# AFT College Staff Guild, Local 1521A

Executive Board Meeting Agenda
Hybrid: Mission College
Thursday, June 12, 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. Swear In New Officers
    b. July – August Black Out Month(s)
    c. New Executive Board Schedule
    d. Stipend Policy
    e. SharePoint Contractor
    f. Grievance Manager
    g. Closed Session Item
7. **New Business**
    a. Legal Memorandum
    b. Profit & Loss Statement – May 2025
    c. Validity of Adobe Sign documents
    d. No Kings Day – June 14, 2025
    e. New Officer Onboarding- July 16th-19th, 2025 (Tentative)
8. **Old Business** (8 minutes)
    a. Classified Rising: Unifying Campaign
    b. CFT Summer School - June 24th- 27th, 2025
    c. Accretion of Classifications
9. **Chapter Report** (15 minutes)

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

10. **Officers Reports** (30 minutes)
    a. President
    b. 1st Vice President
    c. 2nd Vice President
    d. Treasurer
    e. Recording Secretary
    f. Grievance Secretary
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. **Conference/Convention/Training Reports** (5 minutes)
    a. CFT Collective Bargaining Training
    b. Treasurer Training – July 31 – August 1st 2025
14. **Executive Director Report (10 minutes)**
    a. Closed Session Item
15. **Adjournment**

**Next Executive Board Meeting:**
Thursday, July 12, 2025

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

A Union of Professionals
Staff Guild
Local 1521A

# August 2025 – July 2026

## Executive Board Meeting Schedule

### August-December 2025

| | | |
|---|---|---|
| August - TBD | 3:00 p.m. | Southwest |
| Thursday, September 11th | 3:00 p.m. | Trade-Tech |
| Thursday, October 9th | 3:00 p.m. | Valley |
| Thursday, November 13th | 3:00 p.m. | West |
| Thursday, December 11th | 3:00 p.m. | City |

### January-July 2026

| | | |
|---|---|---|
| Thursday, January 8th | 3:00 p.m. | East |
| Thursday, February 12th | 3:00 p.m. | Harbor |
| Thursday, March 12th | 3:00 p.m. | Mission |
| Thursday, April 9th | 3:00 p.m. | Pierce |
| Thursday, May 14th | 3:00 p.m. | Southwest |
| Thursday, June 11th | 3:00 p.m. | Trade-Tech |
| July - TBD | 3:00 p.m. | Valley |

DRAFT

View Calendar on website @ https://collegestaffguild.ca.aft.org/

# Stipend Policy Effective June 2025

Every stiped recipient must turn in **both the Activity Report and the E-Board Report monthly** to receive the entire stiped. All relevant reports should be filled out describing the work that was done that month.

(Exception: The President may submit their E-Board report as both reports if the Activities are labeled and described on the monthly E-Board report.)

In order to get your full stipend, both reports are due every month, or at least by the last call (Date to be determined by the Stipend Committee)

Stipends may be broken done by month if not all reports are submitted:

- Monthly Breakdown:
    - $5,000 annual is $213/month
    - $4,000 annual is $167/month
    - $1,200 annual is $50/month

Both Reports must be submitted by the Tuesday before the monthly scheduled E-Board meeting. (If the meeting is cancelled reports are still due the Tuesday before the scheduled meeting.)

**Distribution of Stipends:**

- Jan-June (June)
- July-Dec (Dec)

The Stipend Committee will present the proposed stipend payments to the financial oversight committee who will then report the recommendations to the E-Board.

The Stipend Committee is made up of members that do not receive stipends. Officers, Chapter Chairs, and Grievance Reps are not able to sit on the Stipend Committee. The Stipend Committee will meet every 6 months to determine stipends and will report to the Financial Oversight Committee.

Reviewed and approved by Legal (5/17/25)

# New Business

Jennifer A. Abruzzo ^
David E. Ahdoot
Robert A. Bush PE
Adrian R. Butler
Hector De Haro
Erica Deutsch
Peter S. Dickinson +
Letizia M. Dorigo
Ira L. Gottlieb *
Julie Gutman Dickinson
Samantha M. Keng
Joseph A. Kohanski *
Adam Kornetsky #

PE Partner Emeritus
^ Of Counsel
~ Also admitted in Hawaii
‡ Also admitted in Montana
* Also admitted in New York
+ Also admitted in Nevada
# Also admitted in Washington DC
& Also admitted in Washington

BUSH GOTTLIEB
LAWYERS FOR LABOR

801 North Brand Boulevard, Suite 950
Glendale, California 91203
Telephone (818) 973-3200
Facsimile (818) 973-3201
www.bushgottlieb.com

Dana S. Martinez
J. Paul Moorhead ‡
Sophie E. H. Newman
Michael Plank ~+
Kirk M. Prestegard
Mathew Sollett
Luke Taylor
Sarah True
Estephanie Villalpando
Jason Wojciechowski ~&
Vanessa C. Wright
Sara Yufa

# MEMORANDUM

11521-35003

Direct Dial: (818) 973-3257
edeutsch@bushgottlieb.com

**ATTORNEY-CLIENT COMMUNICATION**
**PRIVILEGED AND CONFIDENTIAL**

**VIA E-MAIL**

TO: Andrea Edwards, President
Dashiel Johnson, Executive Director

FROM: Sara Yufa and Erica Deutsch

DATE: June 3, 2025

RE: Financial Oversight Committee

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## I. Background and Issues

On May 14, 2025[1], following accusations by union member Perry Jhang related to his involvement on the Finance Oversight Committee ("FOC"), President Andrea Edwards wrote him requesting a meeting to discuss his participation on the FOC and related issues, and paused his participation on all of the Local's committees and subcommittees pending the outcome of the investigation. On May 15 and 16 Jhang wrote to Edwards, copying approximately 125 individuals including AFT Local 1521A (the "Local") members, CFT leadership, AFT leadership, and members of an unrelated local, disputing and demanding the immediate rescission of Edwards' May 14 email suspending his committee participation. Jhang alleged that President Edwards' email constituted a prima facie violation of AFT Local 1521A's Constitution and Bylaws ("CBL"), the Labor-Management Reporting and Disclosure Act ("LMRDA"), and binding AFT Model Disciplinary Procedures. Jhang refused to meet to discuss the investigation. Jhang threatened to seek AFT trusteeship over the Local, threatened personal legal liability against President Edwards, and threatened legal liability against the Local's legal counsel if counsel did not adopt Jhang's legal interpretation.

[1] All dates in 2025 unless specified otherwise.

The May emails from Jhang followed other disruptive communications intended to undermine the Local's leadership, including email blasts to the membership containing confidential information (provided to FOC members in closed session); an email to the Local's Executive Board members misstating President Edwards' direction and the FOC's collective decision to not make a recommendation at the February 2025 meeting and misstated the FOC's collective vote for chapter chair by claiming that he "was scheduled to give a presentation on internal audit findings at today's E-Board meeting; however, President Edwards did not allow me to give a presentation and ousted me as the committee chair". In addition, Jhang acted individually and in opposition to the rest of the FOC committee to conduct his own "audit".[2]

On May 14 and 19, Chad Baugher wrote to the Local's counsel to inform them that Jonathan Hooker had vacated his position as an FOC member in 2022, and inquired whether in light of that resignation, per Article V Section 3, Article V 5, and Article VII Section 3(a), as Chapter Chair of Los Angeles Valley College ("LAVC"), Baugher had the authority to appoint himself to fill this alleged vacancy and attend FOC meetings. Baugher also wrote to counsel accusing President Edwards of making a false claim regarding consulting and counsel's legal recommendation, and requesting copies of all legal opinions or guidance received after his financial reimbursements were flagged and investigated by the FOC.

## II. Alleged Violation of Constitution and Bylaws

### A. *Summary of Process for Appointment and Removal from the Financial Oversight Committee*

The Local's CBL do not provide a specific process for appointment and removal of members from the FOC or a default process for committees not specific in Article VII 3 or 4. Robert's Rules of Order, the guidelines followed by the Local per the CBL, also do not provide a default method for appointment to a standing committee.

The historical practice of the Union (under the current President, interim President, and prior President) has been to have committee members appointed by the President, with consideration

[2] While the Union is a democratic organization that must honor and protect individuals with views differing from leadership, such views and opposing positions must be presented in conformance with the rules and process established by the organization. Blatant disruption, disregard for leadership, and circumvention of the Local's internal process and procedures, is never in the best interest of the Union, and should not be tolerated. There are mechanisms in place to challenge leadership and its decisions (as detailed in this memo), and the integrity of those structures must be protected.

given to the recommendations of the worksite Chapter Chairs. Per Robert's Rules of Order 50:14, if an appointment was made by the President acting alone, the President may remove or replace committee members on the President's own act.

According to the Local's established practice, Chapter Chairs do not have the authority to appoint members to the FOC, only to recommend such appointments. This is consistent with how the Constitution is written. Article V Section 3 provides that, "Each Chapter shall elect chapter officers as a Chapter Chair, Delegates, Alternate Delegates, and Grievance Representatives to the Executive Board." Article V Section 4 provides that, "Chapters shall meet periodically to discuss and take action upon local issues, to refer matters of general interest to the Executive Board or to a general membership meeting of the Staff Guild. Worksite chapters provide a channel of communication between the Staff Guild and the individual members." Further, Article IV Section 3 xiii provides the duties of the Chapter Chair including that they "represent and/or appoint members to sit on worksite/Shared Governance hiring/selection committees, and request and review written reports from attendees". The FOC is not hiring/selection committee. Therefore, Article IV and V do not give Chapter Chair authority to appoint members to the FOC. This interpretation of Article IV Section 3 is in line with Article VII Section, which provides that Chapter Chairs may select one member to the Election Committee, demonstrating that where Chapter Chairs have authority to appoint members to committees it is specifically identified in the CBL.

Per Bylaw 7, committee quorum shall be met using the most current Robert's Rule of Order. Section 40:5 of 12th Edition of Robert's Rules of Order provide that the quorum is a majority of the members of the committee.

Regarding selection of the committee chair, per Robert's Rules of Order 50:11, "the power to appoint a committee carries with it the power to appoint the chairman and to fill any vacancy that may arise in the committee". Historically, the Union President has delegated the power to select the committee chair to committee members, and committee members have made the selection of chair by a vote.

Bylaw 4 provides that the Financial Review Committee[3] shall submit to the Executive Board stipend proposals, and then a separate committee comprised of non-compensated members shall convene to determine what stipends are paid.

[3] This is likely referring to the FOC.

B. *Analysis*

Under the current practice, the President has authority to remove or replace FOC members. Members are not entitled to due process for removal from committees. Therefore, Jhang's suspension from the FOC does not violate the Union's CBL (additional allegations are discussed below). Additionally, the FOC properly voted to select the Co-Chair of the FOC and did not select Jhang.

It is inaccurate that Hooker resigned leaving a vacancy on the FOC. As recently as February 12, 2025, Hooker confirmed via email that he plans to attend the next FOC meeting. Even if there was a vacancy on the FOC from LAVC, per the past practice, Chapter Chairs may make a recommendation to the President for appointment of a replacement committee member from their worksite, but only the President has the authority to appoint the replacement member to FOC (and does not need a recommendation from the Chapter Chair to do so). Article V Section 3 and Article IV Section 3 do not give Chapter Chair authority to appointment a member to the FOC. Article VII Section 3 (a) does not establish "precedent" of Chapter Chairs appointing members to all standing committees, as demonstrated by Section 4 which permits the President to appoint members to the Negotiating Team. Further, if Hooker is unable to attend a FOC meeting, quorum can still be met if a majority of the FOC attends; Hooker's temporary absence would not permit appointment of a new FOC member. As such, Baugher does not have authority to appointment himself to the FOC, and any effort he may make to do so is null and void.

We recommend that in the future, the Local consider officially adopting one of the methods for appointment to committees provided in Roberts' Rules of Order 50:13. Those options are Election by ballot, Nominations from the floor, Nominations by the chair, Appointment by the chair, or Appointment by adoption of a motion naming members of a committee. For the time being, however, the power resides with the President.

It is not clear based on the CBL if a member from the FOC can also serve as a member on the Stipend Committee. As discussed below, this may be improper based on concerns of fiduciary conflict of interest.

III. Alleged Violation of Labor Management Reporting and Disclosure Act

A. *Summary of LMRDA coverage*

The LMRDA does not apply to public sector employees, including members of the Local. Therefore, a member cannot file a claim with the Department of Labor or private action claim against the Local alleging violation of the LMRDA.

Public section community college employees, including members of the Local, are instead covered by the Educational Employment Relations Act ("EERA"). The Public Employee Relations Board ("PERB"), which administers EERA, has explained that:

> "[t]here is nothing in the EERA comparable to the Labor-Management Reporting and Disclosure Act of 1959, which regulates certain internal conduct of unions operating in the private sector. The EERA does not describe the internal workings or structure of employee organizations nor does it define the internal rights of organization members. We cannot believe that by the use of the phrase 'participate in the activities of employee organizations . . . for the purpose of representation on all matters of employer employee relations' in section 3543, the Legislature intended this Board to create a regulatory set of standards governing the solely internal relationship between a union and its members." *In Service Employees International Union. Local 99 (Kimmett)* (1979) PERB Decision No. 106.

Pursuant to *Kimmett*, the statutes administered by PERB provide employees with no protected rights in the organization or operation of their exclusive representative unless the internal activities of the employee organization have a substantial impact on the employees' relationship with their employer. *California State Employees Association* (*Hutchinson, et al.)* (1998) PERB Decision No. 1304-S, p. 3-4, 23 PERC 30028 (citing *Kimmet*, PERB Decision No. 106). For example, in *California State Employees Association (Garcia)* (1993) PERB Decision No. 1014-S, PERB dismissed charges relating to alleged union election irregularities and union discipline procedures because there was no showing of a substantial impact on the charging party's relationship with her employer.

B. *Analysis*

The LMRDA does not apply to public employees. Therefore, allegations that Edwards' May 14, 2025 email violated the LMRDA are unsupported.

Likewise, this dispute is not covered under EERA because Jhang's suspension from the FOC does not have substantial impact on his relationship with his employer. This dispute is an internal Union matter that must be resolved through the Local's internal process as outlined in Bylaw 6.

IV. Alleged Violation of Discipline Procedures

A. *Summary of Discipline Procedures*

Bylaw 6 provides the procedure for internal disputes. Any member who feels aggrieved by a member of the staff guild or officer may file a written complaint with the Executive Director.[4] The written complaint then triggers an initial investigation handled by the Executive Director. The findings of the initial investigative procedure will then be presented to the Executive Board, even if the complaint was handled at the lowest level. Bylaw 6 permit the Executive Director to attempt to resolve the internal dispute directly with the aggrieved member.

Roberts Rules of Order 61:4 provide that before a formal discipline procedure is necessary, "it is usually in the best interest of the organization first to make every effort to obtain a satisfactory solution of the matter quietly and informally". 63:5 provides that, "[a] member or officer has the right that allegations against his good name shall not be made except by charges brought on reasonable ground. If thus accused, he has the right to due process – that is, to be informed of the charge and given time to prepare his defense, to appear and defense himself, and to be fairly treated".

Article III Section 1(a) provides that the President shall be the principal executive officer of the Staff Guild, receive and respond to correspondence of the Staff Guild, and be one of the responsible financial officers of the Staff Guild. AFT's Essential Administration guide provides further guidance that "[t]the president may delegate authority but not the responsibility of the office" and the President is ultimately responsible for ensuring that the proper accounting procedures and internal financial controls are used. The guide also provides that "If it is not possible to call a meeting, the president may be able to poll the executive board. If that is not possible, the president may act on his or her own and report these actions as soon as possible to the executive board and/or general membership/representative assembly".

B. *Analysis*

On February 6, President Edwards wrote Jhang requesting to set up a non-disciplinary meeting to discuss policies for the stipend sub-committee and clarification regarding FOC chair appointment. It is within the President's authority and responsibility as principal executive officer of the Staff Guild to ensure that the proper accounting procedures and internal financial controls are used. Additionally, it is within the President's authority, and supported by Robert's Rules of Order, to investigate non-disciplinary internal Union matters informally. On February

[4] Should the complaint be against the Executive Director, the complaint is forwarded to the President.

11, Jhang wrote back to Edwards that he would get back to her the following week about scheduling the meeting. The meeting was not scheduled.

On February 13, Jhang wrote to all E-board members misrepresenting Edwards' direction, disclosing confidential financial information provided to the FOC in closed session, and presenting his own internal audit which accused Edwards of misconduct. At the May 8 Executive Board meeting, Jhang orally raised an allegation that he was improperly removed from the FOC. At the May 8 meeting, Edwards told Jhang that she will investigate his complaint. Per Bylaw 6, Jhang's complaint should have been provided in writing to the Executive Director.

On May 14, 2025, President Edwards requested a meeting with Jhang to investigation his May 8 allegations, as well as potential violations by Jhang of the Local's CBL related to his role on the FOC and Stipend Subcommittee. As mentioned above, as President with appointing power, Edwards also has authority to remove Jhang from the FOC. Further, given the seriousness of the allegations, disclosure of confidential information, and disregard for the rules and process of the Local, it was within Edwards' authority as chief executive to suspend Jhang pending the investigation. However, Jhang's May 8 allegations should have been provided in writing to the Executive Director and the investigation itself should have been initiated by the Executive Director, rather than by President Edwards. The issue is now moot because Jhang did not cooperate and no investigation occurred.

On May 16, 2025, Jhang wrote that "CBL Art. III (Membership Rights): Guarantees participation in committees, absent disciplinary action." This is not accurate. Article III covers District Wide Officers, it does not include Membership Rights. Membership Rights are covered in Article II. Nowhere in Article II does it state that members are guaranteed participation in committees.

## V. Alleged Violations of Fiduciary Duty

### A. *Summary of Relevant Events*

At the February 3 FOC meeting, the FOC agreed that the committee would not make a recommendation at the February 13 Executive Board meeting, would rather wait until the conclusion of the internal audit, and then would present their recommendations at the March 13 Executive Board meeting. On February 5 and February 6, President Edwards provided a confidential shared document for FOC members to list areas of concern, informed FOC members about a recent attempted security breach of the Local's account, and asked that all records reviewed remain confidential and not shared outside of the committee to safeguard the Local. President Edwards requested confirmation that the FOC would present their findings at the March 13 meeting. FOC members responded confirming that understanding and providing

justification for the one-month postponement. On February 11 Jhang wrote that he would not be available to attend the FOC meeting scheduled in advance of the March 13 meeting, but stated that the FOC should "feel free to have a meeting without [him]". Then on February 13, Jhang wrote to the Executive Board, disclosing confidential information and misrepresenting that President Edwards "did not allow [him] to give a presentation" on internal audit findings at the February 13 meeting.

On May 16, 2025, Jhang wrote that "Deferring Financial Review Violates Fiduciary Duty" because "CBL § 8.02: Requires committees to act promptly on grievances. Breaches CBL Art. IV, Sec. 6: Officers must act in the union's best interest—not suppress oversight. Contradicts AFT Ethical Practices Code: Mandates timely investigation of financial irregularities. → Deferral constitutes obstruction."

B. *Summary of Fiduciary Duty*

Union officers are fiduciaries of the Union and owe fiduciary duties to the Union. At the May 2025 CFT convention, the CFT State Executive Council approved a new CFT Ethics, Obligations, Professional Conduct Policy. The CFT policy can provide helpful guidance.

Per the CFT policy, the Duty of Confidentiality requires that fiduciaries:

A. Obtain, use, and retain only information necessary to conduct the CFT business purpose;
B. Obtain any relevant information directly from the person concerned whenever possible;
C. Use only reputable and reliable sources to supplement this information;
D. Use personal information only for the purposes for which it was originally obtained;
E. Obtain the consent of the person concerned before disclosing any personal information, unless required for a legal process, or contractual purpose;
F. Ensure that physical documents or things containing confidential information is maintained in a manner that prevents unauthorized access;
G. Secure information stored digitally by using passwords and other available technology to protect against unauthorized access; and,
H. Retain information only for so long as required and securely destroy paper and/or digital copies of information when no longer needed.

The Duty of Care requires fiduciaries exercise of a high degree of diligence, skill, and care when CFT's organizational objectives and interests are at stake. CFT's collective interest must be reflected in the decisions and actions of its fiduciaries (i.e. Covered Members). Fiduciary responsibility to conduct proper due diligence regarding the financial oversight and integrity of CFT, which in part means to:

A. Adequately review relevant information and have reasonable understanding;
B. Investigate all reasonable options to attain reasonable understanding; and
C. Solicit the advice of experts where needed to achieve reasonable understanding prior to making fiscal decisions for CFT.

All Covered Members have a duty to protect against the misuse of CFT funds, for example by refraining from using CFT funds for personal purposes, reporting the improper use of CFT funds by others when known, and exercising judgment to spend CFT funds responsibly, when required for CFT purposes.

CFT's Constitution vests with the President the power to appoint, with approval of the Executive Council, Executive Council Members to serve on CFT governance committees, and to act as liaisons to internal and external groups and entities. The President must diligently and in good faith make appointments; the Executive Council must diligently, and in good faith, confirm or not confirm the appointments; and Executive Council Members must diligently, and in good faith, serve on committees, or as liaisons when appointed and confirmed.

The Duty of Loyalty requires requiring consistent, loyal, and trustworthy actions by its decision-makers. When CFT is contemplating an action, transaction, or arrangement, the duty of loyalty requires that CFT interests take precedence over any private interest of Covered Members. Covered Members may not use their positions with CFT to pursue individual goals or to gain individual benefits. Covered Members may not take positions contrary to CFT's position on matters that CFT has spoken to, unless speaking only in their individual capacity, rather than in their capacity as a CFT leader.

All Covered Members must make every effort to communicate completely, professionally, accurately, promptly, and courteously when engaging matters on behalf of CFT relevant to locals, suppliers, government authorities, the public, and others in the CFT.

If Covered Members become aware of any evidence of fraud and/or dishonesty, they should immediately advise the Secretary-Treasurer, or other Executive Officer not involved, or the CFT Executive Director or Controller so that the CFT can promptly investigate further….Whenever a key managerial employees' responsibilities include participation in fact-gathering or decision making activities concerning business transactions between or on behalf of CFT or a local affiliate and any vendor, or contractor, and the employee has a financial or other conflict of interest as defined in this Policy with respect to the transaction, vendor, or contractor, the employee must report conflict or potential conflict of interest to the CFT President or Secretary-Treasurer.

No Executive Council Member may take part in any decision concerning CFT affairs in which the Executive Council Member has a financial interest as defined above, unless that interest is first fully disclosed and determined to be inconsequential (i.e., the interest is unlikely to have an actual or perceived impact on the individual's decision-making in regard to the matter under consideration).

Additionally, the Duty of Good Faith requires fiduciaries advance the interests of the union and fulfill their duties without violating the law. They may not use any form of this information, whether written or spoken, for their personal gain. Duty of Prudence means fiduciaries have a responsibility to administer matters and make decisions with the highest degree of skill, caution, and critical awareness of risk. Duty of Disclosure requires fiduciaries act with "complete candor."

In discussing remedies, the CFT policy provides that CFT may publicly censure the officer for the breach of confidentiality. The severity of CFT's Executive Council's recommended consequences shall be proportionate to the severity of the breach and its potential impact on the union or its members. Factors like whether the breach was intentional or accidental and the underlying motivations of officers or employees, can influence the severity of the repercussions.

C. *Analysis*

President Edwards' and the FOC's joint decision to postpone presentation of the FOC's financial presentation by one month was not a violation of President Edwards' Fiduciary Duty. President Edwards and the FOC acted promptly in the best interest of the Union and with the care that a reasonably prudent person would exercise by providing time to complete the internal audit and for the President and Executive Director to review the findings and provide feedback. In fact, it would more likely have been a violation of these duties to rush presentation before findings could be completed and their accuracy confirmed.

As a member of the FOC, Jhang also has a fiduciary duty to the Union. Jhang's February 13 disclosure of confidential information and misrepresentation, potentially intentionally disclosing confidential information and acting in his own interest rather than the interest of the Local, and using his role as "former Chair of the FOC" to state a position contrary to the position of the Union and FOC, may have breached Jhang's Duty of Care, Confidentiality, and Loyalty.

Additionally, on May 15 and 16 Jhang sent emails to 125 people, which included claims and threats of legal liability (and disclosed confidential Union information to people outside of the Local), which appear to have been based on AI software ChatGPT's research and draft responses. When a user requests legal guidance from ChatGPT, a standard disclosure is included in the answer stating "I'm not a lawyer, and this isn't legal advice. For advice specific to your

situation, it's best to consult a qualified attorney." or "If you're using ChatGPT in a legal context, always verify information with a qualified legal professional before making decisions." Jhang may have further disregarded his Duty of Care by disregarding these disclosures and making threats based on unverified (and inaccurate) AI software.

It may create a fiduciary conflict of interest to have a member of the FOC also serve as a member of the Stipend Committee. The President must diligently and in good faith make appointments to the FOC, including investigating such potential conflicts.

## VI. Alleged Retaliation for Whistleblower

### A. *Summary of Whistleblower Policy and Procedure*

The Union CBL does not provide a specific Whistleblower Policy. The internal dispute process described in Bylaw 6 is similar to the AFT Whistleblower Policy for AFT Officials and Employees, and the AFT policy can provide helpful guidance.

Under the AFT Whistleblower Policy, the Whistleblower must notify the Whistleblower Officer about alleged misconduct in writing. If, based upon the information provided by the whistleblower and other relevant information, the Whistleblower Officer has reasonable cause to believe that an official or Union employee has engaged in or is about to engage in misconduct, the Whistleblower Officer shall refer the matter for investigation and processing.

If a question arises as to whether the Whistleblower Officer has engaged, may be engaged, or is about to engage in misconduct, the matter is to be directly referred to the AFT President, Secretary-Treasurer and Executive Vice President for investigation and handling.

If any person believes that he or she has been subject to retaliation in violation of Section A above by an AFT official, that person should immediately report such retaliation, in writing, to the Whistleblower Officer.

All information and documents involved in the implementation of the Whistleblower Policy shall be treated as confidential, and the Whistleblower Officer shall make such information and documents available to others only on an "as needed" basis. To the extent relevant, all privileges, including the attorney/client and attorney work product privileges, shall apply to information and documents involved in the implementation of the Whistleblower Policy.

B. *Analysis*

On February 6, President Edwards wrote to Jhang requesting to meet regarding concerns related to his membership on the FOC and stipend committee, and the proper process for FOC Chair Appointment. On February 13, Jhang wrote to all E-board members misrepresenting Edwards' direction, disclosing confidential financial information provided to the FOC in closed session, and presenting his own internal audit accusing Edwards of misconduct. Based on the order of events, President Edwards' request to meet with Jhang was not in retaliation for his alleged whistleblowing.

Per the Local's Investigation Policy and AFT's Whistleblower Policy, Jhang should have made his Whistleblower complaint to the Executive Director, or Secretary-Treasurer if the allegations involve the Executive Director. The Local is not required to investigate all matters presented to it. Here, the Local acted on Jhang's allegations and requested that AFT conduct an internal audit.

Based on Jhang's circumvention of the Local's internal process and procedures, refusal to meet, and disclosure of confidential information provided to FOC in closed session, it was within the President' authority to suspend Jhang's participation in all of the Local's committees and subcommittees pending the outcome of the investigation.

VII. Authority to Demand an Emergency Vote

A. *Summary*

An individual member does not have the authority to demand an emergency vote. Per Constitution Article II Section 10, an emergency membership meeting may only be called by a majority vote of the districtwide officers or a majority vote of the executive board.

Generally, a member must follow the Union's internal process for internal grievances. The Executive Board has established a procedure for internal review. If a member of the Staff Guild who feels aggrieved by a member of the Staff Guild or officer or officers of the Staff Guild they may file a written complaint with the Executive Director which then starts an initial investigation handled by the Executive Director.

The Grievance Secretary is directed to work with parties involved in a dispute to try to resolve it at the lowest level possible.

B. *Analysis*

Jhang does not have authority to demand an emergency vote to replace President Edwards. He does have authority to request that the majority of the executive board call an emergency membership meeting.

VIII. Member Access to Counsel

A. *Summary*

Counsel retained by a labor union represents the union as an institution, not any of its individual members. State Bar of California rules 1.13 provides that, "A lawyer employed or retained by an organization shall conform his or her representation to the concept that the client is the organization itself, acting through its duly authorized directors, officers, employees, members, shareholders, or other constituents overseeing the particular engagement." "In dealing with an organization's constituents, a lawyer representing the organization shall explain the identity of the lawyer's client whenever the lawyer knows or reasonably should know that the organization's interests are adverse to those of the constituent(s) with whom the lawyer is dealing."

B. *Analysis*

On May 15, Jhang wrote to counsel, "Legal Department Review: Confirmation (cc'd) that this action complies with CBL Art. VI and LMRDA § 411(a)(5)." Article VI of the Local Union and Bylaws provides the process for elections. Nowhere in the Local's Union and Bylaws does discuss legal counsel review.

On May 14 and 19 Baugher wrote directly to counsel, not including the President or Executive Director, seeking legal advice.

Individual members may present potential issues for consult with counsel by: Executive Board vote (following the Local's policy for presentations of motion), direction of the President, or direction of the Executive Director. Individual members do not have authority to reach out directly to legal counsel to request legal advice and expend Local resources on legal fees without prior approval, especially where individual members disagree with the Local's position or disagree with the legal advice given to the Local by counsel.

Communication and correspondence between the Local and counsel are protected by attorney/client privilege. At the Local's discretion, it may choose to share privileged communication with individual members. That decision can be made by the President, Executive Director, or Executive Board vote.

# AFT College Staff Guild
# Profit & Loss
**Accrual Basis** — **July 2024 through May 2025**

| | Jul '24 - May 25 | |
|---|---|---|
| **Income** | | |
| **4005 · Dues** | | 1,275,630.84 |
| **4006 · Dues - COPE** | | 10,017.00 |
| **4105 · Affiliate Funding** | | 86,133.28 |
| **4705 · Interest** | | 50,412.76 |
| **Total Income** | | 1,422,193.88 |
| **Gross Profit** | | 1,422,193.88 |
| **Expense** | | |
| **Building Expense** | | |
| **5430 · Repairs** | 400.00 | |
| **Total Building Expense** | | 400.00 |
| **Candidate Contribution** | | 24,000.00 |
| **Operational** | | |
| **5000 · Web expense** | 1,122.75 | |
| **5005 · Equipment** | 1,569.65 | |
| **5020 · Building Supplies** | 387.83 | |
| **5021 · Office Supplies** | 6,718.83 | |
| **5022 · Bank Charges** | 442.49 | |
| **5023 · Dues and Subscriptions** | 13,908.26 | |
| **5025 · Telephone** | 6,494.38 | |
| **5030 · I.T. Expense** | 28,534.22 | |
| **5035 · Accounting Consulting** | 6,452.50 | |
| **5174 · Staff Equipment** | 44.45 | |
| **Total Operational** | | 65,675.36 |
| **Organizational** | | |
| **5105 · Subtotal Chapters** | | |
| **5105.1 · City** | 302.36 | |
| **5105.10 · West** | 1,373.70 | |
| **5105.2 · District** | 681.88 | |
| **5105.3 · East** | 6,407.24 | |
| **5105.5 · Mission** | 1,215.57 | |
| **5105.6 · Pierce** | 645.72 | |
| **5105.7 · Southwest** | 1,856.29 | |
| **5105.9 · Valley** | 680.00 | |
| **Total 5105 · Subtotal Chapters** | | 13,162.76 |
| **5106 · Holliday Chapter Meeting** | | |
| **5106.1 · City** | 872.84 | |
| **5106.3 · East** | 4,514.64 | |
| **5106.5 · Mission** | 311.44 | |
| **5106.7 · Southwest** | 339.86 | |
| **5106.8 · TradeTech** | 2,474.23 | |
| **Total 5106 · Holliday Chapter Meeting** | | 8,513.01 |
| **5110 · Conventions** | | |
| **5110.1 · Flights** | 4,332.42 | |
| **5110.2 · Taxi** | 954.79 | |
| **5110.3 · Mileage** | 2,601.07 | |
| **5110.4 · Lodging** | 11,328.70 | |
| **5110.5 · Food Per Diem** | 8,339.30 | |
| **5110.6 · Parking** | 1,135.23 | |
| **5110.7 · Registration Fees** | 1,200.00 | |
| **Total 5110 · Conventions** | | 29,891.51 |

# AFT College Staff Guild
# Profit & Loss
**Accrual Basis** — **July 2024 through May 2025**

| | Jul '24 - May 25 | |
|---|---|---|
| **5111 · Conferences** | | |
| **5111.1 · Flights** | 8,953.82 | |
| **5111.10 · Registration Fees** | 2,200.00 | |
| **5111.2 · Taxi** | 929.78 | |
| **5111.3 · Mileage** | 1,178.38 | |
| **5111.4 · Lodging** | 18,523.87 | |
| **5111.5 · Food Per Diem** | 4,574.73 | |
| **5111.6 · Parking** | 913.10 | |
| **5111.7 · Food** | 242.76 | |
| **5111.8 · TRAIN** | 60.00 | |
| **5111.9 · Merchandise** | 150.00 | |
| **Total 5111 · Conferences** | | 37,726.44 |
| **5112 · Internal Hiring** | | |
| **5112.2 · Mileage** | 234.84 | |
| **Total 5112 · Internal Hiring** | | 234.84 |
| **5125 · Meetings/Representation** | | |
| **5125.10 · Cell Phone Reimbursements** | 1,800.00 | |
| **5125.3 · Mileage** | 1,144.61 | |
| **5125.5 · Food Per Diem** | 1,073.51 | |
| **5125.6 · Catering** | 3,286.63 | |
| **5125.8 · Parking** | 199.10 | |
| **5125 · Meetings/Representation - Other** | 37.14 | |
| **Total 5125 · Meetings/Representation** | | 7,540.99 |
| **5135 · Union Elections** | | 5,420.25 |
| **5140 · Dues & Subs** | | 1,653.50 |
| **5172 · Leadership Training** | | |
| **5172.1 · Lodging** | 12,502.04 | |
| **5172.10 · Workshops** | 40.00 | |
| **5172.3 · Flights** | 525.46 | |
| **5172.4 · Food Per Diem** | 579.00 | |
| **5172.5 · Taxi** | 2,824.94 | |
| **5172.6 · Mileage** | 923.21 | |
| **5172.7 · Parking** | 120.00 | |
| **5172.9 · Meals** | 753.39 | |
| **5172 · Leadership Training - Other** | 275.00 | |
| **Total 5172 · Leadership Training** | | 18,543.04 |
| **5223 · Retiree Organizational** | | 500.00 |
| **Total Organizational** | | 123,186.34 |
| **Per Capitas** | | |
| **5205 · AFT** | 128,939.76 | |
| **5210 · CFL** | 8,580.90 | |
| **5215 · CFT** | 316,651.72 | |
| **5220 · LACFL** | 862.40 | |
| **Total Per Capitas** | | 455,034.78 |
| **Personnel** | | |
| **5305 · Salaries** | 255,461.98 | |
| **5306 · Stipends** | 22,194.90 | |
| **5355 · Payroll Taxes** | 15,991.89 | |
| **5360 · Workers Compensation** | 2,094.71 | |
| **5365 · Employee Benefits** | 100,356.66 | |
| **5370 · Employee Expenses** | 178.82 | |
| **5375 · Mileage** | 933.57 | |
| **Total Personnel** | | 397,212.53 |

# AFT College Staff Guild
# Profit & Loss
**Accrual Basis** — **July 2024 through May 2025**

| | Jul '24 - May 25 |
|---|---|
| **Services** | |
| **5505 · Accounting** | 1,875.00 |
| **5515 · Legal** | 141,545.60 |
| **Total Services** | 143,420.60 |
| **5115 · Membership Activities** | |
| **5115.1 · Flights** | 171.96 |
| **5115.10 · Event Expenses** | 15,490.36 |
| **5115.12 · Hall & Venue Rental** | 5,824.96 |
| **5115.2 · Taxi** | 3,232.35 |
| **5115.3 · Mileage** | 27.20 |
| **5115.4 · Lodging** | 258.67 |
| **5115.5 · Food Per Diem** | 6,215.00 |
| **5115.6 · Parking** | 27.00 |
| **5115.7 · Catering** | 7,189.96 |
| **5115.9 · Merchandise** | 5,267.63 |
| **Total 5115 · Membership Activities** | 43,705.09 |
| **5605 · Good and Welfare** | 98.74 |
| **5951 · Cope Expense** | 200.00 |
| **66000 · Payroll Expenses** | 5,679.96 |
| **Total Expense** | 1,258,613.40 |
| **Net Income** | **163,580.48** |

# AFT College Staff Guild
# Balance Sheet
**Accrual Basis** — **As of May 31, 2025**

| | May 31, 25 | |
|---|---|---|
| **ASSETS** | | |
| **Current Assets** | | |
| **Checking/Savings** | | |
| **1000 · AFT - Cope** | 10,601.47 | |
| **1005 · General Checking** | 123,138.26 | |
| **1007 · Escrow** | 3,072.00 | |
| **1010 · Matadors Commnty Crdt Union -S0** | 542.73 | |
| **1015 · Matadors Commnty Crdt Union -S1** | 165,408.95 | |
| **1090 · Petty Cash** | 75.00 | |
| **1091 · United Business Bank** | 24,036.98 | |
| **1092 · US Bank Savings- 6170** | 1,707,795.05 | |
| **Total Checking/Savings** | 2,034,670.44 | |
| **Accounts Receivable** | | |
| **1111 · Accounts Receivable** | 178,500.00 | |
| **Total Accounts Receivable** | 178,500.00 | |
| **Other Current Assets** | | |
| **1830 · Prepaid Expense** | 2,827.48 | |
| **Total Other Current Assets** | 2,827.48 | |
| **Total Current Assets** | 2,215,997.92 | |
| **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** | **2,335,634.94** | |
| **LIABILITIES & EQUITY** | | |
| **Liabilities** | | |
| **Current Liabilities** | | |
| **Credit Cards** | | |
| **US Bank Credit Card - 2185 (DJ)** | -200.00 | |
| **US Bank Credit Card - 5542 (AE)** | -724.16 | |
| **Total Credit Cards** | -924.16 | |
| **Other Current Liabilities** | | |
| **2100 · Payroll Liabilities** | | |
| **2001 · Union Dues Liability** | 250.10 | |
| **2002 · Dependent Care Liab.** | 1,350.00 | |
| **Total 2100 · Payroll Liabilities** | 1,600.10 | |
| **2105 · Vacation Pay** | 21,734.32 | |
| **Total Other Current Liabilities** | 23,334.42 | |
| **Total Current Liabilities** | 22,410.26 | |
| **Total Liabilities** | 22,410.26 | |

# AFT College Staff Guild
# Balance Sheet
**Accrual Basis** — **As of May 31, 2025**

| | May 31, 25 |
|---|---|
| **Equity** | |
| **3001 · Net Assets with Donor Restric.** | 77,210.00 |
| **3005 · Opening Balance Equity** | 265,234.93 |
| **32000 · Unrestricted Net Assets** | 1,807,199.27 |
| **Net Income** | 163,580.48 |
| **Total Equity** | 2,313,224.68 |
| **TOTAL LIABILITIES & EQUITY** | **2,335,634.94** |

# Campus Worksite Reports

# AFT Staff Guild Executive Board

## AFT Staff Guild, Local 1521A Chapter Report

**Date:** May 2025 Chapter Report

Campus: Los Angeles City College

### Campus E-Board:

No meeting held. E-Board members met by emails, texts and chats to discuss issues and planning for upcoming events.

### Chapter Meeting:

No meeting held.

### Consultation:

05/23/2025: Consultation with President Gebru and VPs of Admin Services, Student Services and Academic Affairs, canceled by mutual consent due to Memorial Day holiday weekend.

The next consultation will be Monday, June 23 from 3 pm to 4 pm as scheduled.

### Unit member issues/updates:

05/09/2025: Meeting with member from Administrative Services regarding loss of FMLA leave and subsequent options.

05/19/2025 and 05/20/2025: Meetings with members from Noncredit Department regarding possible loss of jobs due to federal grant funds running out or not being renewed.

### Shared Governance /Other Committees:

05/05/2025: College Council discussed: 1) Name changes for four buildings on campus, 2) Ongoing safety concerns on campus, 3) LACC as part of pilot program for Student Housing.

05/07/2025: EPPIC Meeting topics included: 1) Approval of new certificate of achievement in Dental Tech, and 2) Discussion about viability form and viability of Journalism Program.

05/21/2025: EPPIC Meeting topics include: 1) Discussion about ongoing Viability Study for Journalism and possible move to Communication Studies department 2) Motion was approved that viability study committee members should be aware of viability review process and with program discontinuance and 3) Call for Viability Study Form.

### Classified Hiring Committee

05/19/2025 and 05/20/2025: Vice President of Administrative Services Hiring Committee started and completed.

05/30/2025: Dean of Outreach, Recruitment & Retention Hiring Committee held first meeting with process expected to continue into July.

05/30/2025: Vice President of Academic Affairs Hiring Committee met to discuss list of candidates with new VPAA expected to be selected by early July.

### Classified Hiring:

None reported.

### *Other:*

05/08/2025: Wellness Recharge: "De-Stress Break" Message Therapy event for members only held at MPR in Student Union received extremely positive response.

05/08/2025: E-Board Meeting at LA Harbor College included 1) Discussion about credit card polity, cell phone reimbursement policy and stipend policy, financial control policy and all were tabled. 2) Closed session regarding internal matter concluded with decision to take case to arbitration.

05/22/2025: Budget Townhall and Campus Update discussed: 1) Update on anticipated budget shortfalls for next two fiscal years,2) Updates on Construction, Student Housing.

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

# Chapter Report
# May 2025

## Chapter Executive Board

**Chapter Executive Board Team Meeting – No Team Meeting this month**

- Met with individual 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 regarding Chapter Elections and Massage Therapy Event.

## Executive Board

**Executive Board Meeting – Thursday, 05/08/2025**

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

**Emergency Executive Board Meeting – Friday, 05/30/2025**

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

## Consultations

- **DO HR Consultation Meeting – No meeting in May 2025**

## Unit Member Issues/Inquiries

- Vacation cash outs.
- Inquiries regarding Wellness Days.
- Inquiries regarding Massage Therapy Event.

## Shared Governance/Other Committees

- **WEC** – no committee meetings have been scheduled.
  - Work environment issues are discussed during the HR Consultation meetings.
- **TPPC** – Meeting, Thur. 05/01/2025. Received meeting minutes from AFT 1521A Rep.

## Interviews/Hiring Committees

1. Foundation Development Officer – interviews Mon. 05/12/2025 (ZOOM) and Thu. 05/14/2025 (In-Person)

## Upcoming Interviews

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

- Tues. 05/06/2025 - Finalized and submitted Activity and Chapter Reports for April 2025.
- Tues. 05/13/2025 – Helped organize Wellness Recharge De-Stress Break. Helped set-up, check-in and clean-up at event.
  DO Executive Board Members: Gloria, Chapter Chair and La Shawn, Delegate.
- May 2025 – Campus Support Meeting (canceled)

# AFT Staff Guild Executive Board

## AFT Staff Guild, Local 1521A Chapter Report

**Date:** MAY 2025

Campus: ESC

**Campus E-Board:**

**Chapter Meeting:**

**Consultation:**

**Unit member issues/updates**:

**Shared Governance /Other Committees**:

5/23/2025 COPE MEETING VIA ZOOM

**Classified Hiring Committee**

**Classified Hiring:**

***Other:***

Various Grievance matters, email, etc.

Member Issues and correspondence

# AFT Staff Guild Executive Board

## AFT Staff Guild, Local 1521A Chapter Report

**Date:** APRIL 2025

Campus: ESC

**Campus E-Board:**

Attended Campus Support Meeting on 4/23/2025 via Zoom

**Chapter Meeting:**

**Consultation:**

4/17/2025 ESC HR Consultation Meeting via Zoom

**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:** 5/30/2025 March 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:

Held our monthly members meeting on May 30th with special guest

### Consultation:

Consultation with Dr. Perez

### Unit member issues/updates:

### Shared Governance /Other Committees:

All Shared Gov committees have classified rep on board.

### Classified Hiring Committee

### Classified Hiring:

### *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:** May 2025

Campus: ELAC

**Campus E-Board:**

**Promise Williams – Grievance Rep**
**Rowena Smith Kersaint – Chapter Chair**

**Chapter Meeting:**

**May 6, 2025 May 27, 2025 May 30, 2025**

**Consultation:**

**Unit member issues/updates**:

**Shared Governance /Other Committees**:

**Classified Hiring Committee**

**Classified Hiring:**

***Other:***

Good morning everyone,

Here at Mission College as we are experiencing higher weather we are also in the fever of excitement with the onset of graduation and other exciting events. In May we were excited to host the culinary cup in which we took home the cup but it was a wonderfully attended event showcasing Harbor, Trade Tech and LA Mission College. We are inundated with positivity as we celebrate the close of our 50 year celebrations as we honor the past while looking towards the future. We held our chapter elections and the

new chapter leadership is primed and ready to build a stronger working collaboration with Administration based on transparency and utilizing the protections afforded To Us by our contract. Last Friday we were able to relax and recharge as we took part in the wellness recharge initiative spearheaded by Mrs K Walker:-) it was a great event and members have said that it is something that we should continue holding annually! In the coming month of June we are excited to host the executive board for our monthly meeting and we will be also  having our classified appreciation

luncheon. At our last president's consultation we again requested information about unclassified positions on campus that we feel maybe doing classified work. We are working on a request for information letter that will be sent to the College president exercising our right to request information. We hope that the end of the year is smooth and it personally has been my honor to serve with all of you on this executive board. With honor respect and power.
Michael J Griggs
LAMC Chapter chair.

# AFT Staff Guild Executive Board

## AFT Staff Guild, Local 1521A Chapter Report

**Date:** May 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 May 22nd Discussed upcoming Member Only events. Answered questions about the retirement workshops. Members want more workshops for retirement and Money.

**Consultation:**

Was on vacation during our President's consultation. Michael and Laura attended

**Unit member issues/updates:**

We have an issue of vacation for a Unit 1 staff. Attempting to schedule the good faith meeting for staff with their supervisor. So far supervisor has not been responsive.

**Shared Governance /Other Committees:**

No reports at this time

**Classified Hiring Committee**

There were interviews for an SSA in Child Development. Not sure of the outcome as I was on vacation.

**Classified Hiring:**

Waiting to hear about the SSA position mentioned above.

***Other:***

# AFT Staff Guild Executive Board

## AFT Staff Guild, Local 1521A Chapter Report

**Date:** 6.4.25

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

**Campus E-Board:**

**Attended the Ebd Meeting on 5/8 and the Emergency Ebd meeting on the 30th.**

**Chapter Meeting**

**Consultation:**

**Unit member issues/updates:**

Monitored emails to keep abreast of issues on campus, Answered several emails regarding an issue with status of holiday time for part-time vs full-time.

**Shared Governance /Other Committees:**

Attended the Finance Oversight Comm meeting on 5/5. Worked on the 25-26 Budget and reviewed the changes/suggestions made by Legal on policy language changes (Cell Phone).

Attended ASC Meeting and discussed the changes made to Accreditation by the LBMJ. Also discussed our timeline moving forward. Yvonne stepped down as the chair of the group and Mary-Jo will be the new chair.

**Classified Hiring Committee**

**Classified Hiring:**

***Other:***

# AFT Staff Guild Executive Board

## AFT Staff Guild, Local 1521A Chapter Report

Date: JUNE 2025

Campus LASC

Campus E-Board:

Email, texts

Chapter Meeting:

May 14, 2025

Consultation:

Scheduled for same day as wellness event. Ruben reached out to rescheduled. "No worries" was the reply. Next consultation Friday, June 20th

Union Member Issues & Updates:

Comm. issues still continue - .A&R evaluators given quotas, a mtg has been scheduled w President Edwards the incoming chair, Ruben, and myself to speak with the supvs - an employee in the area has also reported being micromanaged.

Shared Governance/Other Committees:

College Council: Campus Emergency Plan plan sent to WEC and facilities Planning to vet. Vote to adopt at June 3rd. mtg. Town Hall held May 30th to dicsuss current and projected fiscal health of the college.

Classified Hiring Committees:

A&R Assistant May 29, 2025

~~Classified Hiring:~~ **Campus Updates:**

May 9th Constituency Leader Fiscal Implications Mtg held by president to discuss current and projected fiscal health of the college in advance of the May 30th campus-wide Town Hall.

Other:

Wellness Recharge event was well received. Members appreciated the event and are interested in having on campus events like it in the future.

# CAMPUS REPORT – JUNE 2025

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

**President's Consultation:** Will be on Monday, June 9, 2025 at 2pm with President Mc Quarters and VPs. Agenda items: Discussions on WEC items: discussion on role of new Safety and Escort position – status, concerns with Early Academy partnership and hostile exchanges with campus constituencies, classified vacancy notifications from admin., Art. 14.D. notices to reassigned employees – assurance from VP Student Services that they will be served, petitioners on campus – what's protocol?, Discussion on having staff support for Academic Affairs and Student Services Deans, Discuss transition of classified union reps., old/new items, items from the floor

**Campus Activities and Events:**

- Campus e-Board meeting to discuss leadership transitions and duties – 6/5 at 3pm in the LATTC union office

**Member Concerns:**

- Parking: Students and visitors in FACULTY/STAFF slots causing delay – have been rectified by new Safety personnel
- Consult with member and supervisor regarding progressive discipline; member advised by union leadership to consider supervisory offering to lessen the disciplinary action
- Consultation with member regarding Art.3.E Non-Sexual Harassment; member submitted a complaint form and member, union reps and supervisor discussed resolution of member's concern
- Issue with another unit 1 member directing the work of other classified – ongoing
- Inquiry about Bi-lingual diff. and position offering – Culinary Arts cashier
- Union leadership invited to consultation to assist in resolution: Hostile work environment in a Student Services Dept. – Staff Guild is investigating and requesting meeting with management to discuss for resolution(s)

**Classified Hirings:**

- Hiring panel rep have been appointed for:
    - (provisional) Sr. Custodial Supervisor

# CAMPUS REPORT – MAY 2025

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

**President's Consultation:** Will be on Monday, May 12, 2025 at 2pm with President Mc Quarters and VPs. Agenda items: Discussions on WEC items: discussion on role of new Safety and Escort position, continued discussion on resolving hostile workplace environment issues, specifically in Admin. Services, 100th Anniversary activities, old/new items, items from the floor

**Campus Activities and Events:**

- LATTC Foundation Centennial Reception and 50 year time capsule unopening will be held on May 14, 2025 at 6:00pm
- Classified Massage therapy sessions are scheduled for May 15th – we are looking forward to our sessions being restorative!
- Centennial Employee Recognition celebration will be held on May 20th at 11am. This is celebrating all full-time employees who has 5-35 years of service. There will be awards and refreshments.

**Member Concerns:**

- Parking: Students and visitors in FACULTY/STAFF slots causing delay - continuously
- Issue with another unit 1 member directing the work of other classified
- Union leadership invited to consultation to assist in resolution: Hostile work environment in a Student Services Dept. – Staff Guild is investigating and requesting meeting with management to discuss for resolution(s)

**Classified Hirings:**

- Sr. Administrative Assistant – VPSS Office – tabled currently
- Instructional Assistant, Nursing
- Hiring panel reps have been appointed for:
    - Custodian, Custodial Supervisor, (provisional) Sr. Custodial Supervisor

**Celebration:**

- Retirement of Mary Ann Neal-Bernard, Dept. Sec'y in the Science Dept. after 25 years of services. Her last day was May 5, 2025.

LOS ANGELES TRADE-TECH
LATTC
A Community College

# CAMPUS REPORT – APRIL 2025

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

**President's Consultation:** Will be on Monday, April 28, 2025 at 2pm with President Mc Quarters and VPs. Agenda items: Discussions on WEC items: cleanliness of E5 bldg dept., con't discussion on Employee Recognition plans, Continued discussion on resolving hostile workplace environment issues – Admin Services, old/new items, items from the floor

**Campus Activities and Events:**

**Member Concerns:**

- Support for several members taking on caregiver roles for family members
- Restoring "Day of Mourning" holiday for members who where directed to use it without their approval
- Union leadership invited to consultation to assist in resolution: Hostile work environment in a Student Services Dept. – Staff Guild is investigating and requesting meeting with management to discuss for resolution(s)

**Classified Hirings:**

- Sr. Administrative Assistant – VPSS Office
- Admin. Asst., President's Office – Still pending
- Simulation Assistant in Nursing Dept.

# AFT Staff Guild Executive Board

## AFT Staff Guild, Local 1521A LATTC NCE REReport

**Date:** 6/09/25

Campus: LATTC

**Campus E-Board:**

**Chapter Meeting:**

Met with Chapter Chair, new Chapter Chari and Grievance Rep.. I have some concerns but It's not in my hands anymore. The New Chapter Chair did not show up for out President Consultation. Trying to close out some of our issues before July 1, 2025.

**Consultation:**

**One of our Staff members was written up for not contacting the supervisor and the VP that was not on campus. She had a family emergency and closed the Bookstore. We are still working on this issue. One Secretary retired from Science Department and the Secretary in the Business Department was asked to move out into another area. The Business Secretary was moved into the Labor Center and is not doing Senior Office Assistant work because that person left. We as Secretary to stop doing the work. We met with the Dean. He's trying to say it's all in his area so she can do it . Our plan is to file a grievance. Met Lab Tech in Bio and Dean about overtime. No resolution from the Dean. Our suggestion is to do comp time. He agreed. Out parking is getting better... LOL**

**Classified Hiring Committee**

**Classified Hiring:**

**None**

***Other:***

# AFT Staff Guild Executive Board

## AFT Staff Guild, Local 1521A LATTC NCE RE Report

**Date:** 5/05/25

Campus: LATTC

**Campus E-Board:**

**Chapter Meeting:**

Met with Chapter Chair before her bereavement leave about 1521a campus Union office and members leave.

**Consultation:**

**One of our Staff members was written up for not contacting the supervisor and the VP that was not on campus. She had a family emergency and closed the Bookstore. Then the Supervisor would not allow us to attend the meeting. One of our Staff member feels like she being harassed over her work by the supervisors. She is out due to illness or stress, not sure yet**

**Classified Hiring Committee**

**Classified Hiring:**

***Other:***

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

3356 Barham Blvd.
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
May 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, Members, and Non-Members.
- Work with Grievance Rep on pending issues.
- Represent Members understanding Over Time/Comp Time

Committees/Meetings
- Executive Board Meeting
- Emergency Executive Board Meeting
- Campus Membership Meeting
- President Consultation
- Campus Committees
  - Team Leadership
  - President Consultation
  - Enrollment Management
  - IEC
  - Anti-Racism
  - Meeting with VP of Academic Affairs & Campus Leadership about campus A.I. Policies moving forward
- Hiring Committee
  - EOPS Student Services Assistant (Successful)
  - Foundation Development Assistant (Successful)
  - Business Office Accounting Assistant (Un-Successful)

Campus Events
- Campus Employee Appreciation Event – Ice Cream Social
- Wellness Day – Massages
- Classified Appreciation – Coffee Break
- Campus Appreciation – IT Pizza & Balloons
- Campus Administration Meeting – State Regulation and Budget

Unions Events
- Finance Committee (Canceled last minute by Andrea Edwards)
- Campus Support Meeting (Canceled last minute by Andrea Edwards)

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 May 2025
**Campus:** Valley

**Campus E-Board:** Not held.

**Chapter Meeting*:*** Not Held.

**Consultation with President:** ***May 28****:* 11:00 am – 12:00 pm In attendance - Chad Baugher, Aleta Campbell.

**Unit Member Issues/Updates:**
***May 1***: Meeting w/ 2 members @ PTO during the firestorms 2:30 -3:00 pm.
***May 5:*** Email update to member about return of PTO.
***May 6***: Meeting w/member about WOC & password breech
***March 13:*** Good-Faith meeting with member and supervisor about WOC & password breech, 10:00 – 11;00 am.
***March 13:*** Email exchange w/member about bilingual differential.

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

**Classified Hiring Committees:** None.

**Certificated Hiring Committees:** None.

**Other:**
***May 2***: SAFE ZONE ALLY TRAINING - Guardian Scholars: Former Foster Youth
***May 5:*** Employee Appreciation Extravaganza & Ice Cream Social
***May 5:*** Signed UC-CFT petition.
***May 8:*** Labor Notes training 'What to do When Your Union Breaks Your Heart', via Zoom, 4:30 – 6:00 pm
***May 8:*** AFT 1521A, E-Board Meeting – Harbor, in-person.
***May 9:*** Constitution & Bylaws committee meeting via Zoom, 1:00 – 2:00 pm.
***May 16:*** CalPERS Retirement Ready workshop, via Zoom, 12:00 – 1:00 pm.
***May 16:*** Constitution & Bylaws committee meeting via Zoom, 1:00 – 2:00 pm.
***May 20:*** Wellness Event, Massage Therapy set-up, 9:00 – 10:00 am; break-down 2:00 – 3:00 pm.
***May 21:*** Caring Campus set-up, 8:30 – 10:30 am.
***May 27:*** EEO Hiring Committee Training: 1:00 – 3:30 pm via Zoom.
***May 27:*** EEO Representative Training: 3:30 – 4:30 pm via Zoom.

Respectfully submitted,

Aleta Campbell
Valley Grievance Representative
June 10, 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**
**April 2025**

**Chapter Meeting**
West hosted a zoom chapter meeting on April 16, 2025 12pm to 1pm. We had a total of 25 participants and were able to have open discussion about current events, the importance of knowing the California Labor Codes and empowering each other to continue gaining knowledge on our CBA and overall labor laws that protect the union members. We also addressed the importance of reporting additional work or assignment changes via incident reports.

**Chapter Executives**
Chapter gained three new members.

**Consultations**
The college president monthly consultation meeting was rescheduled for May 12, 2025 at 1pm due to a medical reason.

**Unit Member Issues/Updates**
- Fielding member inquiries regarding working environments.
- Fielding members inquiries regarding additional duties stemming from short staffing.
- Fielding members inquiries regarding open vacancies.

**Shared Governance/Other Committees**
Work Environment- - Report Submitted
College Council- Report Submitted
Budget- No Report
PD- Report Submitted
CCP-FIG (Classified Career Pathway-Focus Inquiry Group)- No Report.

**Hirings**
- Student Support Specialist for CCPD hired
- Office Assistant for Health Sciences Open
- Administrative Operations Technician Interim Position filled

**Other**
-Finalize PD schedule before 6/30/2025

# AFT Staff Guild Executive Board

## AFT Staff Guild, Local 1521A Chapter Report

**Date:** **June 9, 2025**

Campus: **WLAC**

**Campus E-Board:**

**Chapter Chair (MM) held an E-Board meeting to go over what we have planned for remain l year for members.**

**Chapter Meeting:**

**I attended the E-board meetings scheduled.**

**Consultation:**

**I sat in the President Consultation meeting.**

**Unit member issues/updates:**

**Our members are having issues with "cameras pointing towards desk." Member is overwhelmed with workload.**

**We are working on a resolve for all situations.**

**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
Staff Guild
Local 1521A
Retiree Chapter

# Retiree Newsletter

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

Dear Retirees,

Do you like your retiree benefits? I know that I do. After facing 3 serious health issues after I retired, I am very grateful that I have the health insurance that I do. In addition, we have other benefits such as reimbursement of our Medicare Part B Premiums for both ourselves, eligible spouse or significant other. Last, but not least, Dental and Vision are also available to us.

As the population of our group ages, many are choosing to relocate to Independent or Assisted Living facilities. SOOOOOO, in order to make sure that we have your CURRENT contact information, please contact the Union Office, in WRITING, via email with the following information:

- First and Last name
- Mailing Address
- Telephone number(s) - landline and cell phone
- Contact Person – name, email and phone #

  Note: The pertinent information of your trusted contact person must be in writing to our Union for us to contact them. (Please make sure that you tell this person that you have given permission to the Union for us to contact them on your behalf.)

Please email this information to Glen at gheidenreich@aft-1521a.org and/or Irene at ilopez@aft-1521a.org.

If we cannot contact you with the most current information, you won't be able to use it. Management looks at what benefits are being utilized by the retirees. If they see that a benefit is not being used, mainly because enough retirees don't know about it, they will take it away from us. *So, the motto is, use it or lose it*.

Respectfully submitted,

Fern Reisner, AFT Staff Guild
1521A Retiree Chapter President

# Officer Reports

A Union of Professionals
Staff Guild
Local 1521A

Andrea Edwards, *President*

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

**Executive Board Report – President, May 2025**

## AFT Internal Meetings:

- Campus Support Meeting
  - Canceled – Wednesday, May 28, 2025
- Officer's Meeting
  - Monday, April 14th, 2025
  - Wednesday, May 14,2025
  - Wednesday, May 28, 2025
- Executive Board Meeting – Thursday, May 8, 2025
  - Los Angeles Harbor College
- Reverse Quota Reversal
  - Deputy Chancellor, Nicole Alba-Lopez – Thursday May 1, 2025
  - Deputy Chancellor, Nicole Alba-Lopez – Thursday May 8, 2025
  - Impasse - Grievance Filed

## Campus Meetings| Campus Support| Events:

- Health & Wellness Event
  - WLAC - May 6, 2025
  - LACC – May 8, 2025
  - ESC– May 13, 2025
  - LATTC – May 15, 2025
  - LASC – May 16, 2025
  - LAPC – May 27, 2025
- VDK Site Members' Assistance
  - Monday, May 14, 2025
  - Monday, May 19, 2025
  - Tuesday, May 20, 2025
  - Wednesday, May 21, 2025 - VDK
  - Article 3. Support and Review Files
- ELAC Membership Assistance
  - Confidential
- Pacomia Site (LAMC)
  - Article 3. Support and Review Files
- LAPC Membership Assistance
  - Lifeguard(s)
- Workshop – Know Your Union
  - Wednesday, May 21, 2025 -5:30 PM

## District & Shared Governance Meetings

- Management Consultation
  - Tuesday, May 6, 2025
  - Agenda Available Upon Request
- Chancellor Consultation Dr. Roman
  - Tuesday, May 6, 2025
  - Agenda Available Upon Request
- Board of Trustees:
  - Wednesday, May 7, 2025
- PC Consolation:
  - Monday, May 12, 2025
  - Agenda Available Upon Request

- District Budget Committee (DBC)
    - Wednesday, May 7, 2025 – N/A
- District Budget Committee (EXDBC)
    - Wednesday, April 30th, 2025
- JLMBC Agenda Planning Meeting:
    - Tuesday, May 6, 2025
- JLMBC Meeting:
    - Tuesday May 13, 2025
    - Agenda Available Upon Request

**Internal Items:**

- Small Claims Court -Y.C
    - Closed Ruling in Favor of Y.C
- Long Beach, Union United Bank:
    - Pending Follow-COPE Account – No turned over to Officers
- SharePoint Contractor Interview
    - Proxify Igor Defaveri
- 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 – Finalized May 8, 2025
- 23/24 – AFT 1521A Audit Complete (Raffi Kurkjian)
- CA Form 410 – Audit Pending the State of California - Pending
- CA form 497 – BOT Trustee Endorsements Filing – Pending

**CCE | CFT Counsil Meetings**

- CCE Division Council- Monday, May 2nd, 2025
    - Hybrid 3PM -7PM
- CFT Executive Council – Friday, May 30-31, 2025
    - San Fransico

**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
aedwards@aft-1521a.org.

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 – May 12, 2025

**AFT Staff Guild Internal Meetings:**

- Constitution and By-Laws Committee – May 9, 2025 & May 16, 2025
  Worked on proposed language for June 21, 2025 membership meeting.

- Officers Meeting – May 13, 2025 & May 28, 2025
  Some items we are continuing to address:
  - Unfair working practices that create unhealthy demands on our members at various worksites.
  - Supplanting of our jobs with unclassified individuals
  - Bilingual differential continues, and etc.
  - Membership meeting prep
  - Ongoing planning for new worksite leadership onboarding/training

- Barham Building Meeting – May 28, 2025
  - Review current building agreements and make updates where needed

**Worksite Meetings | Worksite Support:**

- Worksite support meeting canceled.

**District & Shared Governance Meetings**

- P. C. Consultation – May 12, 2025: Discussion on how district eligibility list is established and it's affects on Unit One members. Substitute/Relief vs Provisional Pool list and etc.

- Budget and Finance Committee – May 21, 2025
  2025-26 Tentative Budget Planning Assumptions
  - Total General Fund Unrestricted Budget Allocation - $933.6 million
  - $103 million in EPA fund distribution
  - College Allocations = $893.4 million
  - Districtwide accounts are budgeted at $155.1 million (includes college IT)
  - Educational Service Center ($39.4 million) and Information Technology ($20.7 million) Allocation
  - No distribution of projected balances until year end
  - Based on the Governor's January Budget
  - Revenue Assumptions:
    - Apportionment of $843.5 million (based on Stability TCR-B)
    - COLA of 2.30%
    - Enrollment Growth of 0%
    - Maintenance of 6.5% General Reserve and 3.5% Contingency Reserve
    - No Deferred Maintenance Contribution

  Click the link below for more detailed information from LACCD Budget and finance committee.
  https://go.boarddocs.com/ca/laccd/Board.nsf/goto?open&id=DCWRHQ6D6B59

- Facilities Master Planning Committee – May 21, 2025
  See below a brief overview of the Presentation on Districtwide Elevator Assessment – Status Update. There are 208 Elevators District Wide. Click here for agenda and more meeting details:
  URL: https://go.boarddocs.com/ca/laccd/Board.nsf/goto?open&id=DCWRPQ6EFE38.

## Challenges & Actions Taken

| | Challenges | Cause | Actions Taken |
|---|---|---|---|

| | | | |
|---|---|---|---|
| 2022, 2024 | LATTC – Poor performance elevators | Inadequate Maintenance<br><br>Obsolesce of equipment | Issued the First Maintenance Audit Report campus-wide dated July 6, 2022<br><br>Implementation of a qualified performance-based maintenance specification for the long-term care of elevator equipment **campus-wide**<br><br>Implementation of 1st Preliminary Capital Plan (comprehensive repairs and modernization projects) |
| 2023 | **ELAC** – Poor performance of MRL (Machine Room-Less) elevators at E3 Building | Inadequate maintenance | Assessment of the E3 elevators<br><br>Implementation of a qualified performance-based maintenance specification for the **E3 Building**<br><br>Implementation of an improved maintenance service agreement **campus-wide** |

- Management Consultation – June 3, 2025
  - Leaves, enforcement of our contract language and supporting opportunities for our members should they need to avail themselves to such offerings as outlined in our CBA

- Chancellor Consultation – June 3, 2025
  - MOS Certification, retro funding
  - Article 3E Harassment
  - Violation Article 1 Preamble
    To name a few, addressing Classified Issues/Concerns

- P. C. Consultation – June 9, 2025
  - The district has approved position and or positions that is affecting/prohibiting upward mobility for our members. Allowing counselors to serve as program directors doing the tasks that is currently done by SSS/SFP Program directors. We will be working with PC to address those issues and try to put a halt to such practices.
  - Addressing the misuse of leadership at some of our district satellite locations. Members are expected to work outside of their classification.
  - Working to prevent layoffs
  - Vetting the process for bilingual differential – PC Rule 588

**Conference & Conventions:**

None

**Other Activities:**

- LACC Wellness Day
- Emergency Membership Meeting

*In Strength & Unity!*

*Jo-Ann Haywood*
*Interim First Vice President*
*AFT Staff Guild, Local 152A*

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

AFT1521A Standing Meetings:

- Executive Board Meeting – 5/8/2025
- Executive board Planning – 5/5/2025
- Officers Meeting – 5/5/2025 & 5/28/2025

AFT1521A Membership Meetings:

- ELAC 5/6/2025

Campus Site Visits

- LAPC 5/14/2025

District Shared Governance Meetings

- Management Consultation – 5/6/2025
- Chancellor Consultation – 5/6/2025
- Personnel Commission Consultation – 5/12/2025
- Student Affairs Committee – 5/9/2025
- Institutional Effectiveness/Student Success Committee– 5/21/2025

Conference/Training

- N/A

Other

- COPE meeting 5/23/2025
- Wellness Recharge: De-Stress 5/8/2025 & 5/9/2025

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
Staff Guild
AFT Local 1521A

Phillip Highley, *Treasurer*

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

# Treasurer's Report May 2025

## Meetings

- Executive Board Meeting – 5/8/25
- Officer's Meeting 5/14/25
- Officer's Meeting 5/28/25

## Office Hours

- 5/5/25
- 5/9/25
- 5/12/25
- 5/16/25
- 5/19/25
- 5/23/25
- 5/26/25
- 5/30/25

## Special Projects

- Prepping for Audit
- Prepping for Annual Budget
- Working with Accountant - Tax year 2024

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

June 10, 2025

**Executive Board Report – AFT 1521A, Recording Secretary May 2025**

Hello everyone,

**AFT1521A Standing Meetings**

- Executive Board Meeting – Thursday, May 8, 2025
- Emergency Executive Board Meeting – Friday, May 30, 2025
- Officers Meetings

**Campus Site Visits**

- Office Hours
- Member Representation
    - Tuesday, May 6, 2025
    - Monday, May 12, 2025
    - Friday, May 30, 2025

**District Shared Governance Meetings**

- District Management Consultation (All Officers) – Tuesday, May 6, 2025
- Chancellor Consultation – Tuesday, May 6, 2025
- PC Consultation (All Officers) – Monday, May 12, 2025
- Joint Labor Management Benefits Committee (JLMBC) – Tuesday, May 13, 2025
    - Actives Newsletter
    - Retirees Newsletter
- Institutional Effectiveness/Student Success Committee – Wednesday, May 21, 2025
    - 2025.05.16_Agenda
    - 2025.0521_B1_EMP Overview
    - 2025.0521_B1_Education Master Plan 2025-2030
    - 2025.0521_C1_WLAC Program Review - BSDH IESS
    - 2025.0521_C2_LACCD Special Population Milestones_05-5-25
    - 2025.0521_C3_Transfer Update for IESS 05-13-25
    - 2025.0521_C4a_SP25_LACCD Daily Enrollment Infographic_Day 91
    - 2025.0521_C4b_Spring 2025 enrollment report 91

**Chapter Shared Governance Meeting**

- LAPC Budget Committee – Thursday, May 29, 2025
    - 2025-2026 RPL Ranking

**Conference/Training**

- N/A

**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

# Affiliate Reports

# District EEO Committee
# May 28, 2025

## Agenda:

None provided

## Meeting Notes:

I did not attend the May 28th meeting.

Meeting minutes and 2025-26 Meeting Schedule are attached.

LOS ANGELES COMMUNITY COLLEGE DISTRICT
CITY / EAST / HARBOR / MISSION / PIERCE / SOUTHWEST / TRADE-TECHNICAL / VALLEY / WEST

# EEO Advisory Committee Meeting Minutes

May 28, 2025
2:30pm-4pm via Zoom

Members Present:
Angela Echeverri, Anna Nicholas, Cody Hunt, Elizabeth Garcia, Dr. Jessica Saint-Paul, Dr. Kathleen Addison, Liz Negrete, Natalie Mason-Kinsey, Sandra Lee, Teyanna Williams

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## Minutes

1. The meeting focused on the upcoming EEO report due to the Chancellor's office, which has been moved up to September 1st. Natalie explained that this year is an off-reporting year, requiring only a form rather than a full report, and shared that some progress has been made on data collection and documentation of activities, though the full report has not yet been written. Natalie explained the timeline for submitting data. She needs to have the data ready by July 18th to be added to the board agenda for August 6th. Natalie is working on a proposed calendar for next year's report to ensure the data is ready in case the due date is moved to June. The committee expressed concerns about the tight timeline and lack of committee input, with Sandra questioning how to review and provide feedback given the new schedule. Natalie clarified that while the Chancellor's office is not currently requiring extensive committee involvement, they are considering moving the reporting deadline to June in future years.

2. The group discussed upcoming events and opportunities related to the National Association for Sciences, Engineering, and Mathematics (NASEM) Action Collaborative, which focuses on combating sexual harassment in higher education. Teyanna shared details about two upcoming webinars and a public summit in Irvine, emphasizing the importance of faculty participation to gain insights and best practices. Natalie highlighted the need for faculty involvement to better understand departmental interactions and challenges, as administrators may miss crucial insights.

---

## Action Items

1. Natalie to create a proposed calendar for the 2026 EEO report, in case next year's due date is moved to June.
2. Committee members to provide feedback on the 2025 EEO report draft by July 12th.

---

## EEOAC Resources

- For training videos, form, and other materials related to the 2025 EEO Annual Certification Form, please refer to the following folder: 2025_EEO Certification
- For all other EEOAC documents, visit: General

## Walker, Cassaundra

**From:** Garcia, Elizabeth I
**Sent:** Monday, June 9, 2025 10:39 AM
**To:** Mason-Kinsey, Natalie L; Walker, Cassaundra; Hunt, Cody J; Delahoussaye, Ronald; Echeverri, Angela C; Hawkins, Colonda Q; Lee, Sandra; Negrete, Liz Negrete E; Nicholas, Anna A; Williams, Teyanna L; Brown, Adrienne C; Hernandez, Jeffrey; Chad Boggio; Addison, Kathleen E; Saint-Paul, Jessica D; Brown, Adrienne C
**Cc:** Chamizo-Lew, Gigi
**Subject:** EEO Advisory Committee May Meeting Minutes and Upcoming 2025-26 Meeting Dates
**Attachments:** 2025_May EEOAC Mtg Minutes.pdf

Good morning,

Attached are the EEO Advisory Committee Meeting Minutes. I will be sending out the calendar invites for the 2025-2026 academic year shortly.

Upcoming Meetings:

- August 27, 2025
- October 22, 2025
- February 25, 2026
- May 6, 2026

For your reference:

- For training videos, form, and other materials related to the 2025 EEO Annual Certification Form, please refer to the following folder: 2025_EEO Certification
- Past meeting agendas: Advisory Committee Agendas
- Past meeting minutes: Advisory Committee Minutes

Please let me or Natalie know if you have any questions.

Elizabeth Garcia
Senior Administrative Assistant

**Office for Diversity, Equity, Inclusion & Accessibility**
Los Angeles Community College District
770 Wilshire Boulevard, Los Angeles, CA 90017
Office: (213) 891-2315 | Reachable via email and Teams: garciaei2@laccd.edu

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# Committees Reports

A Union of Professionals Staff Guild Local 1521A | Elections Committee

**June 2, 2025**

To: AFT 1521A Staff Guild Executive Board

Re: Elections Committee Report

Hello Executive Board Members and Guild Officers,

**2025 Chapter Officers Election Report**

Ballots for the Chapter Officers / Campus Leadership election were reviewed and the uncertified election results announced to members and posted on the Guild website, Wednesday, May 14th, 2025. We turn to the Guild's Executive Board to certify the results for all the Chapter elections with one exception.

The exception is the need for a Run-Off Election due to a tie for Chapter Chair at the Los Angeles Valley College Chapter. The Elections Committee hopes the Run-Off Election will settle the matter and also clarify who might be elected for the position of Grievance Representative at LAVC.

Attached are the uncertified results for the 2025 Chapter Elections.

| Nominee: | Campus: | Position: | |
|---|---|---|---|
| Mitch Polin | City | Chapter Chair | |
| VACANT | City | Grievance Rep | |
| Jasminee Haywood-Daley | City | Delegate | |
| Aldie Paz | City | Delegate | |
| Caridad Ahorro | City | Delegate | |
| Kelly Ryan-Rubio | City | Alt. Delegate | |
| Natalie Embrey | City | Alt. Delegate | |
| Steven Lopez | City | Alt. Delegate | |
| | | | |

| | | | |
|---|---|---|---|
| Rowena Smith | East | Chapter Chair | |
| Diana Ynostros | East | Grievance Rep | |
| Josue Ramirez | East | Delegate | |
| Jennifer Estrada | East | Delegate | |
| Rosalba Villalobos | East | Delegate | |
| Kevin Ornales | East | Delegate | |
| Lynn Wood | East | Delegate | |
| April Ramirez | East | Alt. Delegate | |
| Alejandro de la Parra | East | Alt. Delegate | |
| Vonnetta Harris | East | Alt. Delegate | |
| Brittany Ramirez | East | Alt. Delegate | |
| Carlos Zaragoza | East | Alt. Delegate | |
| | | | |
| Katrelia Walker | ESC | Chapter Chair | |
| Kimberly Davillier | ESC | Grievance Rep | |
| Gloria Moreno | ESC | Delegate | |
| Yung Kim | ESC | Delegate | |
| La Shawn Duffin | ESC | Alt. Delegate | |
| Olga Hernandez | ESC | Alt. Delegate | |
| | | | |
| Nadine Muro | Harbor | Chapter Chair | |
| Justin Raines | Harbor | Grievance Rep | |
| Andy LaBrune | Harbor | Delegate | |
| Ken Roberts | Harbor | Delegate | |
| Anthony Alvarez | Harbor | Alt. Delegate | |
| Denise Fa'amasino | Harbor | Alt. Delegate | |
| | | | |
| Cesar Contreras | Mission | Chapter Chair | |
| Veronica Enriquez | Mission | Grievance Rep | |
| Laura Murphy | Mission | Delegate | |

| | | | |
|---|---|---|---|
| Abraham Horowitz | Mission | Delegate | |
| Jena Sovereign | Mission | Alt. Delegate | |
| Ana Iniguez | Mission | Alt. Delegate | |
| | | | |
| Sean McDonald | Pierce | Chapter Chair | |
| Lupita Narkevicius | Pierce | Grievance Rep | |
| Miguel Montanez | Pierce | Delegate | |
| Isabelle Tranner | Pierce | Delegate | |
| Kimberly Jovel | Pierce | Delegate | |
| Richard Nwaogu | Pierce | Alt. Delegate | |
| Carlos Flores Morejon | Pierce | Alt. Delegate | |
| Kristine Ayvazyan | Pierce | Alt. Delegate | |
| | | | |
| Ruben Villanueva | Southwest | Chapter Chair | |
| Robert "Sonny" Martinez | Southwest | Grievance Rep | |
| Perry Jhang | Southwest | Delegate | |
| Holly Kelley | Southwest | Alt. Delegate | |
| | | | |
| Aaron Chan | Trade Tech | Chapter Chair | |
| William Madrigal | Trade Tech | Grievance Rep | |
| Lori Hunter | Trade Tech | Delegate | |
| Kookie Williams | Trade Tech | Delegate | |
| Joyce Nickerson | Trade Tech | Delegate | |
| Monica Castillo | Trade Tech | Alt. Delegate | |
| Brandon Bell | Trade Tech | Alt. Delegate | |
| Carlos Guerrero | Trade Tech | Alt. Delegate | |
| | | | |
| Aleta Campbell | Valley | Chapter Chair | tied |
| Chad Baugher | Valley | Chapter Chair | tied |
| | Valley | Grievance Rep | pending runoff |

| | | | |
|---|---|---|---|
| Jamie Holladay-Collins | Valley | Delegate | |
| Daniel Fitzgerald | Valley | Delegate | |
| Jonathon Hooker | Valley | Delegate | |
| Alicia Clardy | Valley | Alt. Delegate | |
| Teresa Dunham-Frost | Valley | Alt. Delegate | |
| Pending Runoff | Valley | Alt. Delegate | |
| | | | |
| Maritza Medina | West | Chapter Chair | |
| Deirdre Douglas | West | Grievance Rep | |
| Dionne Morrissette | West | Delegate | |
| Cha-Zette Smith | West | Delegate | |
| Elonda Austin | West | Alt. Delegate | |
| Marilyn Ingram | West | Alt. Delegate | |
| | | | |
| Fern Reisner | Retiree | Chapter Chair | |
| Pamela Atkinson | Retiree | Delegate | |
| Donald Santoianni | Retiree | Alt. Delegate | |

The committee with the help of the Guild Office staff contacted people who were tied, write-in vote recipients to gauge their interest in accepting positions that they were written in for. This occurred for City Grievance rep, City Alternate Delegates, District Alternate Delegates, and Trade Tech Alternate Delegates. Upon completing multiple attempts to contact everyone and having multiple tied and interested parties, the committee decided to draw names to determine the winners of the tied, write-in votes.

- No one has accepted the role of Grievance Rep at City at this time.
- Write-in votes accepted to be delegates at City include Caridad Ahorro for 3rd Delegate, Kelly Ryan Rubio for 1st Alternate, Natalie Embrey for 2nd alternate, and drawn names with Steven Lopez winning for 3rd delegate.
- Write-in votes accepted to be delegates at District include LaShawn Duffin for 1st Alternate and drawn names with Olga Hernandez winning for 2nd alternate.
- Write-in votes accepted to be delegates at Trade Tech include Brandon Bell accepting for 2nd Alternate and drawn names with Carlos Guerrero winning for 3rd alternate.

Here are a few details related to participation in these elections by Guild members and related costs.

| Campus | # of Voters | cost | | Quantity of votes cast | Number of eligible voters | Percentage who voted |
|---|---|---|---|---|---|---|
| City | 127 | $200 | paid 5/6/2025 | 56 | 126 | 0.4444444444 |
| District Office | 85 | $200 | paid 5/6/2025 | 59 | 85 | 0.6941176471 |
| East | 215 | $200 | paid 5/6/2025 | 173 | 217 | 0.797235023 |
| Harbor | 61 | $200 | paid 5/6/2025 | 32 | 61 | 0.5245901639 |
| Mission | 69 | $200 | paid 5/6/2025 | 51 | 69 | 0.7391304348 |
| Pierce | 121 | $200 | paid 5/6/2025 | 82 | 121 | 0.6776859504 |
| Southwest | 50 | $200 | paid 5/6/2025 | 35 | 50 | 0.7 |
| Trade | 118 | $200 | paid 5/6/2025 | 81 | 117 | 0.6923076923 |
| Valley | 106 | $200 | paid 5/6/2025 | 68 | 106 | 0.641509434 |
| West | 88 | $200 | paid 5/6/2025 | 53 | 88 | 0.6022727273 |
| District Wide | 1040 | $2,000 | | 690 | 1040 | 0.6634615385 |

The total cost of the Chapter Officers Election so far is $2000 (an additional $200 (at least, pending results) will be spent on the runoff election). District wide we had a 66% voter turnout.

Rated in order of highest voter turnout:

- ELAC 79.7%
- Mission 73.9%
- Southwest 70%
- District 69.4%
- Trade Tech 69.2%
- Pierce 67.7%
- Valley 64.1%
- West 60.2%
- Harbor 52.4%
- City 44.4%

**2025 Special Election**

We are informed that the Constitution and Bylaws Committee has agreed to the need for a Constitutional Amendment to add language to the Special Elections section Article III.6.b allowing for electronic voting. Once this provision is in place, a Special Election for certain District-wide offices may begin.

A review of Election rules for the anticipated Special Election and related items such as the Special Election Notice and Timeline is underway.

Sincerely,

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.

Simply Voting

5160 Decarie Boulevard, Suite 502
Montreal, QC, H3X 2H9 Canada
1 (800) 585-9694

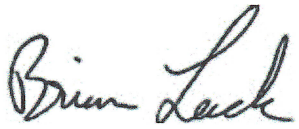
May 14, 2025

AFT 1521A Staff Guild
3356 Barham Blvd
Los Angeles, CA
90068-1404 United States

To Whom It May Concern:

The following election results are certified by Simply Voting to have been securely processed and accurately tabulated by our independently managed service.

Respectfully yours,



Brian Lack
President
Simply Voting Inc.

# Results - AFT 1521A Campus Officers Election 2025 City College

**Start:** 2025-05-07 00:00:00 America/Los_Angeles
**End:** 2025-05-13 23:59:00 America/Los_Angeles
**Turnout:** 56 (44.4%) of 126 electors voted in this ballot.

**Chapter Chair**

| Option | Votes |
|---|---|
| Mitch Polin | 53 (94.6%) |
| Write-in | 3 (5.4%) |

VOTER SUMMARY

| | |
|---|---|
| Total | 56 |

WRITE-INS

| Option | Votes |
|---|---|
| Caridad Ahorro | 1 (1.8%) |
| Jasminee Haywood-daley | 1 (1.8%) |
| Jasminee Haywood-doley | 1 (1.8%) |

**Grievance Representative**

| Option | Votes |
|---|---|
| Write-in | 56 (100.0%) |

VOTER SUMMARY

| | |
|---|---|
| Total | 56 |

WRITE-INS

| Option | Votes |
|---|---|
| Jasminee Haywood-daley | 5 (8.9%) |
| N/a | 5 (8.9%) |
| Aldie Paz | 4 (7.1%) |
| Caridad Ahorro | 4 (7.1%) |
| Brian Spoelstra | 3 (5.4%) |
| Edith Villavicencio | 3 (5.4%) |
| Lisa Chen | 3 (5.4%) |
| Mitch Polin | 3 (5.4%) |
| Steven Lopez | 3 (5.4%) |
| ? | 2 (3.6%) |
| Jasminee Haywood Daley | 2 (3.6%) |
| Kelly Ryan-rubio | 2 (3.6%) |
| Natalie Embrey | 2 (3.6%) |
| . | 1 (1.8%) |
| Aide Paz | 1 (1.8%) |
| Brian From Admissions | 1 (1.8%) |
| Felicia Tsang | 1 (1.8%) |
| Idk | 1 (1.8%) |
| Jasmine Haywood Daley | 1 (1.8%) |
| Jason Sofianos | 1 (1.8%) |
| N / A | 1 (1.8%) |
| Na | 1 (1.8%) |
| No One | 1 (1.8%) |
| None | 1 (1.8%) |
| Not Sure Who Is Running | 1 (1.8%) |
| Strange Way To Format This Question | 1 (1.8%) |
| Unsure Who To Write-in | 1 (1.8%) |
| Zachariah Maddren | 1 (1.8%) |

**Delegates**

| Option | Votes |
|---|---|
| Jasminee Haywood-Daley | 47 (35.1%) |
| Aldie Paz | 41 (30.6%) |
| Write-in | 46 (34.3%) |

VOTER SUMMARY

| | |
|---|---|
| Total | 56 |

WRITE-INS

| Option | Votes |
|---|---|
| Caridad Ahorro | 8 (6.0%) |
| Kelly Ryan-rubio | 4 (3.0%) |
| Adrian Brown | 2 (1.5%) |
| Carlos Salazar | 2 (1.5%) |
| Jason Sofianos | 2 (1.5%) |
| Jose Guzman | 2 (1.5%) |
| Judith Moreno | 2 (1.5%) |
| Steven Lopez | 2 (1.5%) |
| Victor Chavez | 2 (1.5%) |
| Brian Spoelstra | 1 (0.7%) |
| Caridad Ahorra | 1 (0.7%) |
| Cheryl Smiley | 1 (0.7%) |
| Daniel Uribe Hernandez | 1 (0.7%) |
| Gina Peng | 1 (0.7%) |
| Guadalupe Romo | 1 (0.7%) |
| Jeff Gilbert | 1 (0.7%) |
| Jeffrey Gilbert | 1 (0.7%) |
| Joeven Diche | 1 (0.7%) |
| Kelly M. Ryan-rubio | 1 (0.7%) |
| Kelly Ryan Rubio | 1 (0.7%) |
| Mackenzie Conerly | 1 (0.7%) |
| Michele Mattier | 1 (0.7%) |
| Mitch Polin | 1 (0.7%) |
| Natalie Embrey | 1 (0.7%) |
| Natalie Embry | 1 (0.7%) |
| Nataly Embrey | 1 (0.7%) |
| Sam Plotkin | 1 (0.7%) |
| Sol Limon | 1 (0.7%) |
| Steven A. Lopez | 1 (0.7%) |

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5160 Decarie Boulevard, Suite 502
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May 14, 2025

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90068-1404 United States

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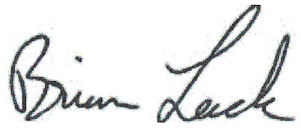
Respectfully yours,



Brian Lack
President
Simply Voting Inc.

# Results - AFT 1521A Campus Officers Election District Office

**Start:** 2025-05-07 00:00:00 America/Los_Angeles
**End:** 2025-05-13 23:59:00 America/Los_Angeles
**Turnout:** 59 (69.4%) of 85 electors voted in this ballot.

**Chapter Chair**

| Option | Votes |
|---|---|
| Katrelia Walker | 34 (57.6%) |
| Yung Kim | 25 (42.4%) |
| Write-in | 0 (0.0%) |

| VOTER SUMMARY | |
|---|---|
| Total | 59 |

**Grievance Representative**

| Option | Votes |
|---|---|
| Kimberly Davillier | 55 (93.2%) |
| Write-in | 4 (6.8%) |

VOTER SUMMARY

| | |
|---|---|
| Total | 59 |

WRITE-INS

| Option | Votes |
|---|---|
| La Shawn Duffin | 1 (1.7%) |
| Maynor Alvarez | 1 (1.7%) |
| N/a | 1 (1.7%) |
| Yung Kim | 1 (1.7%) |

**Delegates**

| Option | Votes |
|---|---|
| Gloria Moreno | 56 (71.8%) |
| Write-in | 22 (28.2%) |

VOTER SUMMARY

| | |
|---|---|
| Total | 59 |

WRITE-INS

| Option | Votes |
|---|---|
| Yung Kim | 4 (5.1%) |
| Katrelia Walker | 3 (3.8%) |
| Chingruey Tzeng | 1 (1.3%) |
| Gina Peng | 1 (1.3%) |
| Jamshid Ebrahimzadeh | 1 (1.3%) |
| Kimberly Davillier | 1 (1.3%) |
| La Shawn Duffin | 1 (1.3%) |
| Lashawn Duffin | 1 (1.3%) |
| Maynor Alvarez | 1 (1.3%) |
| Melissa Quiroz | 1 (1.3%) |
| Michael Iwashita | 1 (1.3%) |
| N/a | 1 (1.3%) |
| Nestor Martinez | 1 (1.3%) |
| Olga Hernandez | 1 (1.3%) |
| Santos Galvez | 1 (1.3%) |
| Vazrik Karabidian | 1 (1.3%) |
| Winnie Aribuabo | 1 (1.3%) |




Election ID: 255217
To validate the authenticity of this report please contact Simply Voting at info@simplyvoting.com.

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May 14, 2025

AFT 1521A Staff Guild
3356 Barham Blvd
Los Angeles, CA
90068-1404 United States

To Whom It May Concern:

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Respectfully yours,

Brian Lack
President
Simply Voting Inc.

# Results - AFT 1521A Campus Officers Election East

**Start:** 2025-05-07 00:00:00 America/Los_Angeles
**End:** 2025-05-13 23:59:00 America/Los_Angeles
**Turnout:** 173 (79.7%) of 217 electors voted in this ballot.

**Chapter Chair**

| Option | Votes |
|---|---|
| Rowena Smith | 102 (59.0%) |
| Sergio Becerra | 64 (37.0%) |
| Write-in | 7 (4.0%) |

VOTER SUMMARY

| | |
|---|---|
| Total | 173 |

WRITE-INS

| Option | Votes |
|---|---|
| Maira Cruz | 4 (2.3%) |
| Josue Ramirez | 1 (0.6%) |
| N/a | 1 (0.6%) |
| Someone Else | 1 (0.6%) |

**Grievance Representative**

| Option | Votes |
|---|---|
| Diana Ynostros | 60 (34.7%) |
| Christine Perez | 55 (31.8%) |
| Promise Williams | 55 (31.8%) |
| Write-in | 3 (1.7%) |

VOTER SUMMARY

| | |
|---|---|
| Total | 173 |

WRITE-INS

| Option | Votes |
|---|---|
| Chris Stychinsky | 1 (0.6%) |
| Josue Ramirez | 1 (0.6%) |
| Mario Perez | 1 (0.6%) |

**Delegates**

| Option | Votes |
|---|---|
| Josue Ramirez | 133 (16.8%) |
| Jennifer Estrada | 122 (15.4%) |
| Rosalba Villalobos | 108 (13.7%) |
| Kevin Ornales | 101 (12.8%) |
| Lynn Wood | 100 (12.6%) |
| April Ramirez | 91 (11.5%) |
| Alejandro de la Parra | 90 (11.4%) |
| Write-in | 46 (5.8%) |

VOTER SUMMARY

| | |
|---|---|
| Total | 173 |

WRITE-INS

| Option | Votes |
|---|---|
| Brittany Ramirez | 5 (0.6%) |
| Carlos Zaragoza | 5 (0.6%) |
| Vonnetta Harris | 5 (0.6%) |
| Maira Cruz | 4 (0.5%) |
| Stephany Ruiz | 4 (0.5%) |
| Vonetta Harris | 3 (0.4%) |
| Edward Alvarado | 2 (0.3%) |
| Norman Cheung | 2 (0.3%) |
| Ronaldo Villalobos | 2 (0.3%) |
| Sergio Becerra | 2 (0.3%) |
| Blanca Madrigal | 1 (0.1%) |
| Brittany M. Ramirez | 1 (0.1%) |
| Chris Stychinsky | 1 (0.1%) |
| Daisy Cervantes | 1 (0.1%) |
| Edith Villavicencio | 1 (0.1%) |
| Guillermo Sanchez | 1 (0.1%) |
| Jose Rodriguez | 1 (0.1%) |
| Leticia Conley | 1 (0.1%) |
| Nicole Flores | 1 (0.1%) |
| Sandra Munoz | 1 (0.1%) |
| Stefany Escamilla | 1 (0.1%) |
| Troy Pierce | 1 (0.1%) |

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May 14, 2025

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Los Angeles, CA
90068-1404 United States

To Whom It May Concern:

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Respectfully yours,



Brian Lack
President
Simply Voting Inc.

# Results - AFT 1521A Campus Officers Election Harbor

**Start:** 2025-05-07 00:00:00 America/Los_Angeles
**End:** 2025-05-13 23:59:00 America/Los_Angeles
**Turnout:** 32 (52.5%) of 61 electors voted in this ballot.

**Chapter Chair**

| Option | Votes |
|---|---|
| Nadine Muro | 31 (96.9%) |
| Write-in | 1 (3.1%) |

VOTER SUMMARY

| | |
|---|---|
| Total | 32 |

WRITE-INS

| Option | Votes |
|---|---|
| Ken Roberts | 1 (3.1%) |

**Grievance Representative**

| Option | Votes |
|---|---|
| Justin Raines | 30 (93.8%) |
| Write-in | 2 (6.3%) |

VOTER SUMMARY

| | |
|---|---|
| Total | 32 |

WRITE-INS

| Option | Votes |
|---|---|
| Saray Diaz | 1 (3.1%) |
| Someone Else | 1 (3.1%) |

**Delegates**

| Option | Votes |
|---|---|
| Andy LaBrune | 31 (26.3%) |
| Ken Roberts | 30 (25.4%) |
| Anthony Alvarez | 29 (24.6%) |
| Denise Fa'amisino | 27 (22.9%) |
| Write-in | 1 (0.8%) |

VOTER SUMMARY

| | |
|---|---|
| Total | 32 |

WRITE-INS

| Option | Votes |
|---|---|
| Leah Sanchez | 1 (0.8%) |




Election ID: 255220
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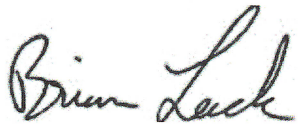

Brian Lack
President
Simply Voting Inc.

# Results - AFT 1521A Campus Officers Election Mission

**Start:** 2025-05-07 00:00:00 America/Los_Angeles
**End:** 2025-05-13 23:59:00 America/Los_Angeles
**Turnout:** 51 (73.9%) of 69 electors voted in this ballot.

**Chapter Chair**

| Option | Votes |
|---|---|
| Cesar Contreras | 34 (66.7%) |
| Michael Griggs | 15 (29.4%) |
| Write-in | 2 (3.9%) |

VOTER SUMMARY

| | |
|---|---|
| Total | 51 |

WRITE-INS

| Option | Votes |
|---|---|
| Ana Iniguez | 1 (2.0%) |
| Dara De Loera | 1 (2.0%) |

**Grievance Representative**

| Option | Votes |
|---|---|
| Veronica Enriquez | 46 (90.2%) |
| Write-in | 5 (9.8%) |

VOTER SUMMARY

| | |
|---|---|
| Total | 51 |

WRITE-INS

| Option | Votes |
|---|---|
| Ana Iniguez | 1 (2.0%) |
| Anyone Else Qualified | 1 (2.0%) |
| Laura Murphy | 1 (2.0%) |
| Maria Granados | 1 (2.0%) |
| Someone New | 1 (2.0%) |

**Delegates**

| Option | Votes |
|---|---|
| Laura Murphy | 47 (27.5%) |
| Abraham Horowitz | 41 (24.0%) |
| Jena Sovereign | 34 (19.9%) |
| Ana Iniguez | 33 (19.3%) |
| Write-in | 16 (9.4%) |

VOTER SUMMARY

| | |
|---|---|
| Total | 51 |

WRITE-INS

| Option | Votes |
|---|---|
| Carlos Chavez-iglesias | 2 (1.2%) |
| Cesar Contreras | 2 (1.2%) |
| Susan Navarro | 2 (1.2%) |
| Anabel Diaz | 1 (0.6%) |
| Carlos Iglesias | 1 (0.6%) |
| Christine Dagdagan | 1 (0.6%) |
| Denise Marrin | 1 (0.6%) |
| Edgar Torres | 1 (0.6%) |
| Emil Gabrielyan | 1 (0.6%) |
| Leslie Nolasco | 1 (0.6%) |
| Maria Granados | 1 (0.6%) |
| Pabla Rosales | 1 (0.6%) |
| Please Someone New | 1 (0.6%) |




Election ID: 255221
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Simply Voting

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May 14, 2025

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90068-1404 United States

To Whom It May Concern:

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Respectfully yours,



Brian Lack
President
Simply Voting Inc.

# Results - AFT 1521A Campus Officers Election Pierce

**Start:** 2025-05-07 00:00:00 America/Los_Angeles
**End:** 2025-05-13 23:59:00 America/Los_Angeles
**Turnout:** 82 (67.8%) of 121 electors voted in this ballot.

**Chapter Chair**

| Option | Votes |
|---|---|
| Sean McDonald | 75 (91.5%) |
| Write-in | 7 (8.5%) |

VOTER SUMMARY

| | |
|---|---|
| Total | 82 |

WRITE-INS

| Option | Votes |
|---|---|
| Miguel Montanez | 2 (2.4%) |
| Yovanna Campos | 2 (2.4%) |
| Carlos A Flores Morejon | 1 (1.2%) |
| Carlos Guzman | 1 (1.2%) |
| Geremy Mason | 1 (1.2%) |

**Grievance Representative**

| Option | Votes |
|---|---|
| Lupita Narkevicius | 54 (65.9%) |
| Yovanna Campos | 25 (30.5%) |
| Write-in | 3 (3.7%) |

VOTER SUMMARY

| | |
|---|---|
| Total | 82 |

WRITE-INS

| Option | Votes |
|---|---|
| Kristine Ayvazyan | 1 (1.2%) |
| Maria "marisol" Ramirez | 1 (1.2%) |
| Maria Soledad Ramirez | 1 (1.2%) |

**Delegates**

| Option | Votes |
|---|---|
| Miguel Montanez | 75 (32.2%) |
| Isabelle Tranner | 62 (26.6%) |
| Write-in | 96 (41.2%) |

VOTER SUMMARY

| | |
|---|---|
| Total | 82 |

WRITE-INS

| Option | Votes |
|---|---|
| Kimberly Jovel | 21 (9.0%) |
| Richard Nwaogu | 15 (6.4%) |
| Carlos Flores | 7 (3.0%) |
| Kristine Ayvazyan | 7 (3.0%) |
| Marcos Montalvo | 6 (2.6%) |
| Gerald Phan | 5 (2.1%) |
| Darlene Richarte | 4 (1.7%) |
| Melinda Ung | 3 (1.3%) |
| Eddie Zelaya | 2 (0.9%) |
| Geremy Mason | 2 (0.9%) |
| Kim Jovel | 2 (0.9%) |
| Carla Ghazarian | 1 (0.4%) |
| Carlos Flores-morejon | 1 (0.4%) |
| Cindy Y Cardenas | 1 (0.4%) |
| Delia Porras | 1 (0.4%) |
| Eddie G Zelaya | 1 (0.4%) |
| Henry Chang | 1 (0.4%) |
| Jackie Fricke | 1 (0.4%) |
| Jennyfer Pulido | 1 (0.4%) |
| Kimberly Jove | 1 (0.4%) |
| Kimberly Jovelle | 1 (0.4%) |
| Lupita Narkevicius | 1 (0.4%) |
| Marisol Ramirez | 1 (0.4%) |
| Meagan Truxal | 1 (0.4%) |
| Richard Nawagou | 1 (0.4%) |
| Richard Ngaowu | 1 (0.4%) |
| Richard Nwagu | 1 (0.4%) |
| Richard Nwaogo | 1 (0.4%) |
| Richard Ramirez | 1 (0.4%) |
| Rylan Downs | 1 (0.4%) |

| Option | Votes |
| --- | --- |
| Sean Khalifehzadeh | 1 (0.4%) |
| Valorie Harris-smith | 1 (0.4%) |
| Yovanna | 1 (0.4%) |




Election ID: 255223
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Simply Voting

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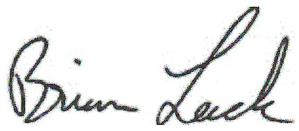
90068-1404 United States

To Whom It May Concern:

The following election results are certified by Simply Voting to have been securely processed and accurately tabulated by our independently managed service.

Respectfully yours,



Brian Lack
President
Simply Voting Inc.

# Results - AFT 1521A Campus Officers Election Southwest

**Start:** 2025-05-07 00:00:00 America/Los_Angeles
**End:** 2025-05-13 23:59:00 America/Los_Angeles
**Turnout:** 35 (70.0%) of 50 electors voted in this ballot.

**Chapter Chair**

| Option | Votes |
|---|---|
| Ruben Villanueva | 34 (97.1%) |
| Write-in | 1 (2.9%) |

VOTER SUMMARY

| | |
|---|---|
| Total | 35 |

WRITE-INS

| Option | Votes |
|---|---|
| Cassaundra Walker | 1 (2.9%) |

**Grievance Representative**

| Option | Votes |
|---|---|
| Robert "Sonny" Martinez | 33 (94.3%) |
| Write-in | 2 (5.7%) |

VOTER SUMMARY

| | |
|---|---|
| Total | 35 |

WRITE-INS

| Option | Votes |
|---|---|
| Nicholas Ward | 1 (2.9%) |
| Perry Jhang | 1 (2.9%) |

**Delegates**

| Option | Votes |
|---|---|
| Perry Jhang | 32 (68.1%) |
| Write-in | 15 (31.9%) |

VOTER SUMMARY

| | |
|---|---|
| Total | 35 |

WRITE-INS

| Option | Votes |
|---|---|
| Holly Kelly | 4 (8.5%) |
| Holly Kelley | 3 (6.4%) |
| Shauna Carter | 2 (4.3%) |
| Cassaundra Walker | 1 (2.1%) |
| Francoise Rosero | 1 (2.1%) |
| Gloria Moreno | 1 (2.1%) |
| Hermes Greenaway | 1 (2.1%) |
| Sergio Becerra | 1 (2.1%) |
| Shauna Carr | 1 (2.1%) |




Election ID: 255222
To validate the authenticity of this report please contact Simply Voting at info@simplyvoting.com.

Simply Voting

5160 Decarie Boulevard, Suite 502
Montreal, QC, H3X 2H9 Canada
1 (800) 585-9694

May 14, 2025

AFT 1521A Staff Guild
3356 Barham Blvd
Los Angeles, CA
90068-1404 United States

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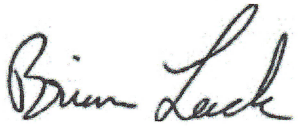

Brian Lack
President
Simply Voting Inc.

# Results - AFT 1521A Campus Officers Election Trade Tech

**Start:** 2025-05-07 00:00:00 America/Los_Angeles
**End:** 2025-05-13 23:59:00 America/Los_Angeles
**Turnout:** 81 (69.2%) of 117 electors voted in this ballot.

**Chapter Chair**

| Option | Votes |
|---|---|
| Aaron Chan | 39 (48.1%) |
| Simon Pitts | 38 (46.9%) |
| Write-in | 4 (4.9%) |

VOTER SUMMARY

| | |
|---|---|
| Total | 81 |

WRITE-INS

| Option | Votes |
|---|---|
| Brandon Bell | 2 (2.5%) |
| Lori Hunter | 2 (2.5%) |

**Grievance Representative**

| Option | Votes |
|---|---|
| William Madrigal | 75 (92.6%) |
| Write-in | 6 (7.4%) |

VOTER SUMMARY

| | |
|---|---|
| Total | 81 |

WRITE-INS

| Option | Votes |
|---|---|
| Yvette Wickman | 2 (2.5%) |
| Aaron Chan | 1 (1.2%) |
| Brandon Bell | 1 (1.2%) |
| Donna Kim | 1 (1.2%) |
| Kookie | 1 (1.2%) |

**Delegates**

| Option | Votes |
|---|---|
| Lori Hunter | 71 (24.9%) |
| Kookie Williams | 68 (23.9%) |
| Joyce Nickerson | 61 (21.4%) |
| Monica Castillo | 60 (21.1%) |
| Write-in | 25 (8.8%) |

VOTER SUMMARY

| | |
|---|---|
| Total | 81 |

WRITE-INS

| Option | Votes |
|---|---|
| Brandon Bell | 4 (1.4%) |
| Robin King | 3 (1.1%) |
| Aaron Chan | 2 (0.7%) |
| Alberto Martinez Santillan | 1 (0.4%) |
| Armando Villalpando | 1 (0.4%) |
| Betty Bilbrey-velazquez | 1 (0.4%) |
| Carlos Guerrero | 1 (0.4%) |
| Christopher Kim | 1 (0.4%) |
| Derek Brown | 1 (0.4%) |
| Donna Kim | 1 (0.4%) |
| Kelly Hernandez | 1 (0.4%) |
| Latricia Jones | 1 (0.4%) |
| Martin Curry | 1 (0.4%) |
| None | 1 (0.4%) |
| Pat Walker | 1 (0.4%) |
| Simon Pitts | 1 (0.4%) |
| Veronica Cuevas-villasenor | 1 (0.4%) |
| William Madrigal | 1 (0.4%) |
| Yvette Wickman | 1 (0.4%) |




Election ID: 255224
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5160 Decarie Boulevard, Suite 502
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President
Simply Voting Inc.

# Results - AFT 1521A Campus Officers Election Valley

**Start:** 2025-05-07 00:00:00 America/Los_Angeles
**End:** 2025-05-13 23:59:00 America/Los_Angeles
**Turnout:** 68 (64.2%) of 106 electors voted in this ballot.

**Chapter Chair**

| Option | Votes |
|---|---|
| Aleta Campbell | 24 (35.3%) |
| Chad Baugher | 24 (35.3%) |
| ChaQuanda Laughlin | 18 (26.5%) |
| Write-in | 2 (2.9%) |

VOTER SUMMARY

| | |
|---|---|
| Total | 68 |

WRITE-INS

| Option | Votes |
|---|---|
| Cynthia Maddren | 1 (1.5%) |
| None | 1 (1.5%) |

**Grievance Representative**

| Option | Votes |
|---|---|
| Write-in | 68 (100.0%) |

VOTER SUMMARY

| | |
|---|---|
| Total | 68 |

WRITE-INS

| Option | Votes |
|---|---|
| Aleta Campbell | 16 (23.5%) |
| Chad Baugher | 12 (17.6%) |
| Chaquanda Laughlin | 11 (16.2%) |
| N/a | 7 (10.3%) |
| Teresa Dunham-frost | 3 (4.4%) |
| Alicia Clardy | 2 (2.9%) |
| Jonathon Hooker | 2 (2.9%) |
| None | 2 (2.9%) |
| Aleta C | 1 (1.5%) |
| Aleta Cambell | 1 (1.5%) |
| Ben Ziff | 1 (1.5%) |
| Cynthia Maddren | 1 (1.5%) |
| Daniel Fitzgerald | 1 (1.5%) |
| Dennis Mestas | 1 (1.5%) |
| Hpri Geru-maa | 1 (1.5%) |
| Jon Hooker | 1 (1.5%) |
| Jonathan Hooker | 1 (1.5%) |
| Juan Avalos | 1 (1.5%) |
| Katya Canjura | 1 (1.5%) |
| Laquonda | 1 (1.5%) |
| Write-in - There Are No Choices Here, So, Blank Blankman | 1 (1.5%) |

**Delegates**

| Option | Votes |
|---|---|
| Jamie Holladay-Collins | 55 (19.9%) |
| Daniel Fitzgerald | 54 (19.5%) |
| Jonathon Hooker | 52 (18.8%) |
| Alicia Clardy | 50 (18.1%) |
| Teresa Dunham-Frost | 48 (17.3%) |
| Write-in | 18 (6.5%) |

VOTER SUMMARY

| | |
|---|---|
| Total | 68 |

WRITE-INS

| Option | Votes |
|---|---|
| Chad Baugher | 3 (1.1%) |
| Aleta Campbell | 2 (0.7%) |
| Ashley Gonzales | 2 (0.7%) |
| Hpri Geru-maa | 2 (0.7%) |
| Rolando Ventura | 2 (0.7%) |
| Alessandra Fernandes | 1 (0.4%) |
| Alicen | 1 (0.4%) |
| Chaquanda Laughlin | 1 (0.4%) |
| Cyndi Maddren | 1 (0.4%) |
| Cynthia Maddren | 1 (0.4%) |
| Katya Canjura | 1 (0.4%) |
| Orlando Ventura | 1 (0.4%) |




Election ID: 255225
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President
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# Results - AFT 1521A Campus Officers Election West

**Start:** 2025-05-07 00:00:00 America/Los_Angeles
**End:** 2025-05-13 23:59:00 America/Los_Angeles
**Turnout:** 53 (60.2%) of 88 electors voted in this ballot.

**Chapter Chair**

| Option | Votes |
|---|---|
| Maritza Medina | 53 (100.0%) |
| Write-in | 0 (0.0%) |

| VOTER SUMMARY | |
|---|---|
| Total | 53 |

**Grievance Representative**

| Option | Votes |
|---|---|
| Deirdre Douglas | 52 (98.1%) |
| Write-in | 1 (1.9%) |

VOTER SUMMARY

| | |
|---|---|
| Total | 53 |

WRITE-INS

| Option | Votes |
|---|---|
| Jesse Employee From Dsps Office | 1 (1.9%) |

**Delegates**

| Option | Votes |
|---|---|
| Dionne Morrissette | 46 (43.4%) |
| Cha-Zette Smith | 44 (41.5%) |
| Write-in | 16 (15.1%) |

VOTER SUMMARY

| | |
|---|---|
| Total | 53 |

WRITE-INS

| Option | Votes |
|---|---|
| Elonda Austin | 3 (2.8%) |
| Marilyn Ingram | 3 (2.8%) |
| Darrell Roberson | 2 (1.9%) |
| Brittany Wilson | 1 (0.9%) |
| Darryl Robison | 1 (0.9%) |
| Elmer Monge | 1 (0.9%) |
| Elonda Austin Pope | 1 (0.9%) |
| Genesis Romero | 1 (0.9%) |
| Joyce Realegeno | 1 (0.9%) |
| Linda Rodriguez | 1 (0.9%) |
| Marilym Ingram | 1 (0.9%) |




Election ID: 255226
To validate the authenticity of this report please contact Simply Voting at info@simplyvoting.com.