio Beccera. (M/S/P— G. Moreno; M. Polin)
    iii. Motion to move out of closed session. (M/S/P—C. Baugher; T. Dunham-Frost)

7. All other reports were submitted in eboard packet.
8. Motion to adjourn
    a. Meeting Adjourned at 6:38 pm (M/S/P— T. Dunham-Frost ; S. Beccera)

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

February 25, 2025 Invoice# 110164

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

Billed through January 31, 2025
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 January 22, 2025	$28,742.93
Net balance forward	$28,742.93

BILLING SUMMARY

Total fees	$21,700.00
Total costs	$4,466.90
Total charges for this bill	**$26,166.90**
Net balance forward	$28,742.93
Total balance now due	**$54,909.83**

RE: RETAINER ($750.00/month) Matter 01000

FEES

01/06/2025	ED	Review documents for small claims court; discuss with SY; follow up email to Andrea Edwards	0.5 hrs.
01/06/2025	SY	Review file re reimbursement small claim; conference with ED re same	0.4 hrs.
01/09/2025	ED	Review decision and emails	0.5 hrs.
01/21/2025	ED	Review letter re clarifying award and discuss with SY	0.5 hrs.
01/28/2025	ED	Phone call with Andrea Edwards re various pending matters	0.4 hrs.

Erica Deutsch	1.90 hrs	
Sara Yufa	0.40 hrs	
Total fees for this matter	2.30 hrs	$750.00

RE: [redacted] GRIEVANCE Matter 34001

FEES

01/08/2025	SY	Draft post-hearing brief - review transcript and statement of facts section	1.3	hrs.	$325.00
01/09/2025	SY	Draft post-hearing brief - review transcript and statement of facts section	1.6	hrs.	$400.00
01/11/2025	SY	Draft post-hearing brief - statement of facts section	3.5	hrs.	$875.00
01/13/2025	SY	Draft post-hearing brief - statement of facts section; review transcript from hearing day 1	7.1	hrs.	$1,775.00
01/14/2025	SY	Draft post-hearing brief - statement of facts section; review transcript from hearing day 2	5.7	hrs.	$1,425.00
01/15/2025	SY	Draft post-hearing brief - statement of facts section; review day 2 of Hearing, Appendix H section	4.4	hrs.	$1,100.00
01/16/2025	SY	Draft post-hearing brief - Appendix H and Article 12.3 section; research re management rights sole discretion	2.6	hrs.	$650.00
01/17/2025	SY	Draft post-hearing brief - Article 12 and Appendix H section	4.5	hrs.	$1,125.00
01/18/2025	SY	Draft post-hearing brief - business necessity section, discrimination; research re business necessity	7.5	hrs.	$1,875.00
01/19/2025	SY	Draft post-hearing brief - B-shift change, discrimination, business necessity sections	6.5	hrs.	$1,625.00
01/20/2025	SY	Draft post-hearing brief - discrimination, vacation, part-time leave sections; research re consideration discrimination evidence and pretext	8.2	hrs.	$2,050.00
01/21/2025	SY	Draft post-hearing brief - statement of facts, part-time leave request, discrimination; research re retaliation based on filing arbitration, mootness	9.6	hrs.	$2,400.00
01/22/2025	ED	Review/revise brief	4.6	hrs.	No charge
01/22/2025	SY	Draft post-hearing brief; research re remedy, management rights, discrimination evidence; review prior CBAs	1.4	hrs.	$350.00
01/23/2025	ED	Review/revise brief; discuss with SY	1.3	hrs.	$325.00
01/23/2025	SY	Draft post-hearing brief - arbitration retaliation, remedy, and introduction; review and incorporate ED's redlines	4.8	hrs.	$1,200.00
01/24/2025	SY	Draft post-hearing brief; draft email to Union and Highley re reviewing draft	1.7	hrs.	$425.00
01/26/2025	SY	Draft post-hearing brief	1.5	hrs.	$375.00
01/27/2025	SY	Draft and finalize post-hearing brief; review District's brief	6.4	hrs.	$1,600.00
01/29/2025	SY	Review discrimination charge timelines	0.2	hrs.	$50.00

Erica Deutsch	5.90 hrs	250.00/hr	$325.00
Sara Yufa	78.50 hrs	250.00/hr	$19,625.00
Total fees for this matter	84.40 hrs		$19,950.00

COSTS

01/31/2025	Printing	$4.40
	Total costs for this matter	$4.40

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

FEES

01/09/2025	SY	Review arbitrator's decision; draft email to A. Edwards and T. Pierce re decision and requesting clarification of award	1.0	hrs.	$250.00
01/16/2025	SY	Draft letter seeking clarification of award; research re authority to issue alternative transportation remedy	2.8	hrs.	$700.00
01/22/2025	SY	Draft email to A. Edwards and T. Pierce re arbitration award and reimbursement for alternative transportation	0.2	hrs.	$50.00

Sara Yufa	4.00 hrs	250.00/hr		$1,000.00
Total fees for this matter	4.00 hrs			$1,000.00

COSTS

01/14/2025	Kathy Fragnoli - Arbitrator 10/18/24	$4,462.50
	Total costs for this matter	$4,462.50

New Business

AFT College Staff Guild
Profit & Loss by Class
July 2024 through January 2025

		Jul '24 - Jan 25
Income		
4005 · Dues		300,928.91
49900 · Uncategorized Income		291,762.28
Total Income		592,691.19
Gross Profit		592,691.19
Expense		
AFT convention		607.39
Building Expense		
5430 · Repairs	500.00	
5445 · Utilities	661.21	
Total Building Expense		1,161.21
General Membership Meeting		
5555.6 · Mileage	22.37	
Total General Membership Meeting		22.37
Operational		
5000 · Web expense	31,850.55	
5005 · Equipment	2,542.86	
5020 · Building Supplies	387.83	
5021 · Office Supplies	1,399.60	
5025 · Telephone	5,219.83	
5035 · Accounting Consulting	100.00	
5174 · Staff Equipment	761.05	
Total Operational		42,261.72
Organizational		
5105 · Subtotal Chapters		
5105.10 · West	1,207.77	
5105.2 · District	681.88	
5105.3 · East	774.14	
5105.5 · Mission	1,215.57	
5105.6 · Pierce	554.79	
5105.7 · Southwest	329.46	
Total 5105 · Subtotal Chapters	4,763.61	
5106 · Holliday Chapter Meeting		
5106.3 · East	4,319.64	
5106.8 · TradeTech	1,995.18	
5106 · Holliday Chapter Meeting - Other	311.44	
Total 5106 · Holliday Chapter Meeting	6,626.26	
5110 · Conventions		
5110.1 · Flights	2,121.84	
5110.2 · Taxi	326.76	
5110.3 · Mileage	396.76	
5110.4 · Lodging	5,335.72	
5110.5 · Food Per Diem	1,990.00	
5110 · Conventions - Other	615.00	
Total 5110 · Conventions	10,786.08	

AFT College Staff Guild
Profit & Loss by Class
July 2024 through January 2025

	Jul '24 - Jan 25	
5111 · Conferences		
5111..3 · Mileage	841.61	
5111.1 · Flights	2,029.24	
5111.2 · Taxi	617.29	
5111.4 · Lodging	8,630.78	
5111.5 · Food Per Diem	2,738.94	
5111.6 · Parking	505.86	
5111.8 · TRAIN	60.00	
Total 5111 · Conferences		15,423.72
5112 · Internal Hiring		
5112.2 · Mileage	234.84	
Total 5112 · Internal Hiring		234.84
5115 · Good & Welfare		
5115.1 · Flights	301.92	
5115.2 · Taxi	109.31	
5115.3 · Mileage	271.61	
5115.4 · Lodging	258.67	
5115.5 · Food Per Diem	6,215.00	
5115.6 · Parking	27.00	
5115 · Good & Welfare - Other	23,625.62	
Total 5115 · Good & Welfare		30,809.13
5125 · Meetings/Representation		
5125.3 · Mileage	537.86	
5125.5 · Food Per Diem	853.30	
5125.6 · Catering	475.57	
5125.8 · Parking	61.10	
5125 · Meetings/Representation - Other	1,404.58	
Total 5125 · Meetings/Representation		3,332.41
5140 · Dues & Subs		339.00
5172 · Leadership Training		
5172.1 · Lodging	12,996.80	
5172.3 · Flights	845.42	
5172.4 · Food Per Diem	1,159.00	
5172.5 · Taxi	2,905.94	
5172.6 · Mileage	1,460.26	
5172.7 · Parking	120.00	
5172 · Leadership Training - Other	973.39	
Total 5172 · Leadership Training		20,460.81
Organizational - Other		0.00
Total Organizational		92,775.86
Per Capitas		
5205 · AFT	50,803.01	
5210 · CFL	3,393.90	
5215 · CFT	123,826.12	
5220 · LACFL	862.40	
Total Per Capitas		178,885.43

AFT College Staff Guild
Profit & Loss by Class
July 2024 through January 2025

	Jul '24 - Jan 25	
Personnel		
5305 · Salaries	121,400.27	
5306 · Stipends	21,063.90	
5355 · Payroll Taxes	51,070.83	
5360 · Workers Compensation	-1,282.42	
5365 · Employee Benefits	51,326.58	
5370 · Employee Expenses	178.82	
5375 · Mileage	848.31	
Total Personnel		244,606.29
Service Charge		448.00
Services		
5505 · Accounting	600.00	
5515 · Legal	55,281.10	
Total Services		55,881.10
66000 · Payroll Expenses		7,342.72
69800 · Uncategorized Expenses		66,798.51
Total Expense		690,790.60
Net Income		**-98,099.41**

Campus Worksite Reports

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: February 2025 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:

02/24/2025: Consultation with President, Dr. Amanuel Gebru and VPs Joe Dominguez, Olga Diaz and Carmen Dones. Items included: 1) President Gebru suggested that the Dean of Counseling and Guided Pathways selection should be announced soon, 2) President Gebru said he also hopes to make an announcement about the vacant Dean of OSS position soon as well,, 3) The President said the $ million project to replace artificial turf and add a new scoreboard has been delayed again due to budget concerns, and 4) Dr Dominguez said the Cafeteria project in the Student Union is on time and phase one is expected to be completed in about 7 months, with bids going out for vendors.

Unit member issues/updates:

02/04/2025: Meeting with members in OSS regarding concerns about scheduling and assignment issues in their department.

02/28/2025: Phone meeting with member from Student Services Building who was injured in auto accident and concerned about probation and pressure to return to work.

02/28/2025: Meeting with Student Recruiter doing sub and relief work who raised many concerns about how his position came to an end sooner than they expected.

Shared Governance /Other Committees:

02/03/2025:Committee members met for 11 hours to interview candidates and select finalists for the Dean of Counseling and Guided Pathways position.

02/19/2025: EPPIC Meeting conducted and topics included 1) Discussion of 2024-2025 Summery Draft Report for APR and 3 Viability study started for Journalism Dept.

02/27/2025: WEC Meeting included 1) Concerns about Sheriff Dept vehicles parked in front of noncredit office, 2) Safety concerns on campus and 3) Cleanliness issues-SSB..

02/28/2025: Attended Shared Governance Training seminar on Zoom conducted by LBCC professor David Morse, discussing college governance processes and practices.

Classified Hiring Committee

02/21/2025: Hiring committee for Administrative Assistant for Counseling/Outreach.

02/24/2025: Hiring committee for Student Recruiter for Outreach and Recruiting.

Classified Hiring:

None reported.

Other:

02/01/2025: General Membership Meeting on Zoom included: 1) Vote to approve Constitutional Bi-Law to allow electronic voting for 1521A elections, and 2) Addressed concerns about possible layoff of registration assistants at LACC.

02/13/2025: E-Board meeting at West Los Angeles and on Zoom: 1) Discussed concerns about internal financial audit, 2) Reviewed firms vying to serve as auditors for 1521A, and, 3) Appointed Joann Haywood as interim 1st VP and Sergio Becerra as interim 2nd VP after elected officers resigned from each of those positions.

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

Chapter Report
February 2025

Chapter Executive Board

Chapter Executive Board Team Meeting – No meeting in February 2025

- Met with Chapter Executive Board Members as needed.

Chapter Meeting

In lieu of Chapter Meeting this month – Updated AFT 1521A Boards at ESC Building

- Placed flyer with Union Information.

Executive Board

Executive Board Meeting – Thursday, 02/13/2025

- ESC Executive Board in attendance: Gloria-Chapter Chair, La Shawn–1st Delegate, Yung–Alt. Delegate, Kimberly Davillier-Grievance Rep.

Consultations

- **DO HR Consultation Meeting – No Meeting in February 2025**

Unit Member Issues/Inquiries

- Employee favoritism within Dept.
- AFT 1521A was denied participation on Hiring Committee.
- Inquiries regarding New Parking structure.

Shared Governance/Other Committees

- **WEC** – no committee meetings have been scheduled.
  - Work environment issues are discussed during the HR Consultation meetings.
- **TPPC** – Meeting Thursday, 02/06/2025 – meeting minutes received, AFT 1521A Rep. present.

Interviews/Hiring Committees

1. Administrative Intern (HR) – interviews scheduled Thurs. 02/12/2025
2. Programmer – interviews scheduled Fri. 02/28/2025
3. Senior Human Resource Technician – AFT 1521A not allowed to participate on hiring committee on Thurs. 02/27/2025.

Upcoming Interviews

1. Sr. Accountant – pending interview schedule
2. Sr. Research Analyst (EPIE) – pending interview schedule
3. Associate Vice Chancellor of Capital Construction (Facilities & Development) – pending interview schedule
4. Accountant – pending interview schedule

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

Other Chapter Chair activities:

- Finalized and submitted Activity and Chapter Reports for January – Mon. 02/10/2025.
- Wed. 02/26/2025 – Campus Support Meeting
  In attendance – Gloria, ESC Chapter Chair
- Thurs. 02/06/2025 – Representation Meeting
  In attendance – Gloria, ESC Chapter Chair and La Shawn Duffin, 1st Delegate

Special thank you to ESC 1st Delegate, La Shawn for taking care of Union Business and helping our Members while I was on vacation during this month of February. I appreciate all of your help. I also want to thank the rest of the ESC Executive Board.

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: 2/24/2025 Jan 2025 Chapter Report

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

Chapter Meeting:

We will be having our official member meeting in Feb 2025, we had an impromptu last week

Consultation:

Consultation with Dr. Perez, addressed the concerns about SE campus and the issues aroung the PS Academies doing A&R work

Unit member issues/updates:

Issues with conditions at SG, these were discussed in consultation and Dr. Perez assured me that as of April 1, 2025 all classified will be moving into the Firestone Plaza location

Shared Governance /Other Committees:

All Shared Gov committees have classified rep on board.

Classified Hiring Committee

Classified Hiring:

Hired 2 new classified staff

Other:

After sending out a PD survey to all classified 75% want to have training in the AFT1521A Contract.I reached out to the Guild requesting training for nmebers based ion the interest from members, have nit heard anything back yet

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: February 2025

Campus: ELAC – Promise

Campus E-Board:

Rowena Kersaint-Smith – Chair
Promise Williams – Grievance Rep

Chapter Meeting:

None

Consultation:

None

Unit member issues/updates:

Shared Governance /Other Committees:

Classified Hiring Committee

Classified Hiring:

Other:

Hello everyone,

This spring semester has begin with flurry of events. We have had the relaunch of our basic needs Center which has moved Canary reside in the old business office. The event took place Wednesday February 26th. On the same day the campus also held a recognition event for resource parents put on by the county in Partnership with Guardian Scholars. We are still in conversations with Administration about creating a space where

classified staff will be able to take advantage of professional development opportunities in the form of online testing and interviewing. Thursday February 27th we were honored to have executive director Johnson and president Edwards join us for our monthly chapter meeting where it was highlighted the importance of unity and coming together and also being more strategic and data supported when we engage with Administration during meetings such as presidents consultation. Speaking of President consultation. A email was sent with items to the president make me focusing on

vacancies and Staffing in the area of cashier, accountant and basic needs coordinator all of which are being filmed provisionally at the moment. We are continuing to monitor several grievances that have made it up to our past level three. To counteract this practice of administration misinterpreting our contract and using that to their advantage we are hoping to turn our chapter meetings into understanding your contract sessions. Personally I am extremely happy that we were able to pass the amendment to the bylaws allowing for electronic voting. We were able to utilize this for the CFT election for

the delegates and I imagine we will see a increase in order participation going forward. Have a great day everyone!
Michael J Griggs
La Mission College chapter chair

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: February 2025

Campus: LAMC – Veronica Enríquez Grievance Rep

Campus E-Board:

Discussed chapter meeting agenda and President's Consultation Agenda

Chapter Meeting:

Met with members on February 27th and answered questions about RA's and Student Worker supervision. Andrea Edwards and Dash Johnson were present.

Consultation:

We asked for the consultation to be cancelled this month so we can bring different questions instead of repeating the same old thing.

Unit member issues/updates:

Moving staff's schedules has ben an issue with the new VP. Looking into what can be done.

Shared Governance /Other Committees:

No reports at this time

Classified Hiring Committee

Sub and Relief hire for bookstore cashier.

Classified Hiring:

Just the sub and relief book store cashier

Other:

A Union of Professionals
Staff Guild
Local 1521A
Pierce Chapter

Sean McDonald,
Interim *Chapter Chair*

Pierce Chapter Report
February 2025

Chapter Meeting

Consultation

- Meeting cancelled due to scheduling Conflict

Unit Member Issues/Updates

- Sat in on a meeting with a member regarding an investigation 02/03/25.
- Consulted with a group of members regarding multiple issues. 02/06/25.
- Took a phone call from a member 02/06/07.
- Consulted with Member regarding the Fire response and directives 02/07/25.
- Phone call with member regarding evaluation. 02/28/25
- Discussions with member regarding catastrophic leave: 02/11/25 and 02/12/25
- Phone calls regarding other issues:
    - 02/19/25 Phone call with member regarding meeting with supervisors
    - 02/25/25 Catastrophic Leave follow up
    - 02/28/25 Evaluation follow up
- Emails
    - Multiple emails regarding fire response and supervisor's communications.
    - Multiple emails regarding representing a member in meeting with supervisors. Meeting never took place.
    - Multiple emails regarding harassment of members by a faculty member.

Shared Governance/Other Committees

- Substituted for a member on the Campus budget committee 02/04/25
- Tech Committee: 02/20/25
- Pierce College Council (PCC) Exec: 02/20/24
- PCC Regular Meeting: 02/27/25
- Workforce Environment Meeting: 02/18/25
- Facilities Committee meeting: 02/18/25

Hiring Committees

- Sign Language Interpreter.

Other

- E-Board Meeting 02/13/25

Sean McDonald,
Interim *Chapter Chair*

- Campus Support Meeting 02/26/25

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: March 3, 2025

Campus: LASC

Campus E-Board:

Emails, phone, texts, Zoom 02/26/25

Chapter Meeting:

February 26, 2025 via Zoom

Consultation:

Cxld, president out of office

Union Member Issues & Updates:

Campus closures employees told to use Day of Remembrance. What classifications are allowed office space

Shared Governance/Other Committees:

Budget, College Council, Enrollment Management - Retreat in May.

Classified Hiring Committees:

Admin. Asst. Student Services

Classified Hiring:

Patient Sim Tech. - starting 1st week of March. Gardener started 02/24/25
Waiting on clearance or final interview with VP or president: A & R Asst, Bookstore Buyer - failed search

Other:

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A LATTC GREIVANCE REP Report

Date: Feb. 4, 2025

Campus: LATTC

Campus E-Board:

Attended E-board meeting

Chapter Meeting:

Met with Chapter Chair concerning campus.

Consultation:

! ÔÔÅÎÄÄÄ 0ÒÅÓÉÄÅÎÔ #Ï ÎÓÕÌÔÁÔÉÏ Î ¿ Met with IT concerning new Supervisor. ÐÁÒËÉÇ ÁÎÄ ÆÉÒÓÔ ÄÁÙ ÏÆ ÓÃÈÏÏÌ ÉÓÓÕÅÓ - ÅÂÔ ×ÉÔÈ 60 ÏÆ !ÃÁÄÅÍÉÃ !ÆÁÉÒÓ ÃÏÎÃÅÒÎÉÇ ÉÓÓÕÅÓ ×ÉÔÈ 3ÔÁÆÆ Í Å Í ÂÅÒ ÁÎÄ ÐÃÏÍÍÕÎÉÔÙ ÐÁÉÄ $ÉÄ Á ×ÁÌË ÔÈÒÏÕÇÈ ×ÉÔÈ #ÏÍ Í ÅÔÌÌÇÙ 3ÔÁÆÆ - Å Í ÂÅÒ ÁÎÄ $ÅÁÎ ÔÏ ÌÏÏË ÏÖÅÒ ÉÎÖÅÎÔÏÒÙ ÔÈÁÔ ×ÁÓ ÃÌÁÉÍ ÔÏ ÂÅ Í ÉÓÓÉÎÇ - ÅÔ ×ÉÔÈ !Q2 3ÔÁÆÆ ÁÂÏÕÔ !#2 ÃÏÎÃÅÒÎÓ ×ÉÔÈ ÔÈÅ 3ÅÍÉÒ !Q2 3ÕÐÅÒÖÉÓÏÒ Met with Reprographic team concerning work hours and not taking on the mailing issue. Lead person out ill.

Shared Governance /Other Committees:

Classified Hiring Committee

Classified Hiring:

Other:

AFT Staff Guild Officers

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

Recording Secretary: Melinda Ung | Treasurer: James Highley

Grievance Secretary: Troy Pierce

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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Los Angeles, CA
90068
323-851-1521
www.aft1521a.org

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

EXECUTIVE BOARD REPORT
LAVC – CHAPTER CHAIR
February 2025

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
- Contract Consultation with Campus Administration.
- Work with Grievance Rep on pending issues.
- Consulted with Grievance Rep on members having to use Quota for Fires

Committees/Meetings
- Executive Board Meeting
- Emergency Executive Board Meeting
- Campus Membership Meeting
- Campus Committees
  - Team Leadership
  - President Consultation
  - Anti-racism Planning
- Hiring Committee
  - Administrative Assistant (Successful)

Miscellaneous
- Campus will begin ticketing Non-Staff vehicles in Staff spaces

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

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: Month of February 2025

Campus: Valley

Campus E-Board: Canceled.

Chapter Meeting: ***February 23:*** *Meeting via Zoom from 12:00 – 2:00 pm.*

Consultation with President: ***February 24:*** *12:30 -1:30.*

Unit Member Issues/Updates:

February 4: Meeting with a member about supervisor's denial of member's vacation request.

February 12: Meeting with 1 member

February 12: Good-Faith Meeting with a supervisor about denial of member's vacation request.

February 13: Meeting with 1 member

February 28: Meeting with 1 member about supervisor changing their office work station.

Due to the los Angeles area wildfires, I continued fielding questions about members being asked to use PTO or NDOM on January 9th and 10th. I met with 2 members on this issue and their supervisor. I also resent advisory emails to members about theirs rights under our CBA about PTO and urging them to take the AFT 1521A Classified Survey. Below are the dates of my meetings with members/supervisors:

February 5: Meeting with a supervisor about 2 members' use of PTO or NDOM on January 9th and 10th.

Shared Governance/Other Committees: None.

Classified Hiring Committees: None.

Certificated Hiring Committees: None.

Other:

February 1: Staff Guild General Membership Meeting, 10:00 am – 12:00 pm.
February 5: CFT Virtual Town Hall, 5:00 pm – 6:30 pm.
February 13: Staff Guild E-Board Meeting, 3:00 – 6:00 pm.
February 26: Caring Campus Planning Meeting, 11:30 – 12:30 pm.
February 26: Campus Support Meeting, 1:30 – 3:00 pm.

Respectfully submitted,

Aleta Campbell
Valley Grievance Representative
March 4, 2025

AFT Staff Guild Officers
President: Andrea Edwards/ Interim First Vice President: Joanne Haywood
Interim Second Vice President: Sergio Becerra/ Recording Secretary: Melinda Ung
Treasurer: Phillip Highley/ Grievance Secretary: Troy Pierce

Maritza Medina, *Chapter Chair*

Chapter Report
February 2025

Chapter Meeting
Chapter Meeting was held on Wednesday February 19, 2025 at 12pm to 1pm via Zoom. We had 27 members in attendance.

Chapter Executives
Addressed current classified vacant positions and status. Addressed bilingual differential requests, and impact on current campus programs in need of bilingual services. Professional Development support for classified focused initiatives. Campus is addressing work environment conditions through the WEC and ensuring administration follows proper protocols to address the affected working areas.

Consultations
The college president monthly consultation meeting occurred Monday February 24, 2025 at 4pm to 5pm.

Unit Member Issues/Updates
- Fielding members inquiries regarding bilingual differentials requests, approvals and protocols.
- Fielding member concerns of ongoing and delayed construction projects on campus
- Replaced former MOS WLAC contact who retired with a new representative.
- Fielding classified professional development inquiries for planning and executing PD this school year.

Shared Governance/Other Committees
Work Environment- Report has been submitted
College Council- Report Submitted
Budget- No report submitted
CCP-FIG (Classified Career Pathway-Focus Inquiry Group)- No Report.
Sustainability- Meeting was not held- Microforest plantation will occure on March 8th all the community is invited.
Student Success- No report Submitted

A Union of Professionals
Staff Guild
Local 1521A
Retiree Chapter

Retiree Newsletter

https://collegestaffguild.ca.aft.org/ March 11, 2025

Dear 1521A Retirees,

A friendly reminder, that if you wish to apply for Medicare Part B reimbursement for yourself and or an eligible spouse or significant other, Monday, March 31st is the deadline to do so.

If you have been affected by the wildfires in January and cannot meet the above deadline, please contact me so that I can bring this to the JLMBC's attention to request an extension to apply.

The Joint Labor Management Committee (JLMBC) has recently mailed to all retirees (those that have the proper and current USPO address) a postcard to scan the QR code on, in-order to receive a digital copy of the Newsletter. If you prefer to have a hard copy mailed to you, then fill out the attached postcard with your name and address on it. Be sure to put a stamp on the postcard before you mail it out.

Please make sure that the AFT1521A office staff has your current contact information (Name, Address, USPO Address, & Email Address & Phone #) so that they may communicate with you regarding important information and benefits.

IF YOU KNOW ANY RETIREES THAT HAVE NOT CALLED THE UNION OFFICE TO JOIN THE RETIREE CHAPTER (FREE OF CHARGE), PLEASE ENCOURAGE THEM TO DO SO AT (323) 851-1521.

If we don't use our benefits, management takes note of this, and we will lose them. So, we must use them or lose these very generous benefits.

There will be a Retiree Meeting by Zoom on Friday, March 21st, from 11:30 a.m. until 1 p.m. Please make sure that the Union Office has your current EMAIL address so that they may send you a link for this important meeting.

Regards,
Fern Reisner
Retiree Chapter President, AFT 1521A

Officer's Report

A Union of Professionals
Staff Guild
Local 1521A

Andrea Edwards, *President*

3356 Barham Blvd • Los Angeles, CA 90068
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Executive Board Report – President February 2025

AFT Internal Meetings:

- General Membership Meeting:
  - Saturday,February 1st, 2025
- Fiancial Oversight Committee:
  - January 28th , 2025 |AFT Barham Building
  - February 3rd , 2025 |AFT Barham Building
  - February 18th, 2025 |AFT Barham Building
- Campus Support Meeting
  - Wednesday, February 26, 2025
- Officers Oboarding (Interim Officers)
  - Tuesday, February 25,2025
- Officers Meeting
  - Wednesday, February 26, 2025
- Executive Board Meeting – Thursday, February 13th, 2025
  - West LA College

Campus Meetings| Campus Support:

- LAMC Campus Assistance
  - Tuesday, February 4th, 2025
  - Greivane Rep. Support and Review Files
- AWOL Notice | Member Support
- LAMC Campus Assistance
  - Tuesday, February 27th, 2025
  - Greivane Rep. Support and Review Files

District & Shared Governance Meetings

- Management Consultation
  - Tuesday, February 4th, 2025
  - Agenda Available Upon Request
- Chancellor Consultaion Dr. Roman
  - Tuesday, February 4th, 2025
  - Agenda Available Upon Request
- Board of Trustees:
  - Wednesday, February 5th, 2025
  - Spoke to Classified Issues/Concerns * Recorded
- PC Consolation:
  - Monday, February 10th, 2025
  - Agenda Available Upon Request
- District Budget Committee (DBC)
  - Wednesday, February 12th , 2025
- District Budget Committee (EXDBC)
  - Tuesday, February 25, 2025
- JLMBC Agenda Planning Meeting:
  - Tuesday, February 4th, 2025
- JLMBC Meeting:
  - Tuesday February 11th, 2025

- Agenda Available Upon Request

Internal Items:

- Small Claims Court -Y.C
  - Rescheduled Pending Date (April 2025)
- Long Beach, Union United Bank:
  - Pending Follow-Up Required To Establish Account Signers
- QuickBooks Account Recovery
  - Admin Access Established-January 2025
  - Desktop Version vs. Web based Version
  - CPA Account Firms | Accounants – Pending Approval
- AFT | CFT Internat Book Keeping Request & Meeting
  - Thursday, February 20th, 2025
- Settlement Agreement Resolved
  - Wednesday, February 12th, 2025
  - K.W (Successful Signed-Finished)
- Membership Drive Phone Bank
  - Friday, February, 21, 2025
  - Wednesday, February 26, 2025
- Velma Butler Settlement Finalization and Payment - Pending
- CA Form 410 – Audit Pending the State of California - Pending
- CA form 497 – BOT Trustee Endorsements Filing - Pending

CMA Members:

- CMA Welcome To AFT 1521A Meeting
  - March 25th or March 27th
  - District | Hybrid

Software | Meetings | Operational:

- Membership Rate (Percentage)
- Track Membership Percentage Per Campus
- Ask Chapter Chairs _ To Create Events Open to All Classified
- Events Focused on Membership Recruitment
- Membership Concerns/Issues & Reporting
- Membership Benefits
- COPE
- Trainings
- How To Get Involve

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
Staff Guild
Local 1521A

Jo-Ann Haywood, Interim First Vice *President*

3356 Barham Blvd • Los Angeles, CA 90068
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Executive Board Report – March 13, 2025

AFT Internal Meetings:

- AFT Staff Guild District Wide Interim VP's On-Boarding – February 21, 2025
- AFT Staff Guild District Wide Interim VP's On-Boarding – February 25th & 26th
- Worksite Support Meeting – February 26, 2025
- Officers Meeting – February 26, 2025 & March 10, 2025
- CFT Convention Prep Meeting. – February 7, 2025
- CFT Staff Guild Orientation – March 11, 2025

Worksite Meetings | Worksite Support:

- Worksite meeting regarding the unfair practice of dispensing Comp-time

District & Shared Governance Meetings

- Management Consultation – Tuesday, March 4, 2025
- Chancellor Consultation – March 4, 2025
- Spoke to Classified Issues/Concerns * Recorded
- PC Consolation – Monday, March 10, 2025

Internal Items:

. Overtime No Activity

CMA Members:

- CMA Welcome To AFT 1521A Meeting - Pending
- Schedule a time to meet with incoming CMA's -TBA

In Strength & Unity!

Jo-Ann Haywood, Interim
First Vice President
AFT Staff Guild, Local 1521A

A Union of Professionals
College Staff Guild
AFT Local 1521A

Jesse Saucedo, *1st Vice President*

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jsaucedo@aft-1521a.org

March 1, 2025

Executive Board Report – First Vice President February 2025

Dear Members,
As this is my final report, I will keep it concise and highlight the key activities from February 2025:

- **February 1, 2025 – General Membership Meeting**: I attended the meeting where the Constitutional Amendment was read for the second time and received majority approval from the members.
- **Consultation with Interim Chancellor Alberto Roman**: Engaged in discussions focusing on language differentials to address related concerns.
- **February Board of Trustees Meeting**: Supported our Grievance Secretary and Second Vice President in advocating for a member undergoing disciplinary action.
- **Personnel Commission Director Consultation Meeting**: Participated in the monthly meeting to discuss pertinent personnel matters.
- **Transition of Personnel Commission Job Specification Reviews**: Worked to transfer the ongoing job specification reviews to the Local President and Grievance Secretary to ensure continuity.
- **Support for Chapter Chairs**: Assisted Chapter Chairs with grievance-related issues, particularly at Los Angeles Mission College, and supported them in their outreach efforts before concluding my tenure.

Thank you for the opportunity to serve.

Sincerely,

Jesse Saucedo

EXECUTIVE BOARD REPORT – AFT 1521A, Interim 2nd Vice President, February 15-28 2025

AFT1521A Standing Meetings:

- Executive Board Meeting – February 14, 2025
- Officers onboarding and training – February 21, 25, and 26, 2025
- Executive board Planning – February 26, 2025
- Officers Meeting – February 26, 2025

AFT1521A Membership Meetings:

- No Report

Campus Site Visits

- None

District Shared Governance Meetings

- Board of Trustees – N/A
- Consultation with Management – N/A
- Personnel Commission Meeting – N/A
- Student Affairs Committee – N/A
- Institutional Effectiveness/Student Success Committee– N/A

Conference/Training

- No Report

Other

- Met with Dash to start planning for COPE – February 21, 2025

If you have any questions or concerns please give me an email me at

Sincerely,

Sergio Guillermo Becerra

Interim 2nd Vice President

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

Maira Cruz, *2nd Vice President*

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mcruz@aft-1521a.org

Executive Board Report – 2nd Vice President February 2025

AFT1521A Standing Meetings:

- ***Officers Meeting***
  - **Cancelled**
- ***Campus Support Meeting***
  - Nothing to report
- ***Executive Board Meeting***
  - Thursday, February 13, 2025
- **Emergency Executive Board Meeting:**
  - Nothing to report
- ***Tuition Reimbursements***
  - Article 17 Professional Development
  - HR R-501
  - Tuition Reimbursement Form

Campus Site Visits/Member Representation

- Nothing to report

District Shared Governance Meetings

- ***Management Consultation***
  - Tuesday, February 4, 2025
- ***Personnel Commission Consultation***
  - February 10, 2025
- ***Board of Trustees***
  - Wednesday February 5, 2025
- ***Personnel Commission Meeting***
  - Wednesday, February 12, 2025

Sincerely,

Maira Cruz

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

March 10, 2025

Executive Board Report – AFT 1521A, Recording Secretary February 2025

Hello everyone,

AFT1521A Standing Meetings

- Executive Board Meeting (Thursday, February 13, 2025)
- Officers Meeting

Campus Site Visits

- Office Hours

District Shared Governance Meetings

- Joint Labor Management Benefits Committee (JLMBC) – Tuesday, February 11, 2025
  - Actives Newsletter
  - Retirees Newsletter
- Institutional Effectiveness/Student Success Committee – Tuesday, February 19, 2025
  - Agenda
  - IESS Common Course Numbering
  - LAHC_Digital Marketing Board Presentation
  - SCFF Update for IESS
  - Spring 2025 Enrollment Report Comparison Chart
  - Spring 2025 Enrollment Report Infographic
- PC Consultation (All Officers)
- District Management Consultation (All Officers)

Chapter Shared Governance Meeting

- Budget Committee – Tuesday, February 4, 2025
  - Budget Committee Meeting Agenda
  - Budget Committee Meeting Minutes

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

Committees Reports

A Union of Professionals
Staff Guild
Local 1521A

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

March 7, 2025

To: AFT 1521A Staff Guild Executive Board

Re: Elections Committee Report

Hello Executive Board Members and Guild Officers,

2025 CFT Delegate Election

The CFT Delegate election was concluded via Simply Voting.
1028 Dues paying members were included for a cost of $511.20.
We had 398 members vote which is a 38% voter return rate.

2025 Chapter Officers Election

The Notice of Nominations & Elections went out February 28, 2025.
The deadline to become a dues paying member eligible to vote is Wednesday, March 12, 2025.

The nominations window is between 3/14/25 through 4/1/25.
Only dues paying members can nominate or be nominated.

There will be a separate ballot held electronically for the members of each of our local workplaces so they may elect their workplace or campus leadership at the local level.

The committee is hoping to schedule Zoom candidate forums. Once the candidates are verified, we'll reach out to gauge interest in holding a Zoom forum for your worksite.

Special Election

The Elections Committee has made a request to the Constitution and Bylaws Committee to look into adding language to the Special Elections section Article III.6.b to allow for electronic voting.

We note that having the electronic voting option would save the Local roughly $10,000 versus doing a mailed election with the American Arbitration Association.

On behalf of the AFT 1521A, Staff Guild Elections Committee
Grisel Garcia
Robin King
Ana Maria Saray Olivares-Diaz
Natalie Embrey, Co-chair
Mark Bergquist, Co-chair

Dashiel Johnson, Executive Director.

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, February 24, 2025 @ 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 **E-Board Minutes**, January 27th **M/S/P**, **Delegate Minutes** February 20th **M/S/P**.

- **Michelle, Financial Report;** January 2025, See Attachment, **M/S/P**.

-Rosie; Closing in MLK, Jr. Breakfast AND (Parade, though New Date) $566,900.00 Received for Event with $165,825.00 Profit.

-Tatiana, Communications; "On the Move, COMM", 9,000 folks getting the Newsletter, share link with Everyone. Monthly, stories from various Locals, example, Actions, Rallies, anything. Instagram also, has the Link.

-**Rob N., Strategic Program**; Fires, Prioritized. Housing/Homeless Crisis. 2.25.25 LA County Board of Supervisors, 7,000 Union Members, affected @ 10:00 a.m., Item #5 – Moratorium, proposed for 6-Month Rent dues delay.

-**Devin, Outreach & Civic Engagement**; Good Pay/Training continuing work, connecting with Labor Community Services.

-**Patricia C., Organizer**; UTLA Striked for (5) Days AND WON! *230 Students didn't attend classes. CFA Upcoming Immigration Rally *REFER to "March In March" Flyer. Cesar Chavez Event, March 31st, "**We Are The Ones, We Are The Resistance**".

-**Devin Osiri (Michael Contreras)**; March 12th, We are **ENDORSING** Senator Elena Maria Durazo, former LA County Fed., President, due to a terming out, for **LA County Board of Supervisors**.

-**Armando L., Miguel Contreras Foundation**; Chris Palma, Student Success Story, now with Local 47, Air Control. Thank UCLA Labor Center hosted Diego Rivera for "Collective Bargaining" for High School students Training Sessions. **Friday, May 2nd,** Cinco de May Event.

-**Norma Lopez, Labor Community Services**; 307 Families, in addition to 700 some people passing out Food, Feminine Needs, Air Purifiers, Etc. were loaded into their Vehicles. Over 100 Purifier given in Pasadena with Our Own, Liz Schuler, AFL-CIO President. *$517,775.86 spent this month assisting the community. 583 Housed in Airbnb. Volunteer needed "Help Us Fight Food Insecurities". Some 300 of our Union Members lost their Homes due to the Fires.

-**President Wheeler Report**; 2 Million was raised through our Labor Community Services, Resource. Thanked Norma L., and LACFL for all the work with Fires Support. Federal Employee spoke, Bobby, National TSA Board, Community receive Emails to Resign. *Trump/Musk seek to abolish Public and Privatizing. Pastor Neo Mole, Poem "Came for The Jew, I Said Nothing…" recited by Wheeler. Touchstone Climbing Gym, Employees, **United Rally/Picket, Culver City, Fri., 3.7 @ 7:00 p.m.** Janitors (200 Instructors), Coaches, Staff, and Maintenance. Matt Arias, Executive Dir., SEIU 99 spoke, Orange Flyer, "**Solidarity LA Rally**", Saturday, 3.15.

Affiliates Report *Refer to *various attached flyers*.

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

Los Angeles County Federation of Labor
Executive Board Minutes
February 20, 2025

The meeting was called to order by Chair Thom Davis at 10:03 a.m.

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

FINANCIAL REPORT

It was moved, seconded, and carried to approve the Financial Report for January 2025, as presented by Brother Devon Vann.

CHIEF OF STAFF REPORT

Sister Rosie Cruz thanked Vice Presidents who attended and supported our annual MLK Breakfast and subsequent parade. Sister Patricia Recinos updated the Executive Board on the fire relief, strike sanction updates, "Know Your Rights" workshops, and May Day planning with community partners. Brother Devin Ablard reported the annual MLK parade and the May Day preparations. Brother Rob Nothoff spoke about the City's action on forbearance options for renters and Measure A implementation. Brother Devin Osiri presented COPE Endorsement Recommendations and announced an early endorsement interview for March 12, 2025, for the LA County BOS District 1.

It was moved, seconded, and carried to approve the COPE Endorsement Recommendations from February 19, 2025.

Sister Tatiana Martinez demonstrated how to submit requests on our website to post on social media and on our *On the Move* newsletter, as well as the career section on the Fed's website.

Sister Norma Lopez reported that 167 families from Airbnb donated vouchers to union members to use for 1-30 days, a food distribution with SEIU 121RN, fire relief efforts, the South LA food distribution at the LA Sentinel, and the fundraiser on May 1, 2025, at the Beyonce concert. All proceeds will go to LCS.

Brother Armando Loza announced the foundation's partnership with apprenticeship programs and announced the Save the Date for their upcoming fundraiser on May 2, 2025.

PRESIDENT REPORT

President Wheeler announced continued fire relief efforts, the 'Solidarity in Service' Press Conference with AFL-CIO President Shuler, Nancy Oshima's consulting is coming to an end, and announced a job vacancy for an HR specialist who can help support the staff of the Fed.

Both Fed's employee bargaining units have settled and ratified their contracts, which expired December 31, 2024.

President Wheeler discussed Trump and Musk's recent actions post-inauguration.

NEW BUSINESS

It was moved, seconded, and carried to approve the following items as one:

> Request to support the LA County Delegation Foundation with a contribution of $10,000 to their Benefit for Los Angeles County Fire Victims on January 30, 2025

Request to support the State Building and Construction Trades Council of California with a contribution of $10,000 to their Union Women: Stronger Together Conference on March 29, 2025

Request to support Labor 411 with a contribution of $5,000 to their Blue Tie Gala on March 20, 2025

Request to support Labor Community Services with a contribution of $20,000 to their CA Fire Relief Bey-nefit Fundraiser on May 1, 2025

- Vice President Waddell: March 4th higher educators will be in the streets, in opposition to nominee for Secretary of Education
- Vice President Van Winkle: Thanked the Board for their support of the recent strike sanction re LAUSD v. El Camino Real Charter High School (19% raise and ratified with 97% approval) + "Our Students Deserve" event on 2/22 from 11 am-3 pm in South Los Angeles
- Vice President Brown announced that the Postmaster General is leaving and will stay on until the new Postmaster General takes over and that the new administration is pushing to privatize the Postal Service.

It was moved, seconded, and carried to adjourn the meeting at 10:53 a.m.

Los Angeles County Federation of Labor, AFL-CIO
Representative to the House of Labor Meeting Minutes
January 27, 2025

Chair Thom Davis called the meeting to order at 7:00 p.m.

Representatives rose and pledged allegiance to the American Flag.

CREDENTIALS

Chair Thom Davis announced the names of the representatives who will be sworn in at the next meeting. The list of representatives is attached for your reference. As announced, a motion was made, seconded, and carried to approve the new representatives.

MINUTES OF PREVIOUS MEETING

Chair Thom Davis proposed a motion to approve the December 2024 House of Labor meeting minutes. The motion was moved, seconded, and carried.

EXECUTIVE BOARD MINUTES

Chair Thom Davis called for a motion to approve the January 2025 and January 2025 Special Meeting Executive Board meeting minutes and actions. It was moved, seconded, and carried to approve the December 2024 Executive Board meeting minutes and actions.

FINANCIAL REPORT

Chair Thom Davis called for a motion to approve the December 2024 Financial Report. It was moved, seconded, and carried to approve the Financial Report for December 2024, as reported.

It was moved, seconded, and carried to approve the Resolution: Open Bank Accounts with Chase Bank.

DEPARTMENT REPORTS

Sister Rosie Cruz thanked everyone for attending the MLK Breakfast at the Convention Center on January 11, 2025, and introduced a highlight video showcasing the talent and honored speakers. Sister Tatiana Martinez announced increased engagement on social media and discussed a need to shift off X and focus on Instagram and Bluesky. The *On the Move* newsletter has been doing well, and we asked locals to make sure they sign up and share with their members. Brother Rob Nothoff gave his time to our seniors to talk about 31 years in the making of the Social Security Fairness Act and about no longer being penalized regarding pensions and social security payments. Sister Danielle Jones announced the MLK parade will now take place on February 17th. Sister Patricia Recinos reported on the UFW and their fight with the sweet potato farmers, "Know Your Rights" cards in English and Spanish, including workshops. Brother Armando Loza introduced new employees and announced a new SEIU 721 member at General Hospital, working with USW 675 and LiUNA 300 on upcoming worksite closures, the Young Worker Education Project, and announced the Save the Date for their annual fundraiser on May 2, 2025.

Sister Norma Lopez announced they have served over 29 unions. She shouts out Brother Keith Harkey for allowing LCS to help his members find housing. Several union members have received eviction and default notices, and LCS is seeking out survivors to assist. They are accepting new items and will be distributing items donated by the community. She thanked President Wheeler for helping LCS raise over $800,000. She announced the $1 million in Airbnb vouchers because of the Federation's relationship with its former Chief of Staff Justin Wesson—who now works for the vacation property rentals company. She reminded members to use hazmat suits to clean up burn sites and thanked all the first responders and all the unions who have donated.

PRESIDENT'S REPORT

President Wheeler yielded her time to Sister Erin Brockovich, Brothers Doug Boxer, and Mikal Watts, who presented on fire relief available to union members. Sister Brockovich expressed her sympathy to those who suffered losses during the recent fires affecting Angelenos. She commented on climate and environmental justice and how workers are affected. Brother Doug Boxer addressed the Representatives with Sister Hilda Delgado, translating the message into Spanish. Brother Watts explained the source of the Eaton Fire, a fire that began because of a faulty SoCal Edison transmission line. A spoken word video was presented on the tragedy affecting Angelenos. President Wheeler also yielded her time to Anita Flannigan Steenson, Public Information Officer/Public Affairs Specialist (PIO/PAS), U.S. Small Business Administration (SBA), who presented resources the SBA and FEMA provide to survivors of the fires. The deadline to apply for this funding is March 10, 2025.

President Wheeler commented on the Trump administration's executive orders and actions, pardons, including mass deportation in elementary schools and churches.

REPORTS OF ORGANIZATIONS

Irv Hershenbaum, UFW organized the first contract in history in NY State at an apple company that signed their first contract, voted safely card check in Federal court to demand first contract arbitration
Mike Romo, AFT-1521A grocery workers and contract negotiations, gas surveys fair salary and fair benefits for the work their employees do (at Ralphs and Vons)
Saba Waheed, UCLA Labor Center UC/Cal State and community college student to sponsor fellows for 8 weeks, 1/30/25 informational webinar working in affiliate unions
Kathleen Yasuda, AFT 1521 announced LATTC Spring Semester classes
Cherri Senders, Labor 411 announced their annual Gala with a part of the proceeds to go to LCS, LA28 "Made in the USA"
Vic Clement did a giveaway for $50 cash
Melina Abullah, CFT thanked first responders, and conveyed budget priorities for LA City—please visit peoplesbudgetla.com and complete the survey
APALA-LA announced National Convention honoring President Yvonne Wheeler

New Representatives:

AFSCME 3090
Karla Salazar

IBEW Local 11
Carlos Rodarte
Myra Hildreth

NUHW
Ignacio Vazquez Cano

Teamsters Local 396
David Enriquez
James Ortiz

UTLA/AFT 1021
Nilo Michelin

UPTE-CWA 9119
Jeanna Harris

It was moved, seconded, and carried to adjourn at 8:22 p.m.

Financial Report for January, 2025

	Fed General	The People's Project (TPP)	Solidarity Fund	Building Association	Trust Fund	POLITICAL ACCOUNTS: COPE	POLITICAL ACCOUNTS: Member Communications	POLITICAL ACCOUNTS: Issues & Initiatives
REVENUE								
Per Capita/Affiliate Fees	426,662.60	-	-	-		11,639.07		
Fundraising/Contributions	115,235.00	-	-		165.00		-	-
Grant Revenue		-	-	-	-		-	-
Interest			1,880.88	5.30		-	-	-
Rental Income	-	-	-		-	-	-	-
Other Income/Market Value Change			-			0.67		-
Total Revenue	**541,897.60**	-	**1,880.88**	**5.30**	**165.00**	**11,639.74**	-	-
EXPENSES								
Salaries	229,177.95		-	-	-	-	-	-
Salary Related Expenses	55,655.37		-	-	-	-	-	-
Conferences, Conventions, Meetings	1,089.63		-	-	-	-	-	-
Annual Events	283,433.70		-	-		-	-	-
Office & Administrative Expenses	19,177.29			981.41		10,487.66		
Professional Fees	61,150.38	2,560.00	-	-		4,800.00		-
Program Expenses:								
The Peoples Project			-	-	-	-	-	-
Organizing		-	-	-	-	-	-	-
Strategic Campaigns		-	-	-	-			-
Communications		-	-	-	-	-	-	-
Contributions	25,000.00	-		-			-	-
Per Capita, Membership Fees	11,639.07	-	-	-		1,980.00	-	-
Office Upgrades/Improvements	-		-	-	-	-	-	-
Total Expenses	**686,323.39**	**2,560.00**	-	**981.41**	-	**17,267.66**	-	-
Net Increase / (Decrease)	**$ (144,425.79)**	**$ (2,560.00)**	**$ 1,880.88**	**$ (976.11)**	**$ 165.00**	**$ (5,627.92)**	$ -	$ -
CASH FLOW								
Balance as of 12/31/24	3,267,680.39	180,581.32	946,403.30	197,355.88	95,607.42	468,615.72	405,123.11	(0.00)
Net Increase / (Decrease)	(144,425.79)	(2,560.00)	1,880.88	(976.11)	165.00	(5,627.92)	-	-
WAFD Balance as of 1/31/2025	298,584.02		-	-	-	-	-	-
Preferred Bank, Restricted						583,922.68		
City National Bank				624,156.49				
United Business Bank			259,510.97					
Columbia Thread					69,035.85			
Other Interfund (Receivable) / Payable			-	-	-		-	-
Cash Balance 1/31/25	**$ 3,421,838.62** ✓	**$ 178,021.32**	**$ 1,207,795.15**	**$ 820,536.26**	**$ 164,808.27**	**$ 1,046,910.48**	**$ 405,123.11**	**$ (0.00)**

Updated 2/19/2025, 11:27 AM

M/S/P; All in One

LOS ANGELES COUNTY FEDERATION OF LABOR AFL-CIO

House of Labor

February 24th

7pm

Candidate	Jurisdiction	Recommendation
Pat (Ashok) Patnaik	Cerritos City Council	Yes
Riaz Surti	Cerritos City Council	Yes
Mark Pulido	Cerritos City Council	Yes

% of Funds Raised to Help Union Fire Victims

Labor 411
FOUNDATION

YOU'RE INVITED!

BLUE TIE gala

LABOR 411 FOUNDATION

THURSDAY, MARCH 20, 2025

6 PM RECEPTION / 7 PM PROGRAM

ANDAZ HOTEL

8401 SUNSET BLVD.
WEST HOLLYWOOD, CA 90069

HONORING TRAILBLAZERS IN AMERICA'S BURGEONING ETHICAL CONSUMER MOVEMENT

HONORING OUR ETHICAL WARRIORS:



L.A. COUNTY FIREFIGHTERS LOCAL 1014

SAVING OUR CITY AWARD



GARMENT WORKER CENTER

CHAMPIONS OF CHANGE AWARD



MARIA ELENA DURAZO
CA STATE SENATOR



EUNISSES HERNANDEZ
LA CITY COUNCILMEMBER

Over 1,000 union members lost their homes in the Los Angeles fires. A percentage of the proceeds from the Gala will go to support them.

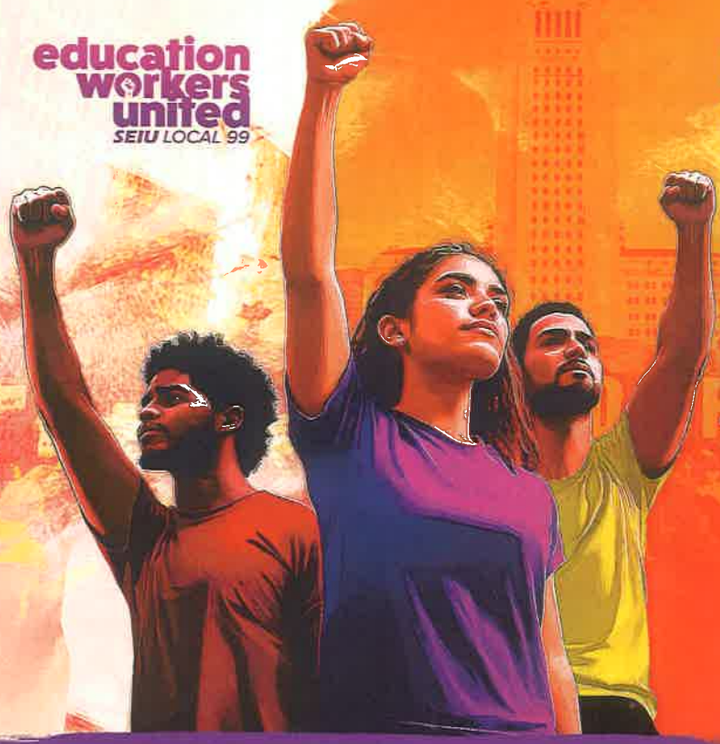
Labor 411 FOUNDATION · ethixmerch. · GARMENT WORKER CENTER · CENTRO DE TRABAJADORES DE COSTURA · KAISER PERMANENTE · UAW LOCAL 509 · AMERICAN PROSPECT · NCL · UNITE HERE! LOCAL 11 · KAUFMAN LEGAL GROUP · CEPA · BUY YOUR VALUES @ UCLA

FOR TICKETS AND SPONSORSHIP OPPORTUNITIES:

WWW.ACTIONNETWORK.ORG/TICKETED_EVENTS/2025-BLUE-TIE-GALA/

PLEASE JOIN US! RSVP BY MARCH 12, 2025

education workers united
SEIU LOCAL 99



SOLIDARITY LA MARCH & RALLY

SATURDAY, MARCH 15

9AM GATHERING | 10AM - 1PM MARCH & RALLY

LOS ANGELES CITY HALL
200 N SPRING ST.
LOS ANGELES, 90012

Join us: seiu99.org/SolidarityLA

We are a United Movement Driven by a Vision for a Better Future for All.

People of every background throughout Los Angeles are coming together to demand:

- Good jobs with fair wages
- Quality public education for all students
- Affordable child care for working families
- Respect & protection for our immigrant communities
- Access to health care for all

When We're Under Attack, We Stand up! Fight Back!

We are a unified front against the attacks from the federal government that seek to deny working people basic rights, divide us based on race, gender and immigration status, and dismantle public education, child care, and other essential services.

Sign-up Online!
Scan the QR Code

#SolidarityLA



Join APALA LA to Celebrate

AFL CIO APALA

Women's DAY

UNION HALL IATSE LOCAL 80 IN BURBANK ON SATURDAY, MARCH 15TH FROM 2-4 PM

PLEASE SCAN THE QR CODE TO RSVP

PAGE 2 of Woman's Day



Yvonne Wheeler

President, Los Angeles County Federation of Labor



Julie Su

United States Secretary of Labor



Ligaya Domingo

APALA National President



Lorena Gonzalez

President, California Federation of Labor Unions



Jan Tokumaru

Former APALA LA Chapter President, 1999-2003

Intergenerational Movement Builder Award


MARCH
IN
MARCH
PROTECTING STUDENTS & EDUCATION
TUESDAY, MARCH 4TH, 2025
- Preserve education funding and prioritize comprehensive student support services.
- Uphold respect and dignity in higher education.
- Ensure fair compensation and equitable working conditions for all campus employees.
- Advocate for livable wages and secure employment to safeguard the future of higher education and California's workforce.
JOIN
THE
MARCH
SACRAMENTO, CA
@CAMARCHINMARCH
260
COMMUNITY
COLLEGE
ASSOCIATION
CFT
pft
#1603
Los Rios College
FEDERATION
of TEACHERS

AFSCME 3299

ULP STRIKE

FEB 26-27

UC Workers Stand Against UC's Lawbreaking!

UC's been engaging in a systemwide effort to try to silence workers and stop them from protesting, speaking up and striking, by adopting new policies, threatening workers with discipline or arrest and offering perks to people who cross their own picket line. UC's intimidation tactics will not work: we will stand up for what is right.

Join a picket line near you!

UC BERKELEY	Telegraph and Bancroft, Berkeley, CA
UC DAVIS CAMPUS	La Rue and Hutchison Dr. Davis, CA
UC DAVIS MED CENTER	2315 Stockton Blvd, Sacramento, CA
UC IRVINE CAMPUS	Aldrich Hall *(Bus Loop and Pereira Dr)* Irvine, CA
UC IRVINE MED CENTER	101 The City Drive S, Orange, CA
UCLA CAMPUS	Bruin Plaza 308 Westwood Plaza, Los Angeles, CA
UCLA RONALD REAGAN MED CENTER	757 Westwood Plaza, Los Angeles, CA
UCLA SANTA MONICA HOSPITAL	1250 16th St, Santa Monica, CA
UC MERCED	Bellevue Rd & N Lake Rd, Merced, CA
UC RIVERSIDE	900 University Ave, Riverside, CA
UC SANTA BARBARA	Storke Tower UCSB, Santa Barbara, CA
UC SANTA CRUZ	High St and Bay Dr., Santa Cruz, CA
UCSD CAMPUS	Villa La Jolla Dr & Gilman Dr (Across Gilman Parking Structure)
UCSD HILLCREST MED CENTER	200 W Arbor Dr, San Diego, CA
UCSD LA JOLLA MED CENTER	9300 Campus Point Dr, La Jolla, CA
UCSF MED CENTER PARNASSUS	400 Parnassus Ave, San Francisco, CA
UCSF MED CENTER MISSION BAY	1855 4th Street, San Francisco, CA



"UC is trying to silence and intimidate us to keep us from pointing out that UC's executives are getting rich while they make proposals to us that are out of touch with reality. We're here to give them a reality check: 3299 doesn't quit! And we won't stop holding them accountable to their serial lawbreaking. Play by the rules and give us the contract we deserve! We Run UC!

-- Carmen Sandoval, UCI,
Sr. Custodian

FOLLOW US | @afscme3299 @afscme_3299 @afscme3299

COMMUNITY DINE-IN

WE ARE THE PANTRY

Join us at the Pantry to show our support for this beloved restaurant and the workers that make it special!





Wednesday February 26th

Between 8am - 2pm The Original Pantry

877 S Figueroa St

UNITE HERE! LOCAL 11

Show your support on social media by using #SaveThePantry #WeAreThePantry

260

CFA - LOS ANGELES

IMMIGRATION DEFENSE WORKSHOP

ALL STUDENTS HAVE THE RIGHT TO ACCESS PUBLIC EDUCATION

TUESDAY, 2/25
11:30 AM - 1:00 PM

COMMUNITY ROOM - LIBRARY N (B-LEVEL)

OPEN TO STUDENTS, PARENTS, STAFF & FACULTY.

RED CARDS, KNOW-YOUR-RIGHTS HANDOUTS WILL BE AVAILABLE. RSVP DUE TO LIMITED SPACE.

RSVP

Link: https://bit.ly/imm-defense

*Immigration Rights TOOLKIT

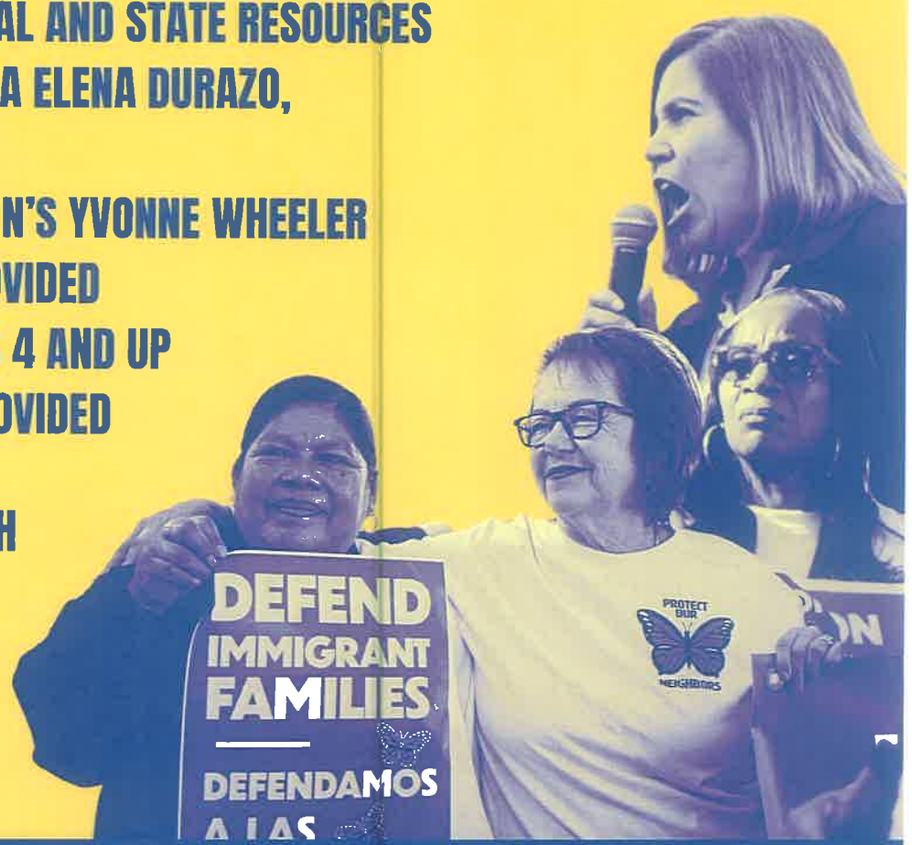
CALIFORNIA IMMIGRANT POLICY CENTER

CFA
California Faculty Association
Cal State Los Angeles Chapter

KNOW YOUR RIGHTS

THIS WORKSHOP IS FREE AND WELCOME FOR ALL!

- LEARN ABOUT IMMIGRANT'S CONSTITUTIONAL RIGHTS
- GET CONNECTED WITH LOCAL AND STATE RESOURCES
- FEATURING SENATOR MARIA ELENA DURAZO, CHIRLA'S ANGELICA SALAS AND THE LABOR FEDERATION'S YVONNE WHEELER
- LIGHT REFRESHMENTS PROVIDED
- FREE CHILDCARE FOR AGES 4 AND UP
- SPANISH TRANSLATION PROVIDED



FRIDAY, FEBRUARY 28TH

6PM - 8PM

Nueva Maravilla
4919 E. Cesar Chavez, Los Angeles, CA 90022

Sponsored By:

EAST LA RISING

COMMUNITY CENTER EASTMONT
INTEGRITY. COMMITMENT. RESPECT.

MARAVILLA
COMMUNITY ADVISORY COMMITTEE

CHIRLA
Coalition for Humane Immigrant Rights

MARÍA ELENA DURAZO
CALIFORNIA STATE SENATOR • 26TH DISTRICT

LOS ANGELES COUNTY FEDERATION OF LABOR AFL-CIO

260

Labor Community Services
LOS ANGELES

EMERGENCY RELIEF ASSISTANCE

READY TO ASSIST UNION MEMBERS & COMMUNITY MEMBERS THROUGH CHALLENGING TIMES



LABOR COMMUNITY SERVICES MAY BE ABLE TO PROVIDE TEMPORARY RELIEF AID WITH:

- **FOOD ASSISTANCE**
- **UTILITY ASSISTANCE**
- **RENT/MORTGAGE ASSISTANCE**
- **NATURAL DISASTER RELIEF**

DOCUMENTS NEEDED:

FOR ALL APPLICANTS
- COPY OF PHOTO ID
- PROOF OF INCOME
  example - paystub, social security benefits, unemployment benefits

UTILITIES ASSISTANCE
- NOTICE OF DISCONNECTION

RENT ASSISTANCE
- RENTAL AGREEMENT
- 3-DAY NOTICE OR NOTICE TO PAY OR QUIT

MORTGAGE ASSISTANCE
- MORTGAGE STATEMENT
- NOTICE OF FORECLOSURE

NATURAL DISASTER RELIEF
- ANY SUPPORTIVE DOCUMENTS

TO SUBMIT A REQUEST FOR ASSISTANCE SCAN THE QR CODE ON THE FLYER OR VISIT OUR WEBSITE AT LCS-LA.ORG AND CLICK ON "ASSISTANCE INTAKE FORM"

ALLIED PRINTING TRADES UNION LABEL COUNCIL SOUTHERN CALIF 260



MOBILE CLINIC

HEALTHCARE FOR ALL

SERVICES:

- WELL-WOMAN CHECK-UPS
- PAP TEST, PREGNANCY EXAM
- TB SCREENING
- ON-SITE LAB TESTING
- COMPREHENSIVE PRIMARY CARE MEDICAL VISITS
- SCREENING FOR DIABETES, HYPERTENSION, CHOLESTEROL, & ANEMIA
- STI/HIV TESTING
- LINKAGE TO MEDICAL CARE
- HEALTH EDUCATION
- MEDICAL ENROLLMENT
- CAL FRESH ENROLLMENT

REFERRALS:

- FAMILY PLANNING & PRENATAL CARE
- PEDIATRICIAN
- PODIATRY
- CARDIOLOGY
- ENDOCRINOLOGY
- SUBSTANCE ABUSE COUNSELING
- HOMELESS SERVICES
- PRIME - HEP C/HIV
- TRANSGENDER HEALTH
- MENTAL HEALTH
- PSYCHIATRIC TREATMENT
- MAT SERVICES
- VACCINES

WE PROVIDE SERVICES REGARDLESS OF ABILITY TO PAY. WE ACCEPT MEDI-CAL & MOST HEALTH PLANS. WE HAVE BENEFIT COUNSELORS TO HELP YOU ENROLL IN HEALTH CARE INSURANCE. PLEASE BRING THE FOLLOWING DOCUMENTS

- ☐ BIRTH CERTIFICATE, GREEN CARD, U.S.PASSPORT OR CITIZENSHIP CERTIFICATE
- ☐ SOCIAL SECURITY CARD (IF YOU HAVE ONE)
- ☐ PAYCHECK STUB, LETTER FROM YOUR EMPLOYER OR FEDERAL INCOME TAX FORMS
- ☐ PROOF OF ADDRESS (DL OR UTILITY BILL)
- ☐ PROOF OF PREGNANCY (IF APPLICABLE)

APPOINTMENTS

323-541-1411

- Same Day Appointments Available

St. John's Community Health

Advancing Health Equity and Social Justice

60 ANNIVERSARY

WWW.SJCH.ORG SJHEALTHCA

APALA
ASIAN PACIFIC AMERICAN LABOR ALLIANCE, AFL-CIO

Sign-up for Your Annual APALA Membership

Stay connected to the Asian American and Pacific Islander (AAPI) Labor Movement by becoming an APALA member today! Your membership will help empower working families through support of the APALA Organizing Institute, Every Vote Counts Political Program, and will strengthen labor & community alliances. Together, we can grow youth and worker leaders, and educate communities about the important role AAPI workers play in communities across the country.

Stay connected to the pulse of the Asian American & Pacific Islander Labor Movement



Your membership and investment will continue to support:

Chapter building: The foundation and heart of APALA's work lies within each APALA chapter and at-large membership. Your membership directly contributes to the chapter's growth and sustainability.

Organizing Institute: This three-day training functions as a pipeline for AAPI union organizers, researchers, and leadership to build power for AAPI working people in the Labor Movement.

Young Leaders Council: Consisting of 30 youth representatives from across the country, the YLC will educate working people under 35 about the labor movement & be active agents of change in their communities.

John Delloro Mentorship Program: This program pairs experienced organizers and rank and file activists with young workers to learn more about immigrant, worker, and civil rights.

Membership benefits also include correspondence from the APALA National office, in the form of our monthly electronic newsletter with updates on critical legislative issues and important events in the AAPI community. For more information, please contact us at apala@apalanet.org or (202) 508-3733.

Join online at www.apalanet.org or by mail with a complete membership registration form!

--- Please detach & send completed form and check payable to APALA 815 16th Street NW Washington, DC 20006 ---

Member Information

Name _____

Address _____

City _____ **State** _____ **Zip** _____

Email Address _____

Cell Phone / Work Phone _____

Union/Organization _____ **Local** _____

Race/Ethnicity _____

Check box for membership type:

☐ General ($35) ☐ Retiree ($15) ☐ Student ($15)

Check box for chapter or at-large

☐ At-Large
☐ Alameda
☐ Hawaii
☐ Illinois
☐ Los Angeles
☐ Maryland
☐ Massachusetts
☐ Michigan
☐ Minnesota
☐ Nevada
☐ New Jersey
☐ New York
☐ Orange County
☐ Oregon
☐ Sacramento
☐ San Diego
☐ San Francisco
☐ Santa Clara/ San Jose/ San Mateo
☐ Seattle
☐ Texas
☐ Washington D.C.

Check all that apply:

☐ Young Leader (35 or younger) ☐ Senior or Retiree
☐ Small Business Owner

PLEASE POST

LS 102 - Contract Negotiations Skills (class #25344)

Saturday, March 22 & 29, 2025

1-unit College Credit ~ Class hours: 8:30am – 5:20pm
Class Location: LATTC F5 room 221

** Must attend both Saturdays to receive credit **

Instructor: Marcus Hatcher

This fast paced, two-day weekend class will answer the central question: What makes a good contract and how can your union fight for one?

The contract sets wages, benefits and work rules and is the foundation for a strong and effective union. Taught by Marcus Hatcher, LS 102 will enhance your knowledge and skills at the bargaining table while emphasizing the importance of an informed, mobilized membership and an active union committee.

TOPICS INCLUDE:

- Developing Bargaining Surveys
- Drafting Proposals
- Establishing Goals and Priorities
- Costing Out
- Interpreting Contract Language

---- NEW Student Must pre-enroll ONLINE at the latest a week before class starts ------

PLEASE Pre-Enroll online at: https://www.opencccapply.net/gateway/apply?cccMisCode=746

ENROLLMENT FEES:

- $46/unit for California Residents
- $19/semester Health Fee
- $2/semester ASO, student rep fee
- $7/semester ASO, student membership fee; optional may "opt out"
- Make Checks payable to LATTC
- FREE PARKING for weekend Labor Studies classes, only during class hours

The Labor Center: Kathleen Yasuda, Director * Olga Garcia, Support Staff
400 W. Washington Blvd., Los Angeles, CA 90015 * (213) 763-7129 Laborcenter@lattc.edu

ONLINE CLASSES (3-unit)
Completely Online, no in person meetings

LS 1 U.S. Labor History – The often-untold story of workers' struggles to improve their lives through union organizing and collective bargaining. From early craft unions, the bloody battles to form factory unions, and the rise of labor federations and public sector unions.
Instructor: Ericka Wills **Class #15766**

LS 2 Collective Bargaining – Effective bargaining techniques: preparation of demands, costing out, offers and counteroffers, settlement techniques, contract campaigns and mobilizing members; includes mock bargaining. **Class #15778**
Instructors: Tanya Akel & Jody Klipple

LS 3 Labor Relations Law - Comprehensive overview of labor relations laws (primarily private sector), covering employee, employer and union rights & obligations, unfair labor practices, union representation elections and other Labor Board procedures.
Instructor: Josh Young **Class #15773**

LS 24 Enforcing Workers' Rights- Skills needed to investigate, prepare, and present cases filed by the State Labor Commissioner to enforce workers' rights. **Class #24996**
Instructor: Jocelyn Lopez-Cisneros

LOS ANGELES TRADE TECH COLLEGE
LABOR CENTER

WEEKEND CLASSES (1-unit) 8:30-5:20pm
On Campus @ Trade Tech/F5-room 221

LS 126 Issues in Labor Arbitration – an overview of the two major issues in arbitration: discipline/discharge & contract interpretation cases. Includes just cause, absenteeism, insubordination, substance abuse, theft/dishonesty, and standards for interpreting contract language.
Instructor: Lou Zigman **Class #25075**
February 22 & March 1

LS 102 Contract Negotiations - the basics of union contract negotiations, including preparation of demands, negotiations ~~strategies and tactics, contract language,~~ and contract campaigns.
Instructor: Marcus Hatcher **Class #25344**
March 22 & 29

LS 109 Union Building Strategies - Skills and techniques to build a strong union through strategic planning, leadership development, communication techniques, including 1-on-1 and member mobilization.
Instructor: Susan Minato **Class #25345**
April 19 & 26

LS 127 Workers' Compensation - A basic understanding of Workers Comp, covers types of injuries & disabilities (temp./permanent), benefits (medical care, rehabilitation & financial support), & procedures for filing a claim & appeals. **Class #25346**
Instructors: Scott Ford & Cheryl Wallach
May 3 & 10

LS 114 – Worker's Legal Rights- Know your rights at work. Basic legal rights that protect workers covering such areas as meal breaks, overtime, anti-discrimination, family leave and disability benefits.
Instructor: Josh Young **Class #25349**
May 31 & June 7

OFF SITE/EVENING CLASSES (3-unit)
6:00pm - 9:10pm
Off campus classes in union halls, free parking

THURSDAYS

LS 12 Building Strong Unions - How to manage and build a strong union: including strategic planning and goal setting, effective communications, time management, team building, increasing member participation and leading organizational change. **Class#25343**

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

DAY CLASSES AT TRADE TECH (3-unit)

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

LS 21 – Working Class in Cinema -
Examines film portrayals of the working class and labor unions. Students learn to evaluate popular culture, dramatization of workers' rights struggles, and analyze how the movies help shape public perception and values.
Instructor: Mindy Chen **Class #18745**
F5 room 313

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

LS 1-US Labor History- The often-untold story of workers' struggles to improve their lives through union organizing and collective bargaining. From early craft unions, the bloody battles to form factory unions, and the rise of labor federations and public sector unions.
Instructor: Jennifer Galvez **Class #18744**
F5 room 201

Free Parking
Labor Studies weekend classes only

SPRING 2025
LABOR STUDIES CLASSES
Semester Feb 10 – June 9, 2025

All Labor Studies classes - CSU transferable

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

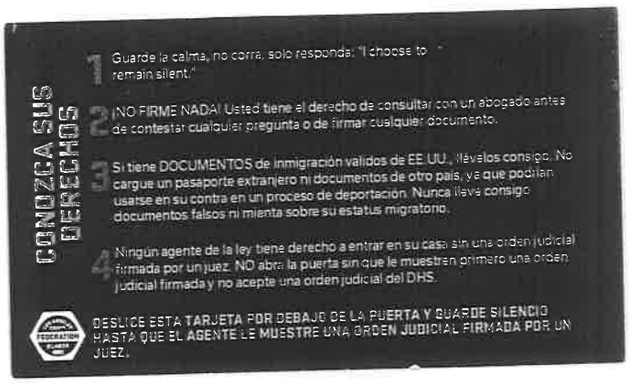
https://www.opencccapply.net/gateway/apply?cccMisCode=746

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

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

Max Mont Scholarships - for Labor Studies classes only

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



You have constitutional rights:

- **DO NOT OPEN THE DOOR** if an immigration agent is knocking on the door.
- **DO NOT ANSWER ANY QUESTIONS** from an immigration agent if they try to talk to you. You have the right to remain silent.
- **DO NOT SIGN ANYTHING** without first speaking to a lawyer. You have the right to speak with a lawyer.
- If you are outside of your home, ask the agent if you are free to leave and if they say yes, leave calmly.
- **GIVE THIS CARD TO THE AGENT.** If you are inside of your home, show the card through the window or slide it under the door.

Whether you are at work, home or in your community, the labor movement wants you to

KNOW YOUR RIGHTS

and be prepared when interacting with law enforcement, including immigration agents.

1. Stay calm, don't run and just say "I choose to remain silent."
2. Do **NOT** sign anything! You have the right to consult with an attorney before answering any questions or signing any documents.
3. If you have valid U.S. immigration **DOCUMENTS**, carry them with you. Don't carry a foreign passport or papers from another country, as these could be used against you in deportation proceedings. Never carry false documents or lie about your immigration status.
4. No law enforcement agent has the right to enter your home without a proper warrant from a court signed by a judge. Do **NOT** open the door without having them first show you a signed warrant, and do not accept a warrant from DHS.

AFL-CIO

EXERCISE YOUR RIGHTS!

- If you are stopped by law enforcement, hand this card to the officer and remain silent.
- If law enforcement knocks on your door, slide this card under the door and remain silent until the officer shows you a warrant from a court signed by a judge—immigration warrants from DHS do not count.

NOTE: This information is not meant to serve as legal advice.

DETACH HERE

I am exercising my right to remain silent, my right to refuse to answer your questions and my right to refuse to sign anything, until I consult an attorney.

Unless you have a signed judicial warrant, I do NOT consent to your search of my home, vehicle or property. If I am detained, I request to contact this attorney/organization immediately.

Phone # _____

Thank You