AFT College Staff Guild, Local 1521A

Executive Board Meeting Agenda
Hybrid: Valley College
Thursday, April 10, 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. Bush Gotlieb, Legal Bill
    b. Activity Coordinator
        i. Holiday Budget Proposal - General Membership Meeting
7. **New Business**
    a. Profit & Loss Statement – March 2025
    b. CPA Accountant – Raffi G. Kurkjian
8. **Old Business** (8 minutes)
    a. Classified Rising: Unifying Campaign
    b. 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. **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
12. **Committee Reports** (15 minutes)
    a. Elections Committee
13. **Officers Reports** (30 minutes)
    a. President
    b. 1st Vice President
    c. 2nd Vice President
    d. Treasurer
    e. Recording Secretary
    f. Grievance Secretary
14. **Conference/Convention/Training Reports** (5 minutes)
    a. CFT Delegate Convention: March 14-16, 2025
    b. PSRP Conference April 4-6, 2025
    c. CFT Leadership Training June 24-27, 2025
15. **Adjournment**

Next Executive Board Meeting:
Thursday, May 8, 2025 Harbor 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

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

March 24, 2025 Invoice# 110353

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

Billed through February 28, 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 February 25, 2025	$54,909.83
Payment(s)--last payment deposited March 24, 2025	$54,909.83
Net balance forward	$0.00

BILLING SUMMARY

Total fees	$3,025.00
Total costs	$0.69
Total charges for this bill	**$3,025.69**
Total balance now due	**$3,025.69**

RE: RETAINER ($750.00/month) Matter 01000

FEES

02/06/2025	VCW	Review dockets from related case and associated minute orders to determine status; calendar appeal date; draft email to ED re same	0.4 hrs.	
02/13/2025	ED	Review PERB filing	0.3 hrs.	

Erica Deutsch	0.30 hrs	
Vanessa C. Wright	0.40 hrs	
Total fees for this matter	0.70 hrs	$750.00

02/06/2025	JCV	Review docket entries, emails with VCW re two minute entries filed on 1/17/25; download minute order, save/organize to client's working file and email to VCW re same	0.6 hrs.		No charge

Judy C. Valenzuela	0.60 hrs	125.00/hr	$0.00
Total fees for this matter	0.60 hrs		No charge

RE: ELECTION CHALLENGE Matter 32004

FEES

02/08/2025	MEP	Review/respond to email from D. Johnson; review election rules and constitution	0.5	hrs.	$125.00
02/14/2025	MEP	Review/respond to email from D. Johnson	0.3	hrs.	$75.00
02/19/2025	MEP	Review constitution and bylaws; draft email; phone call with D. Johnson	0.6	hrs.	$150.00

Michael E. Plank	1.40 hrs	250.00/hr	$350.00
Total fees for this matter	1.40 hrs		$350.00

RE: INTERNAL COMPLAINTS AND INVESTIGATIONS 2023 Matter 33001

FEES

02/11/2025	ED	Meeting with Executive Director [redacted] re internal complaint [redacted]	1.0	hrs.	$250.00
02/12/2025	ED	Review/revise letter to [redacted] re investigation; email exchange re same	0.5	hrs.	$125.00
02/27/2025	ED	Review/respond to email from D. Johnson re next steps in investigation	0.3	hrs.	$75.00

Erica Deutsch	1.80 hrs	250.00/hr	$450.00
Total fees for this matter	1.80 hrs		$450.00

RE: [redacted] GRIEVANCE Matter 34001

FEES

02/21/2025	ED	Review arbitration award	0.5	hrs.	$125.00
02/24/2025	SY	Draft summary of arbitration decision and recommendation; conference with ED re strategy	0.6	hrs.	$150.00

Erica Deutsch	0.50 hrs	250.00/hr	$125.00
Sara Yufa	0.60 hrs	250.00/hr	$150.00
Total fees for this matter	1.10 hrs		$275.00

RE: [redacted] LITIGATION THIRD PARTY DISCOVERY Matter 34003

FEES

02/22/2025	ED	Review declaration for [redacted] and email to [redacted] re	0.5	hrs.	$125.00

		same			
02/28/2025	ED	Review/ revise declaration	0.8	hrs.	$200.00
	Erica Deutsch	1.30 hrs	250.00/hr		$325.00
	Total fees for this matter	1.30 hrs			$325.00

RE: [redacted] PERB CHARGE Matter 35001

FEES

02/20/2025	SY	Draft NOA; email to A. Edward sre NOA	0.2	hrs.	$50.00
02/20/2025	JCV	Draft NOAs for ED and SY; email to SY re same	0.5	hrs.	No charge
02/24/2025	JCV	E-file NOAs for ED and SY with PERB and execute service	0.7	hrs.	No charge
02/28/2025	SY	Draft position statement; research re PERB authority	3.3	hrs.	$825.00
	Judy C. Valenzuela	1.20 hrs	125.00/hr		$0.00
	Sara Yufa	3.50 hrs	250.00/hr		$875.00
	Total fees for this matter	4.70 hrs			$875.00

COSTS

02/28/2025	Postage	$0.69
	Total costs for this matter	$0.69

New Business

AFT College Staff Guild
Profit & Loss
July 2024 through March 2025

	Jul '24 - Mar 25
Income	
4005 · Dues	960,055.67
4705 · Interest	3,841.28
49900 · Uncategorized Income	0.00
Total Income	963,896.95
Gross Profit	963,896.95
Expense	
AFT convention	607.39
Building Expense	
5430 · Repairs	900.00
5445 · Utilities	661.21
Total Building Expense	1,561.21
Formula Funding reimbursement	-9,403.76
General Membership Meeting	
5555.6 · Mileage	22.37
Total General Membership Meeting	22.37
Operational	
5000 · Web expense	33,399.40
5005 · Equipment	2,837.10
5020 · Building Supplies	387.83
5021 · Office Supplies	4,690.11
5025 · Telephone	5,369.83
5035 · Accounting Consulting	340.00
5174 · Staff Equipment	761.05
Total Operational	47,785.32
Organizational	
5105 · Subtotal Chapters	
5105.1 · City	240.00
5105.10 · West	1,345.51
5105.2 · District	681.88
5105.3 · East	969.14
5105.5 · Mission	1,215.57
5105.6 · Pierce	554.79
5105.7 · Southwest	329.46
Total 5105 · Subtotal Chapters	5,336.35
5106 · Holliday Chapter Meeting	
5106.1 · City	872.84
5106.3 · East	4,319.64
5106.7 · Southwest	339.86
5106.8 · TradeTech	1,995.18
5106 · Holliday Chapter Meeting - Other	311.44
Total 5106 · Holliday Chapter Meeting	7,838.96
5110 · Conventions	
5110.1 · Flights	2,121.84
5110.2 · Taxi	326.76
5110.3 · Mileage	396.72
5110.4 · Lodging	5,335.72
5110.5 · Food Per Diem	1,990.00
5110.6 · Parking	0.00
5110 · Conventions - Other	615.00
Total 5110 · Conventions	10,786.04

AFT College Staff Guild
Profit & Loss
July 2024 through March 2025

	Jul '24 - Mar 25	
5111 · Conferences		
5111.1 · Flights	2,029.24	
5111.2 · Taxi	617.29	
5111.3 · Mileage	982.10	
5111.4 · Lodging	8,448.28	
5111.5 · Food Per Diem	3,458.94	
5111.6 · Parking	665.86	
5111.8 · TRAIN	60.00	
Total 5111 · Conferences		16,261.71
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	894.04	
5125.5 · Food Per Diem	1,075.16	
5125.6 · Catering	1,126.97	
5125.8 · Parking	159.10	
5125 · Meetings/Representation - Other	1,404.58	
Total 5125 · Meetings/Representation		4,659.85
5135 · Union Elections		511.20
5140 · Dues & Subs		339.00
5172 · Leadership Training		
5172.1 · Lodging	12,996.80	
5172.3 · Flights	845.42	
5172.4 · Food Per Diem	1,179.00	
5172.5 · Taxi	2,905.94	
5172.6 · Mileage	1,462.68	
5172.7 · Parking	120.00	
5172 · Leadership Training - Other	973.39	
Total 5172 · Leadership Training		20,483.23
5223 · Retiree Organizational		500.00
Organizational - Other		0.00
Total Organizational		97,760.31
Per Capitas		
5205 · AFT	114,971.19	
5210 · CFL	7,677.90	
5215 · CFT	281,409.73	
5220 · LACFL	862.40	
Total Per Capitas		404,921.22

AFT College Staff Guild
Profit & Loss
July 2024 through March 2025

	Jul '24 - Mar 25	
Personnel		
5305 · Salaries	143,283.54	
5306 · Stipends	22,194.90	
5355 · Payroll Taxes	58,532.91	
5360 · Workers Compensation	-349.87	
5365 · Employee Benefits	82,831.68	
5370 · Employee Expenses	178.82	
5375 · Mileage	848.31	
Total Personnel		307,520.29
Service Charge		466.00
Services		
5505 · Accounting	1,500.00	
5515 · Legal	110,190.93	
Total Services		111,690.93
66000 · Payroll Expenses		8,224.15
69800 · Uncategorized Expenses		52,274.11
Total Expense		1,023,429.54
Net Income		**-59,532.59**

AFT College Staff Guild
Balance Sheet
As of March 31, 2025

	Mar 31, 25	
ASSETS		
Current Assets		
Checking/Savings		
1000 · AFT - Cope		14,244.00
1005 · General Checking		169,899.97
1007 · Escrow		3,072.00
1010 · Matadors Commnty Crdt Union -S0		541.60
1015 · Matadors Commnty Crdt Union -S1		158,363.66
1090 · Petty Cash		75.00
1091 · United Business Bank		23,789.48
1092 · US Bank Savings- 6170		1,667,051.70
Total Checking/Savings		2,037,037.41
Total Current Assets		2,037,037.41
Fixed Assets		
1715 · Furniture and Equipment		83,852.03
1717 · Leasehold Improvements		17,552.78
1719 · Website		4,388.00
1815 · Accumulated Depreciation		-85,402.33
1817 · A D - Leaseholds		-12,757.42
Total Fixed Assets		7,633.06
Other Assets		
1820 · Investment in BBC		112,003.96
Total Other Assets		112,003.96
TOTAL ASSETS		**2,156,674.43**
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Credit Cards		
2010 · Union Bank Visa 6253		-1,302.48
Total Credit Cards		-1,302.48
Other Current Liabilities		
cope liability		28.58
2100 · Payroll Liabilities		
2001 · Union Dues Liability	445.40	
2002 · Dependent Care Liab.	1,350.00	
Total 2100 · Payroll Liabilities		1,795.40
2105 · Vacation Pay		13,262.02
Total Other Current Liabilities		15,086.00
Total Current Liabilities		13,783.52
Total Liabilities		13,783.52
Equity		
3001 · Net Assets with Donor Restric.		77,210.00
3005 · Opening Balance Equity		265,234.93
32000 · Unrestricted Net Assets		1,859,978.57
Net Income		-59,532.59
Total Equity		2,142,890.91
TOTAL LIABILITIES & EQUITY		**2,156,674.43**

Campus Worksite Reports

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: March 2025 Chapter Report

Campus: Los Angeles City College

Campus E-Board:

03/20/2025: Chapter E-Board Meeting from 2 pm to 3 pm via Zoom. Mitch Polin, Edith Villavicencio and Jasminee Haywood-Daley present. Topics included 1) Discussion about items for upcoming Consultation with President Gebru and LACC VPs on 03/24/2025 and 2) Discussion about scheduled meetings with 1521a members.

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 would be announced soon, 2) We shared concerns about the process that has been used to select hiring committees at LACC, 3) We discussed the topic of expenses that were incurred by Financial Aid staff members who followed their supervisors' work directions, 4) We were told yet again that a shredding contract at LACC is forthcoming, and 5) We asked about grants or programs that could be in jeopardy as a result of the new administration in Washington D.C.

Unit member issues/updates:

03/19/2025: Meeting with member, who is a Student Recruiter, and Dean of Student Services regarding working out of class and subsequent follow-up meeting with Grievance Rep.

03/20/2025: Members from Financial Aid Department meet with VP of Student Services regarding topic of expenses incurred for Hawaii conference approved by supervisors.

03/25/2025: Contact and follow-up with members from OSS in preparation for upcoming meeting concerning work roles of interpreter specialists.

Shared Governance /Other Committees:

03/03/2025: College Council Meeting topics included: 1) Talk about new policy for dropping students for lack of payment in Summer 2025 and 2) Update on LACC campus construction.

03/05/2025: EPPIC Meeting discussion included: 1) Progress Update for submitting Summary Draft Report and 2) Discussion about viability studies, discontinuing programs.

03/19/2025: EPPIC Meeting topics include: 1) Discussion of ramifications of discontinuing programs, alternatives. 2) Possible creation of Classified hiring priority committee.

03/27/2025: WEC hosts Behavior and Crisis Management Training by Sheriff Department, includes: 1) Case studies and 2) Concept of Public vs. Private areas on campus.

Classified Hiring Committee

03/032025: Issue regarding improper appointment of member for AFT 1521A representative for Student Recruitment Coordinator hiring committee.

03/10/2025: Hiring Committee for Student Services Specialist positions for Dual Enrollment and City Cares.

Classified Hiring:

None reported.

Other:

03/13/2025: Executive Board Meeting hosted by LACC at Holmes Hall 6 included 1) Selection of Raffi G. Kurkjian as accountant for 1521a, 2) Discussion and vote to approve up to 20 members to attend PSRP Conference in Portland, OR, and 2) Discussion about costs and preferences for end of year holiday party.

03/26/2025: Campus Support Meeting via Zoom includes wide range of topics including 1) Financial Aid issue at City, 2) Day of Mourning Issue, 3) Hiring policies in LACCD.

03/28/2025: Best wishes to member Glenda Foster, who retires after 40 years at LACC including service as Chapter Chair and numerous committees for LACC and AFT 1521A.

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

Chapter Report
March 2025

Chapter Executive Board

Chapter Executive Board Team Meeting – Tuesday, 03/25/2025
In attendance: Gloria - Chapter Chair, La Shawn – Delegate (Zoom), Yung – Alt. Delegate, Kimberly – Grievance Rep.

- Discussed items pending for HR Consultation Meeting.
- Discussed 2025 Chapter Elections.
- Discussed Member inquiries.

Chapter Meeting

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

- Placed flyer with Union Information regarding Chapter Elections.

Executive Board

Executive Board Meeting – Thursday, 03/13/2025

- 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 March 2025**

Unit Member Issues/Inquiries

- No Inquiries.

Shared Governance/Other Committees

- **WEC** – no committee meetings have been scheduled.
  - Work environment issues are discussed during the HR Consultation meetings.
- **TPPC** – No meeting minutes received from AFT 1521A Rep.

Interviews/Hiring Committees

1. Sr. Accountant – interviews Wed. 03/05/2025.
2. Accountant – interviews Wed. 03/12/2025 – AFT 1521A Rep. was not able to attend.
3. Senior Human Resource Technician – AFT 1521A not allowed to participate on hiring committee on Thurs. 02/27/2025.

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

Upcoming Interviews

1. Sr. Research Analyst (EPIE) – pending interview schedule.
2. Associate Vice Chancellor of Capital Construction (Facilities & Development) – pending interview schedule.
3. IT SAP Functional Business Analyst – pending interviews.

Other Chapter Chair activities:

- Mon. 03/03/2025 – Delivered Step 1 Grievance to recipient.
- Mon. 03/10/2025 – Delivered Step 2 Grievance to recipient.
- Wed. 03/12/2025 – Coordinated Room Reservation for Office and CMA Meeting.
- Wed. 03/26/2025 – Campus Support Meeting
  In attendance – Gloria, ESC Chapter Chair
- Thurs. 03/27/2025 – Officer & CMA Meeting at ESC
  In attendance – Gloria, ESC Chapter Chair - Yung Kim, Alt. Delegate and Kimberly Davillier, Grievance Rep.
- Mon. 04/07/2025 - Finalized and submitted Activity and Chapter Reports for March 2025.

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: MARCH 2025

Campus: ESC

Campus E-Board:

Attended Campus Support Meeting on 3/26/2025 via Zoom

Chapter Meeting:

ESC Chapter 3/25

CMA Onboarding 3/27

Consultation:

Unit member issues/updates:

Shared Governance /Other Committees:

.

Classified Hiring Committee

Classified Hiring:

Other:

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: FEBRUARY 2025

Campus: ESC

Campus E-Board:

Attended Campus Support Meeting on 2/26/2025 via Zoom

Chapter Meeting:

Consultation:

Grievance Review Committee – document review

Unit member issues/updates:

Shared Governance /Other Committees:

Classified Hiring Committee

Classified Hiring:

Other:

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: March 2025

Campus: ELAC

Campus E-Board:

Promise Williams – Grievance Rep
Rwoena Smith Kersaint – Chapter Chair

Chapter Meeting:

Meeting for Board on March 25 and Member Meeting March 4

Consultation:

Unit member issues/updates:

Shared Governance /Other Committees:

Classified Hiring Committee

Classified Hiring:

Other:

Good morning executive board,

I hope that you are having a great month of March! Los Angeles Mission College is preparing to host the culinary cup which is a annual event that showcases the programs of Los Angeles Trade Tech, Los Angeles Harbor and Los Angeles mission. It is always a popular event and we are hoping to take home the Cup this year:-) we are still monitoring they use of other job classifications doing classifieds specified jobs thereby decreasing limiting opportunities. There has been some progress in solidifying a space for classified s to have a

space on campus where they can engaged in career advancement opportunities such as online interviews, exams and certifications. We are preparing for the start of session B which begins on April 12th. During our last chapter meeting which was held March 27th we encouraged members to bring items that might come up not only for our campus president consultation but also during The Guild supported campus support meetings for greater collaboration. Also we encourage members to join us for the March 31st understand your union event. On the weekend of March 14th,

myself along with my grievance representative Veronica Enriquez had that opportunity to be a part of the 1521a the location who attended the CFT conference in San Diego.. this was a great experience for me to gain a better understanding of the power of unions and the role that we truly play in education. We heard from speakers who demonstrated through their passions the power that education truly holds even in the face of uncertainty. I walked away feeling reinvigorated. I would like to close this by expressing the feeling of privilege and gratefulness I feel being a part of this Union and

keeping with the theme of the conference I know that we will continue to fight back, forward but most importantly together!

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: March 2025

Campus: LAMC – Veronica Enríquez Grievance Rep

Campus E-Board:

Discussed Chapter Meeting agenda and President's Consultation Agenda. President's consultation got moved to April

Chapter Meeting:

Met with members on March 27th and answered questions went over TWC, know your contract event on 3/31/2025, answered questions from the floor. Reported on the CFT conference

Consultation:

Got move to the 1st week of April.

Unit member issues/updates:

Moving staff's schedules has ben an issue with the new VP. Looking into what can be done. Still an ongoing issue. One member wants to file a grievance for this issue.

Shared Governance /Other Committees:

No reports at this time

Classified Hiring Committee

None this month.

Classified Hiring:

None this month

Other:

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: 3.31.25

Campus: ~~Lupita Narkevicius, GR, LAPC~~

Campus E-Board:

Chapter Meeting: **Attended Campus AFT Meeting on 3/12**

Attended Union Office hours; cut short by power outage the last time.

Consultation:

Unit member issues/updates:

Monitored emails to keep abreast of issues on campus, Sat in on an interview with a member on an investigation into issues at the Automotive Dept.

Shared Governance /Other Committees:

Attended the ASC Meeting and we continued to discuss the new rubrics being used for the next round of assessments for accreditation,

Attended the Finance Oversight Comm meeting and we reconciled bills, etc. Also talked about policy language changes in general. Decided to make the next meeting about policy language changes.

Classified Hiring Committee

Classified Hiring:

Other: Attended the CFT Conference 3/14-3/16/25.

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: 04/01/25

Campus LASC

Campus E-Board:

Emails

Chapter Meeting:

None

Consultation:

Cxld due to Title IX training

Union Member Issues & Updates:

SOA duties, bilingual differential for department

Shared Governance/Other Committees:

Budget - projected deficit of approx $4M for 2025-26. College Council - campus Emergency Plan presented, vote at April meeting. WEC - campus Emergency Plan, security, bomb threat protocol, practice evacuations for entire campus.

Classified Hiring Committees:

none

Classified Hiring:

Waiting on clearance for College Store Buyer.

Other:

None

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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90068
323-851-1521
www.aft1521a.org

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

EXECUTIVE BOARD REPORT
LAVC – CHAPTER CHAIR
March 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.
- New Employee Union Onboarding
- Represented AFT 1521a at Campus Holiday Party w/ Volunteered Setup and Cleanup
- Consulted with Grievance Rep on Cashier working between Business Office and Bookstore
- Good Faith Meeting with VP over Business Office – Positive Outcome

Committees/Meetings

- Executive Board Meeting
- CFT Preparations Meeting (CFT Conference: CFT and Jo Ann Haywood)
- Campus Committees
    - Team Leadership
    - President Consultation (CANCELED - Illnesses)
    - Anti-racism Planning
- Hiring Committee
    - Accounting Technician (Un-Successful)
    - Accounting Technician (Un-Successful)

Miscellaneous

- CFT Conference – San Diego

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 March 2025

Campus: Valley

Campus E-Board: March 25 from 3:00 – 4:00 pm.

Chapter Meeting*:* *Not Held*.

Consultation with President: ***February 24****:* *Not Held*.

Unit Member Issues/Updates:
March 6: Meeting with a member about supervisor and work environment.
March 12: 2nd meeting with 1 member about whistleblower claim.
March 13: 2nd meeting with a member about supervisor and work environment.
March 13: Meeting with 1 member about whistleblower claim.
March 19: 3rd meeting and email with 1 member to prepare for whistleblower interview.
March 21: 3rd meeting with 1 member and his supervisor and work environment.
March 24: 4th meeting with 1 member and his supervisor and work environment.
March 25: 4th meeting with 1 member about whistleblower claim.

Shared Governance/Other Committees: None.

Classified Hiring Committees: None.

Certificated Hiring Committees: None.

Other:
March 13: Staff Guild E-Board Meeting, 3:00 – 6:00 pm at LACC.
March 14-16: CFT Conference, San Diego.

Respectfully submitted,

Aleta Campbell
Valley Grievance Representative
April 7, 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

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: April 3, 2025

Campus: WEST LA COLLEGE

Campus E-Board:

Our campus support meeting was held via Zoom and we shared a roundtable discussion about issues on our campus involving unit one employees.

Chapter Meeting:

We held a campus board meeting for all unit one employees invited. We ate lunch together while our Chapter Chair discussed what was going on for unit one employees. She talked about the updates The participation in committees on campus and the importance of unit one employee's involvement.

Consultation:

I sat with the Chapter Chair (Maritza Medina) in the President Consultation and took copious notes.

Unit member issues/updates:

There were no known issues for grievance. We did talk to the unit one employees about bilingual differential for them that want to apply should do so as soon as possible.

Shared Governance /Other Committees:

I did sit in on the College Council Meeting via Zoom.

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

Retiree Newsletter

https://collegestaffguild.ca.aft.org/ April 9, 2025

Dear 1521A Retirees,

I attended a very informative Joint Labor Management Benefits Committee (JLMBC) Meeting yesterday (Tuesday, April 8th) where we went over many of our District's fabulous benefits. One of them is Delta Dental, where in addition to regular dental visits, if you, your eligible spouse or significant other, happens to have one of the conditions listed below, you both are eligible for enhanced dental benefits through Delta Dental's program called "SmileWay".

Lupus, Parkinson's Disease, Amyotrophic Lateral Sclerosis (ALS), Huntington's Disease, Opioid Misuse and Addiction, Cancer, Joint replacement, Diabetes, Heart Disease, HIV/AIDS, Rheumatoid Arthritis, Stroke, Chronic Kidney Disease, Sjogren's Syndrome.

The additional benefits include 100% coverage deep cleaning below the gum line. And four of the following (any combination) per calendar year. 100% coverage teeth cleaning, treatment for inflammation or infection, plaque removal.

If interested, please give Delta Dental a call at **1-866-499-3001** for more information on how to sign up.

Respectfully submitted,
Fern Reisner
Retiree Chapter President, AFT Staff Guild, Local 1521A

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, March 17, 2025 @ 7:00 p.m.

Moment of Silence, Brother Ralph Miller.
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**, February 24th **M/S/P**, **Delegate Minutes** March 13th **M/S/P**.
- **Michelle, Financial Report;** February 2025, See Attachment, **M/S/P**.

-Rosie; St. John's Mobile Clinic, Encouraged Family, Friends, and Affiliates to come out for Services/Health Check-Ups.

-Tatiana, Communications; "On the Move, COMM", follow Instagram AND Submit Stories. *Action Letters on Web OR Email Her.

-**Rob N., Strategic Program**; We showed up, and were out there to address the impact of The Fires, with the LA Board of Supervisors. Ex., Daycare, Nannies Employment when People lost Homes among other employment fields.

-Steve N., Outreach/Civil Engagement; AFDE TSA Campaign. CA 1st Collaborative.

-**Patricia C., Organizer**; 2-Hour Training end of the Month, role playing in "Real Time", Response when/if ICE approaches based on Red Information Cards passed out to keep on hand.

Brother Alex Aguilar, Luina 721, **Rally Organizing Support Campaign** @ Luina 300 in Pico Rivera, Saturday, April 12th 12:00noon.

Armando; Miguel Contreras Foundation; $215,000 raised last year, Gala, "**Planting The Seeds**" this year. ***Green/Tan Flyer**.

-**Norma Lopez, Labor Community Services**; Help Us **Stamp Out Hunger, Food Drive**, $42,000 Donated by "**American Income**" from Various affiliates combined. Need volunteers, May 10th. Impact of LCS, 2,614,285 donations so far. Pantry Restaurant, downtown, Pres. Wheeler, and Norma conducted "**When the Paycheck Stops**" course.

-**Miguel**; LA County **ENDORSEMENT** for Maria Elena Durazo, **M/S/P**. Senator former LA County Fed. President, **ACCEPTED**.
***Slideshow of Union History**

-**President Wheeler Report**; Reminds us, of a Poem, "**No One Left to Speak for Me**" they are creating daily chaos. Funding for Mediators, cut, more and more cuts. DSA Secretary, attempts to strip Collective Bargaining, with no more dues being deducted. We are Certified, E-Dues, and Filed with Federal Courts for Injunction. DOGE Workers, work 120 Hours, "**They Need a Union**". Chris Holden, "**LA By Justice**" spoke of Fires (just Elected CEO), LA Fire Justice. **Assembly Bill 1054** "We Have Rights" addresses concerns from as far back as 1970's, **Press Conference, Wed., 3.19.25**. Letter Carrier's, Deliver to All; No income criteria, if privatized we will be gauged, ex. affects medicine delivery.

.
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**

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Activities Coordinator Report

Date: Month of March 2025

Campus: Staff Guild

Updates:

March 3: Email to Sergio Becerra about the Odyssey meeting with Stephanie Osorio and the upcoming tour of the venue as potential location for 2025 holiday Party.

March 9: Met Sergio Becerra at the Odyssey to tour venue as potential location for 2025 holiday Party.
March 12: Email and call with Andrea about holiday party venue proposal, with written report submitted.
March 13: Verbal report to E-Board on holiday party venue proposal, with written report submitted.
March 21: Email to members for holiday party venue suggestions.
March 26: Email to Mike Romo about Labor Day Parade.

Respectfully submitted,

Aleta Campbell
Activities Coordinator
April 7, 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

A Union of Professionals
Staff Guild
Local 1521A

Wellness Recharge: "De-Stress Break"

MASSAGE THERAPY



Exclusively for AFT1521A Members Only!

Indulge in Fremont University's Massage Therapy Services:

- Back Massage
- Aromatherapy
- Light Refreshments



Coming in May 2025

10:00 am - 2:00 pm

Book A Date for Your Location:

- May 2
- May 6
- May 8
- May 9
- May 13
- May 15
- May 16
- May 20
- May 22
- May 23
- May 27
- May 29

Click HERE to book your location.

Committees Reports

A Union of Professionals
Staff Guild
Local 1521A

Elections Committee

April 1, 2025

To: AFT 1521A Staff Guild Executive Board

Re: Elections Committee Report

Hello Executive Board Members and Guild Officers,

For the **2025 Chapter Officers Election**, nominations closed at 11:59pm, April 1st and the Elections Committee requested the candidates to be listed on the Guild website.

The Elections Committee will seek to host Candidate Forums on Zoom for those workplaces and candidates which request such an event.

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.

Electronic Ballots will be sent to the District email address of each Guild member beginning Wednesday, May 7th. The voting window will close Tuesday, May 13th at 11:59pm.

Ballots for the Chapter Officers / Campus Leadership election will be reviewed and the uncertified election results announced to members and posted on the Guild website, Wednesday, May 14th, 2025.

2025 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.

Officer's Report

A Union of Professionals
Staff Guild
Local 1521A

Andrea Edwards, *President*

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

Executive Board Report – President March 2025

AFT Internal Meetings:

- Campus Support Meeting
  - Wednesday, March 26, 2025
- Officers Meeting
  - Monday, March 10, 2025
  - Wednesday, March 26, 2025
- Executive Board Meeting – Thursday, March 13th, 2025
  - Los Angeles City College
- CFT Convention Meeting – Thursday, March 6th, 2025
  - Know Before You Go Meeting (Elected Members)

Campus Meetings| Campus Support:

- LAMC Campus Assistance
  - Monday, March 3rd, 2025
  - Grievance Rep. Support and Review Files
- ELAC Campus Assistance
  - Athletic Trainers Meeting -March 17, 2025

District & Shared Governance Meetings

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

- Agenda Available Upon Request

Internal Items:

- Small Claims Court -Y.C
  - Rescheduled Pending Date (April 9, 2025) -Done Pending Decision
- 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 | Accountant – Approved (Raffi Kurkjian)
- 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
- CFT Convention, San Diego, California
  - March 14-16th, 2025
- Membership Phone Bank – March 18, 2025

CMA Members:

- CMA Welcome to AFT 1521A Meeting - 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 Involved

Sincerely,
Andrea Edwards
AFT 1521A, President

If you have any questions or concerns, please email me at aedwards@aft-1521a.org. Sincerely

Union of Professionals
Staff Guild
Local 1521A

Jo-Ann Haywood, Interim First Vice *President*

3356 Barham Blvd • Los Angeles, CA 90068
T: 213/341-1533 • F: 323/851-8572

Executive Board Report – April 10, 2025

AFT Internal Meetings:

- Worksite Support Meeting – March 26, 2025
  We are continuing to address the following items:
  - We are looking at violations of hiring practices at various worksites.
  - Supplanting of our jobs with unclassified individuals
  - Bilingual differential, and etc.
- Officers Meeting – March 26, 2025 & April 3, 2025

Worksite Meetings | Worksite Support:

- WLAC Chapter Meeting – 3/19/25

District & Shared Governance Meetings

- Budget and Finance Committee – March 19, 2025
  Click for details: https://go.boarddocs.com/ca/laccd/Board.nsf/Public#
- Facilities Master planning Committee – March 19, 2025
  Click for details: https://go.boarddocs.com/ca/laccd/Board.nsf/Public#
- Management Consultation – Tuesday, March 4, 2025
- Chancellor Consultation – April 1, 2025
  - Vacated budgeted positions/other items
  - Arbitration/s – DOM Quota Reversal
- Spoke to Classified Issues/Concerns

Internal Items:

- Constitution and By-Laws Briefing – March 28, 2025
  - Tentative
- Know Your Union Workshop – March 31, 2025

CMA Members:

- AFT 1521A/ CMA Informational Meeting – March 27, 2025
  - Share the benefits of being 1521A member
  - Impact to joining 1521A,
  - What about salary step/s

Conference & Conventions:

- CFT Convention – 3/14/25 – 4/16/25
- PSRP Convention – 4/3/25 – 4/6/25

In Strength & Unity!

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

EXECUTIVE BOARD REPORT – AFT 1521A, Interim 2nd Vice President, March 2025

AFT1521A Standing Meetings:

- Executive Board Meeting – 3/13/2025
- Executive board Planning – 3/26/2025
- Officers Meeting – 3/26/2025

AFT1521A Membership Meetings:

- No Report

Campus Site Visits

- LAHC 3/19/2025
- LATTC 3/19/2025 & 3/26/2025

District Shared Governance Meetings

- Management Consultation – N/A
- Chancellor Consultation – 3/4/2025
- Personnel Commission Consultation – 3/10/2025
- Student Affairs Committee – N/A
- Institutional Effectiveness/Student Success Committee– N/A Cancelled

Conference/Training

- March in March 3/4/2025
- CFT Convention 2025 3/14-16/2025

Other

- COPE meeting 3/7/2025
- Activities Coordinator and I visit Odyssey 3/9/2025
- CMA meeting 3/27/2025

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
AFT Local 1521A

Troy L. Pierce, *Grievance Secretary*

3356 Barham Blvd • Los Angeles, CA 90068
T: 213/341-1533 • F: 323/851-8572
tpierce@aft-1521a.org

April 10, 2025

Executive Board Report-Grievance Secretary

Guild Members,

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

Member Representation

- Telephonic and ZOOM consultations with legal team on pending arbitrations
  Working with Chapter Chairs and Grievance Reps on issues of concern
- Travel to campuses for in person meetings/consultations.
- Reclassification issues
- Present Article 22 Information to CMA (Potential Members) at ESC

Committees/Meetings

- Steering Committee (On Vacation)
- Legislative and Public Affairs
- Personnel Commission Consultation (On Vacation)
- Step II Grievance Meeting with VC HR (While on Vacation)
- Executive Board Meeting (On Vacation)

Miscellaneous

- Field various questions and concerns that were time-line specific while vacationing

This is a very brief snapshot for the month of March 2025. If you would like to contact me, you may do so at any time at new email address - TPierce@aft-1521A.org, or (425) 435-9722 cellular.

Fraternally,

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

April 8, 2025

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

Hello everyone,

AFT1521A Standing Meetings

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

Campus Site Visits

- Office Hours

District Shared Governance Meetings

- Joint Labor Management Benefits Committee (JLMBC) – Tuesday, March 11, 2025
    - Actives Newsletter
    - Retirees Newsletter
- Institutional Effectiveness/Student Success Committee –CANCELLED
    - Wednesday, March 19, 2025
- PC Consultation (All Officers)
- District Management Consultation (All Officers)

Chapter Shared Governance Meeting

- Budget Committee – Tuesday, March 4, 2025
    - Discussion about

Conference/Training

- CFT Delegate Convention March 13-16, 2025
    - New Delegate Orientation
    - Making Motions
    - Rising Up Justice Rally Chants
    - Council of Classified Employees
        - 2024.10.04 Division Council Minutes
        - 2025.03.14 Division Council Meeting Agenda
    - Artificial (AI) in the Educational Workplace and Classroom
    - Education Code Basics
    - Amendments and Resolutions

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

LACCD Board of Trustees

Kelsey Iino, President
Sara Hernandez, 1st Vice President
Andra Hoffman, 2nd Vice President
Gabriel Buelna
David Vela
Steven Veres
Nichelle Henderson
Ambyr Cynthia Baham, Student Trustee

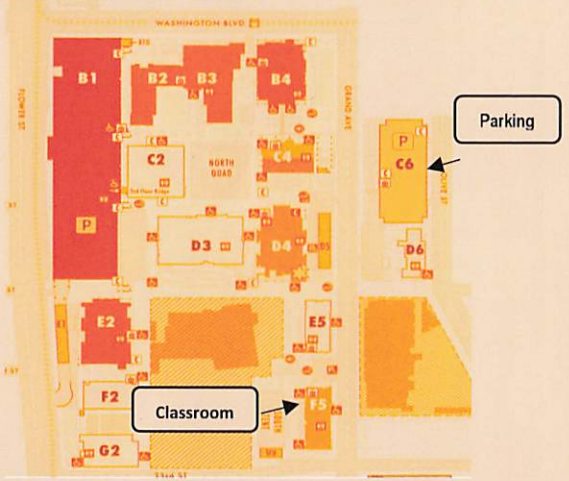
District Administration

Alberto J. Roman, Ph.D., Interim Chancellor

College Administration

Alfred McQuarters, President
Abigail Patton Garcia, Vice President of Instruction
Felicito Cajayon, Dean of Instruction
Kathleen Yasuda, Labor Center Director
Kimberly Wicker, Pathway Counselor
Olga Garcia, Labor Center Support Staff

LATTC CAMPUS MAP



NON DISCRIMINATION POLICY: All programs and activities of the Los Angeles Community College District shall be operated in a manner which is free of discrimination on the basis of race, color, national origin, ancestry, religion, creed, sex, pregnancy, marital status, medical condition (cancer-related), sexual orientation, age, disability, and veteran status. Direct inquiries to (213) 763-7066; Inquiries relating to disabilities and special accommodations per the Americans with Disabilities Act (ADA) should be directed to the Director of Disabled Students Programs and Services, (213) 763-3773.

ADA STATEMENT: Students with disabilities who need assistance or accommodations should contact the Labor Center at (213) 763-7129 or Disabled Students at (213) 763-3773 before the class meets.

LOS ANGELES TRADE TECH COLLEGE LABOR CENTER

SPRING 2025 – Labor Studies

LS 109

UNION BUILDING STRATEGIES

April 19 & 26, 2025

Taught by
Susan Minato

Class Location
Los Angeles Trade Tech College
400 W. Washington Blvd.
Los Angeles, CA 90015
Building F5, Room 221

LOS ANGELES TRADE TECH COLLEGE LABOR CENTER

Labor Center – D3 Room 05
400 W Washington Boulevard
Los Angeles, CA 90015
(213) 763-7129

http://college.lattc.edu/laborcenter

LOS ANGELES TRADE TECH COLLEGE
LABOR CENTER

PLEASE POST

LS 109 - Union Building Strategies (class #25345)

Saturday, April 19 & 26, 2025

LS 109 – Union Building Strategies
1-unit College Credit - Class: 8:30am – 5:20pm
Class Location: LATTC F5 room 221
** Must attend both Saturdays to receive credit **

Instructor: Susan Minato, Co-President UNITEHERE Local 11

Union leaders are on the frontlines in building union power even beyond the workplace.

This dynamic two-Saturday class will focus on specific techniques and strategies to organize members on-the-job and expand the union's role in the workplace and beyond.

A must for all leaders, officers, stewards and activists who want to strengthen their unions and grow our labor movement.

TOPICS INCLUDE:

- Training worker leaders for the long term
- How to create and execute comprehensive campaigns
- Role and execution of actions on the job and in the street
- Building an effective political operation that delivers beyond the workplace

---- 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

LACCD Board of Trustees

Kelsey Iino, President
Sara Hernandez, 1st Vice President
Andra Hoffman, 2nd Vice President
Gabriel Buelna
David Vela
Steven Veres
Nichelle Henderson
Ambyr Cynthia Baham, Student Trustee

District Administration

Alberto J. Roman, Ph.D., Interim Chancellor

College Administration

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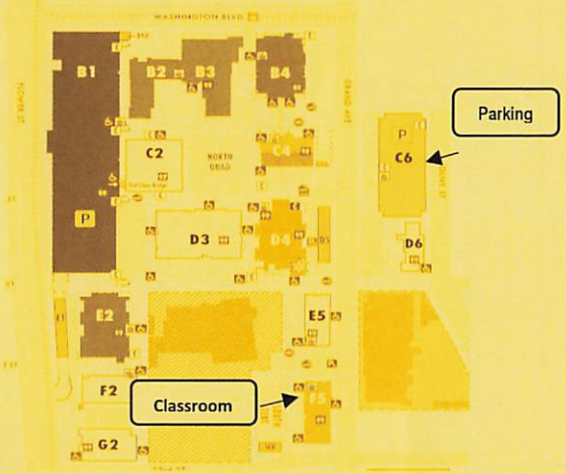
Felicito Cajayon, Dean of Instruction
Kathleen Yasuda, Labor Center Director
Kimberly Wicker, Pathway Counselor
Olga Garcia, Labor Center Support Staff

LATTC CAMPUS MAP



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LOS ANGELES TRADE TECH COLLEGE
LABOR CENTER

SPRING 2025 – Labor Studies

LS 102

CONTRACT NEGOTIATIONS SKILLS

March 22 & 29, 2025

Taught by
Marcus Hatcher

Class Location
Los Angeles Trade Tech College
400 W. Washington Blvd.
Los Angeles, CA 90015
Building F5, Room 221

LOS ANGELES TRADE TECH COLLEGE
LABOR CENTER

Labor Center – D3 Room 05
400 W Washington Boulevard
Los Angeles, CA 90015
(213) 763-7129

http://college.lattc.edu/laborcenter

LOS ANGELES TRADE TECH COLLEGE
LABOR CENTER

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

THE RISKS OF SATELLITE INTERNET

CWA

TAKE ACTION

Tell the National Telecommunications and Information Administration to stand up to pressure to redirect funds to unreliable satellite internet service and continue to create good, union jobs by investing in reliable, high-speed fiber internet.

Scan the QR code or visit CWA.org/ProtectOurWork

Satellite company CEOs are pushing the U.S. Commerce Department and state broadband offices to **prioritize funding for unreliable satellite internet service** and cut back on plans to build fiber optic internet connections.[1]

Policy makers, telecom workers, and consumers should be very skeptical of satellite technology.

Satellite is not a long-term connectivity solution. It does not provide the speed and reliability that families and businesses need to keep up with online video and interactive content. And there's little room for growth: **satellite connection speeds go down with an increase in users.**[2]

Satellites also have higher recurring costs. The ongoing infrastructure cost - purchasing and launching new satellites - is enormous. The companies themselves say satellites only have a five-year life span, after which they require another big investment.[3]

Satellite employs fewer workers and there are currently no union-represented satellite internet providers. Public funds should help create good, union jobs in our communities, not to boost the profits of billionaire-owned satellite companies.

FIBER vs SATELLITE

SPEED

Fiber➡ High

Satellite➡ Limited

LIFESPAN

Fiber➡ 20-40 years

Satellite➡ 5 years

WEATHER DISRUPTIONS

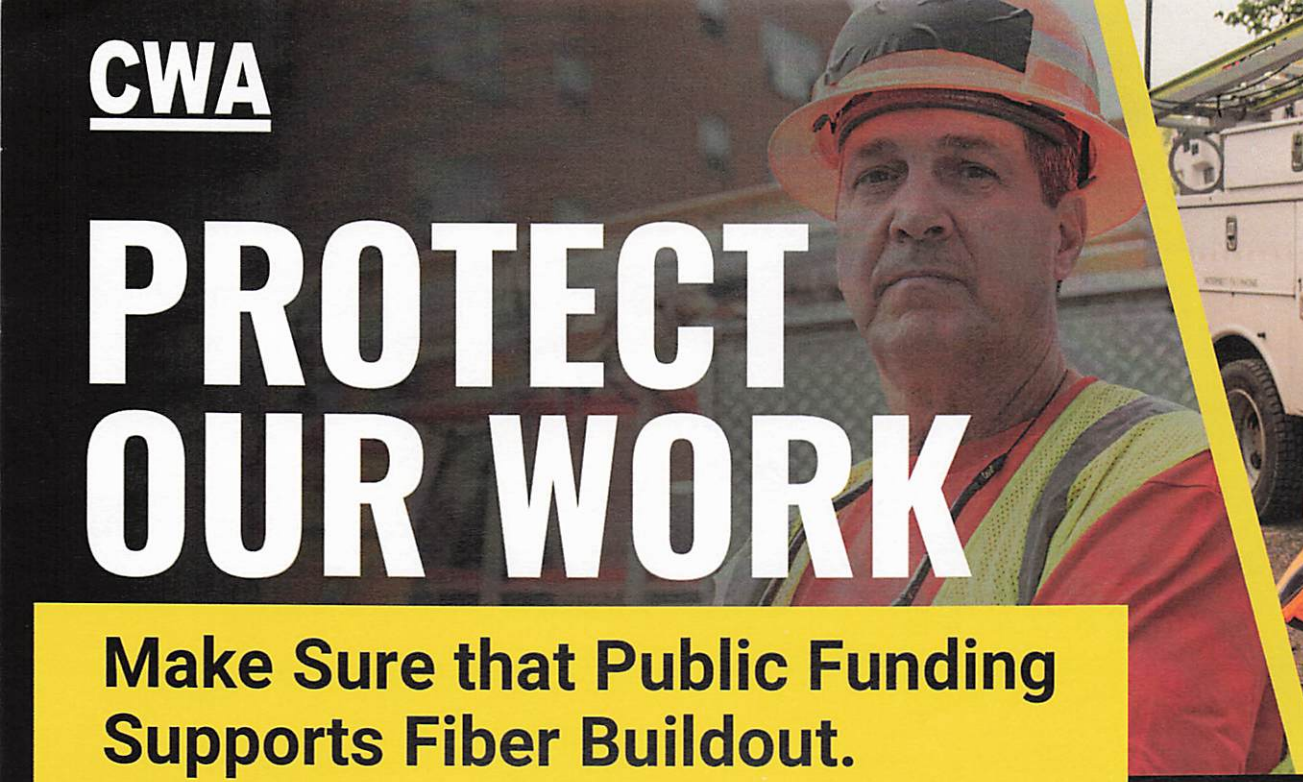
Fiber➡ No

Satellite➡ Yes

1. Fierce Wireless, What the Trump win could mean for the BEAD program, https://www.fierce-network.com/broadband/what-trump-win-could-mean-bead-program
2. Newsweek, "Satellite May Sound Like the Future, But it Could Stick Broadband Users in the Past," www.newsweek.com/satellite-may-sound-like-future-it-could-stick-broadband-users-past-1824701
3. Space Magazine, Starlink satellites: Facts, tracking and impact on astronomy, https://www.space.com/spacex-starlink-satellites.html

CWA

PROTECT OUR WORK





Make Sure that Public Funding Supports Fiber Buildout.

The 2021 Bipartisan Infrastructure Law included $42 billion in funding to build out internet infrastructure.

CWA members have worked hard to ensure those funds will be used to build reliable, high-speed fiber and create good, union telecom jobs. Because of that work, the National Telecommunications and Information Administration has prioritized investment in fiber.

But now the **future of that funding is in jeopardy.** Satellite company CEOs are pushing to funnel more of the money intended for fiber buildout to **unreliable satellite internet service.**[1] Satellite employs fewer workers–and there are currently no union-represented satellite internet providers.

Senate Commerce Committee Chairman Ted Cruz has called for broader use of "alternative technologies" to fiber,[2] and senior Trump Administration officials have testified against "preferring fiber builds."[3] **The outcome of this debate will have huge impacts on the success of this buildout and the creation of good union jobs.**

TAKE ACTION

Tell the National Telecommunications and Information Administration to stand up to pressure to redirect funds to unreliable satellite internet service and continue to create good, union jobs by investing in reliable, high-speed fiber internet.

Scan the QR code or visit CWA.org/ProtectOurWork

1. Newsweek, "Satellite May Sound Like the Future, But it Could Stick Broadband Users in the Past," https://www.newsweek.com/satellite-may-sound-like-future-it-could-stick-broadband-users-past-1824701.
2. Letter from Senator Ted Cruz, et al to Assistant Secretary of Commerce Alan Davidson, https://www.thune.senate.gov/public/_cache/files/d4e51503-5d28-4744-9033-18c9e38da22d/C3ACEFE761F313B6ABBD99AC63692025.as4.20.2023-bead-nofo-letter-to-ntia-1-.pdf
3. Testimony of FCC Commissioner Brendan Carr. https://oversight.house.gov/wp-content/uploads/2024/09/Carr-Testimony.pdf

UNION LABEL 101


UNITED FARM WORKERS
¡SÍ SE PUEDE!
CALIFORNIA FEDERATION OF
LABOR UNIONS
AFL-CIO
LOS ANGELES COUNTY
FEDERATION
OF LABOR
AFL-CIO
CESAR CHAVEZ DAY
MARCH FOR
IMMIGRANT WORKERS
CON ESTAS MANOS
DEPART:
MON. 3.31.25
7:00 AM FROM THE LA
FED OFFICE
RETURN:
MON. 3.31.25
LATE EVENING FROM
THE LA FED OFFICE
SCAN
ME
TO REGISTER
REGISTER BY 3.24.25
BREAKFAST PROVIDED.
SAME DAY BUS RIDE PROVIDED.
FOR MORE INFO, CONTACT
PATRICIA RECINOS AT
PATRICIA@THELAFED.ORG
ALLIED PRINTING TRADES UNION LABEL COUNCIL SOUTHERN CALIF
260

LABOR COUNCIL FOR LATIN AMERICAN ADVANCEMENT

LCLAA L.A. SOMOS FAMILIA GOLF TOURNAMENT AND FUNDRAISER

2025 SPONSORSHIP PROGRAM

JOIN US FOR A DAY OF GOLF, NETWORKING, AND IMPACT!

YOUR SPONSORSHIP FUELS OUR MISSION TO UPLIFT THE LATINO COMMUNITY THROUGH:

✔ SCHOLARSHIP OPPORTUNITIES FOR STUDENTS PURSUING HIGHER EDUCATION & APPRENTICESHIPS

✔ COMMUNITY OUTREACH & ESSENTIAL RESOURCES LIKE SCHOOL SUPPLIES FOR STUDENTS IN NEED

✔ SOMOS FAMILIA FUND, PROVIDING FINANCIAL RELIEF FOR RENT, UTILITIES & GROCERIES WITH YOUR SUPPORT, WE CONTINUE TO EDUCATE, MOBILIZE, AND EMPOWER LATINO WORKERS, FAMILIES, AND YOUTH.

SPONSORSHIP OPPORTUNITIES ARE AVAILABLE!

SECURE YOUR SPOT TODAY AND MAKE A LASTING DIFFERENCE.

WE LOOK FORWARD TO SEEING YOU ON THE GREEN! ⛳

Somos Familia Sponsor	Up to three (3) foursomes, social media recognition, program recognition, breakfast, dinner and tee sign	**$12,000**
Friends of LCLAA Sponsor	Up to two (2) foursomes, social media recognition, program recognition, breakfast, dinner and tee sign	**$8,000**
Platinum Sponsor	Foursome, breakfast, dinner and tee sign	**$4,000**
Gold Sponsor	Golf for three (3), breakfast, dinner and tee sign	**$3,000**
Silver Sponsor	Golf for two (2), breakfast, dinnner and tee sign	**$2,000**
Bronze Sponsor	Golf for one (1), breakfast, dinner and tee sign	**$1,000**
Dinner Only	Dinner for one person	**$250**

GREAT RAFFLE PRIZES DINNER AFTER GOLF

A SPECIAL RATE AT THE HOTEL OF $172 IS AVAILABLE WHEN YOU MENTION SOMOS FAMILIA GOLF TOURNAMENT.

PACIFIC PALMS RESORT - (626) 810-4455

SAVE THE DATE



LABOR COUNCIL FOR LATIN AMERICAN ADVANCEMENT

LCLAA LA SOMOS FAMILIA GOLF TOURNAMENT AND FUNDRAISER

THURSDAY, MAY 29TH

AT INDUSTRY HILLS GOLF CLUB

1 INDUSTRY HILLS PKWY, CITY OF INDUSTRY, CA 91744

QUESTIONS:

DELFINO DE LA CRUZ:
DDELACRUZ@LOCAL300.COM
213-305-5159
MOISES HERNANDEZ:
MOISES@LCLAALOSANGELES.ORG
562-676-8488

HOTEL INFORMATION

PACIFIC PALMS RESORT
1 INDUSTRY HILLS PKWY, CITY OF INDUSTRY, CA 91744
(626) 810-4455

A SPECIAL ROOM RATE OF $172 IS AVAILABLE WHEN YOU MENTION SOMOS FAMILIA GOLF TOURNAMENT

LETTER CARRIERS & FEDERAL EMPLOYEES DAY OF ACTION RALLY

DATE: SUN. 03.23.25

TIME: 10:00 AM

LOCATION:

FEDERAL BUILDING | DTLA

300 N LOS ANGELES ST,
LOS ANGELES, CA 90012

Join National Letter Carriers Association (NALC) President, Brian Renfroe, NALC Los Angeles Branch 24 President, Larry Brown, AFGE President, Everett Kelley, and LA County Federation of Labor President, Yvonne Wheeler, as we rally in solidarity with our federal workers to ensure they're given the dignity and respect they deserve in the face of recent cuts.

RSVP to Patricia Recinos at patricia@thelafed.org

ALLIED PRINTING TRADES UNION LABEL COUNCIL SOUTHERN CALIF 260



TSA WORKERS DAY OF ACTION RALLY

DATE: WED. 03.19.25

TIME: 12:00 PM

LOCATION:

TOM BRADLEY INTERNATIONAL TERMINAL| LAX

1 WORLD WAY,
LOS ANGELES, CA 90045

Join American Federation of Government Employees (AFGE) Local 1260 President Bobby Orozco and LA County Federation of Labor President Yvonne Wheeler as we rally in solidarity with our TSA workers as they fight to restore their union and collective bargaining agreement.

RSVP to Patricia Recinos at patricia@thelafed.org

M|S|Passed

Be it further resolved, that we demand that school districts statewide prioritize the public resources they are entrusted with to support students and fully staff our schools.

Be it finally resolved, that WE CAN'T WAIT to support our students and staff our schools – our fight here in our community and in the halls of our Capitol to win the resources our public schools need, and all students deserve begins *now*.

_____ _____

Signature Date

_____

AFL-CIO

Presented to the American Federation of Labor by Julie Van Winkle on behalf of United Teachers Los Angeles

M|S|Passed

HOL MEETING

MARCH 17TH

7 PM

Jurisdiction	Candidate	Recommendation
LA County BOS District 1	Sen. Maria Elena Durazo	Yes

Financial Report for February, 2025

M/S/Passed

	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		-	-	-	240.00	35,577.80		
Fundraising/Contributions	300.00	-	-				-	-
Grant Revenue	427,160.55	-	-	-	-		-	-
Interest			1,737.67	10.09		-	-	-
Rental Income	-	-	-		-	-	-	-
Other Income/Market Value Change			-			0.67		-
Total Revenue	**427,460.55**	**-**	**1,737.67**	**10.09**	**240.00**	**35,578.47**	**-**	**-**
EXPENSES								
Salaries	176,916.39		-	-	-	-	-	-
Salary Related Expenses	53,897.50		-	-	-	-	-	-
Conferences, Conventions, Meetings	14,058.10		-	-	-	-	-	-
Annual Events	18,518.00		-	-		-	-	-
Office & Administrative Expenses	17,213.88			1,955.88		21,273.88		
Professional Fees	75,902.44	2,560.00	-	-				-
Program Expenses:								
The Peoples Project			-	-	-	-	-	-
Organizing		-	-	-	-	-	-	-
Strategic Campaigns		-	-	-	-			-
Communications		-	-	-	-	-	-	-
Contributions	40,955.00	-		-			-	-
Per Capita, Membership Fees	35,577 80	-	-	-			-	-
Office Upgrades/Improvements	-		-	-	-	-	-	-
Total Expenses	**433,039.11**	**2,560.00**	**-**	**1,955.88**	**-**	**21,273.88**	**-**	**-**
Net Increase / (Decrease)	**$ (5,578.56)**	**$ (2,560.00)**	**$ 1,737.67**	**$ (1,945.79)**	**$ 240.00**	**$ 14,304.59**	**$ -**	**$ -**
CASH FLOW								
Balance as of 1/31/25	2,842,802.24	180,581.32	947,947.96	196,414.78	95,772.42	462,987.80	405,123.11	(0.00)
Net Increase / (Decrease)	(5,578.56)	(2,560.00)	1,737.67	(1,945.79)	240.00	14,304.59	-	-
WAFD Balance as of 2/28/2025	298,584.02		-	-	-	-	-	-
Preferred Bank, Restricted						583,922.68		
City National Bank				624,121.28				
United Business Bank			260,376.35					
Columbia Thread					69,039.85			
Other Interfund (Receivable) / Payable				-	-		-	-
Cash Balance 2/28/25	**$ 3,135,807.70**	**$ 178,021.32**	**$ 1,210,061.98**	**$ 818,590.27**	**$ 165,052.27**	**$ 1,061,215.07**	**$ 405,123.11**	**$ (0.00)**

REPORTS OF ORGANIZATIONS

APALA-LA announced an event honoring strong women in the movement, including President Yvonne Wheeler at IATSE Local 80 3/14 2-4pm
Gina Harris, UPTE Local 9119 in conjunction with AFSCME 3299 is going on strike UCLA (Westwood, Santa Monica, and West Valley locations) Wed-Friday this week
Irv Hershenbaum, UFW union sweet potatoes, AFSCME 3299, Delano/statewide march in support of immigration rights on Cesar Chavez Day
Cherri Senders, Labor 411 3/20 fundraiser, Union Night at Dodger Stadium on 8/30, and conducted a raffle
Animation Guild ratified their master agreement in December, more protection of Ai, staffing minimums for writers, thanked the LA Fed for all their support
UCLA Labor Center UC/Cal State and community college students to sponsor fellows for 8 weeks
Kathleen Yasuda, AFT 1521 announced LATTC Spring Semester classes
James McKeever, AFT-1521A National Day of Action on 3/4 in Sacramento in support of college students

New Representatives:

AFSCME 741
Jonathan Diaz
Patricia Robinson

IAFF Local 372
Lamont Nguyen
Seward Khem
Jason Cash

OPEIU Local 174
Richard Rosen

MEBA District 1
Salvatore Zingales

It was moved, seconded, and carried to adjourn at 8:14 p.m.

Los Angeles County Federation of Labor, AFL-CIO
Representative to the House of Labor Meeting Minutes
February 24, 2025

Chair Thom Davis called the meeting to order at 7:02 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 January 2025 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 February 2025 Executive Board meeting minutes and actions. It was moved, seconded, and carried to approve the February 2025 Executive Board meeting minutes and actions.

FINANCIAL REPORT

Chair Thom Davis called for a motion to approve the January 2025 Financial Report. It was moved, seconded, and carried to approve the Financial Report for January 2025, as reported.

DEPARTMENT REPORTS

Sister Rosie Cruz thanked the Representatives who attended and supported our annual MLK Breakfast and subsequent parade. Sister Tatiana Martinez demonstrated how to submit requests on our website to post on social media, in our *On the Move* newsletter, and in the career section of the Fed's website. Brother Rob Nothoff spoke about the City's action on forbearance options for renters and Measure A implementation. Brother Devin Ablard reported the annual MLK parade and fire relief effort. Sister Patricia Recinos updated the Representatives on strike sanction updates, upcoming events, "Know Your Rights" workshops. 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 Florence Rivkin and Brother Austin Jackson announced the foundation's partnership with apprenticeship programs, UCLA Labor Center in partnership with the coaching program with the high school students, and the collective bargaining simulation, and announced the Save the Date for their upcoming fundraiser on May 2, 2025.

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, and the South LA food distribution at the LA Sentinel. She presented a video on the recent fire relief efforts and a map showcasing the geographical locations around the County. Chair Davis thanked you for the relief efforts and how much work she and her team have been able to accomplish.

PRESIDENT'S REPORT

President Wheeler thanked Sister Norma Lopez for her and her team's continued fire relief efforts and the 'Solidarity in Service' Press Conference with AFL-CIO President Shuler.

President Wheeler discussed Trump's and Musk's recent actions following the inauguration. She addressed the attacks on federal union employees and the emails received by the DOGE regarding "what they did last week." She yielded her time to Brother Bobby Orozco (AFGE Local 1260) and Saba Waheed (UCLA Labor Center) to speak on the implementation of Project 2025.

President Wheeler expressed that "we must rise together, or we will fall together." She invited Sister Maria Rivera, Workers United, and employees from rock climbing gyms around Los Angeles—and their fight to bargain and settle a contract. She invited Brother Max Arias, SEIU 99, to speak on 60,000 education workers, including LAUSD, in case of the loss of federal funds, Medicaid cuts, immigration raids, and the need for a multidimensional, offensive fight.

NEW BUSINESS

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

Request to support HOPE with a contribution of $2,500 to their 34th Latina History Day on March 7, 2025

Request to support APALA with a contribution of $5,000 to their Awards Ceremony on March 15, 2025

Request to support National Action Network Los Angeles with a contribution of $5,000 to their 12th Annual Women's Awards Luncheon on March 29, 2025

Request to support LAANE with a contribution of $5,000 to their 2025 Women for a New Los Angeles Luncheon on May 9, 2025

- Chair Thom Davis introduced a motion regarding the LCS fundraiser for the Beyoncé concert.
- Vice President Vasquez introduced a motion regarding LCLAA-LA.

It was moved, seconded, and carried to approve a request to support the LCLAA-LA with a $2,000 contribution for the Fundraiser on March 14-15, 2025.

It was moved, seconded, and carried to adjourn the meeting at 11:03 a.m.

Los Angeles County Federation of Labor
Executive Board Minutes
March 13, 2025

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

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

Executive Session was called at 10:07 a.m.

Executive Session concluded at 10:18 a.m.

It was moved, seconded, and carried to approve an arbitration settlement.

FINANCIAL REPORT

It was moved, seconded, and carried to approve the Financial Report for February 2025, as presented by Sister Michelle Gnanakone.

CHIEF OF STAFF REPORT

Brother Devin Osiri presented the COPE Endorsement Recommendations for the LA County BOS District 1 on March 12, 2025.

It was moved, seconded, and carried to approve the COPE Endorsement Recommendation dated March 12, 2025.

Sister Rosie Cruz reported on St. John's mobile clinic, which rotates at the Fed every second Tuesday of the month. Sister Patricia Recinos urged affiliates to send their staff to the recurring "Know Your Rights" workshops and upcoming meetings, actions, events, and May Day planning with community partners. Brother Steve Neal reported on fire relief, AFGE/TSA E-Dues, workforce development, and re-entry workforce and housing initiatives. Brother Rob Nothoff discussed the City and County actions regarding forbearance options for renters and the implementation of Measure A. Sister Kristal Romero requested that Vice Presidents submit requests on our website to share on social media and in our *On the Move* newsletter. She encouraged participation in the next COMMrades meeting and highlighted the career section on the Fed's website. Brother Armando Loza reported on recent developments in his programmatic work and announced a Save the Date for their upcoming Cinco de Mayo fundraiser on May 2, 2025. Sister Norma Lopez shared the total amount of proceeds received by LCS for fire relief so far. She detailed how they have supported employees from the Pantry, which has recently closed, and ATU transit workers on strike, and how these mass layoffs impact federal workers. She presented a video of recent events and their impact on survivors and their families. She thanked our partners for air purifiers and eggs (called 'chicken caviar'). She mentioned that rebuilding could take up to a year, assuring that these efforts will continue through LCS and their community partners.

PRESIDENT REPORT

President Wheeler expressed gratitude to Sister Norma Lopez and the staff of the LA Fed for their efforts concerning fire relief. She also discussed the collective bargaining agreement between Trump and Musk, highlighting that their labor union had been dissolved. A press conference is set for March 19, 2025, at LAX. Additionally, she reported that employees from the VA, DOD, and other agencies had been reinstated following a court ruling related to unfair practices.

She announced the Letter Carrier and Federal Employees Day of Action Rally, which will take place on Sunday, March 23, 2025, at 10 a.m. at the Federal Building located at 300 N Los Angeles, CA 90012. NALC President Brian Renfroe, AFGE President Everett Kelley, and others are scheduled to speak.

She yielded the remainder of her time to Brother Bobby Orozco Jr. to discuss the history of Local 1260. With over 26,000 members, they stand in solidarity, fighting for their right to bargain collectively. He informed the Board that a lawsuit would be filed today regarding recent actions taken to support these workers.