AFT College Staff Guild, Local 1521A

Executive Board Meeting Agenda In
Person: Pierce College / Great Hall
Thursday, September 18, 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. Bush Gotlieb, Legal Bill
    c. Payout to the estate of Scott Matsuda $1,250
        i. OPEIU Agreement Article 24 Section A.2 Longevity Incentive
    d. General Membership Meeting (Tentative Date: 11/01/25)

    Closed Session: Items
    a. AFT National Financial Review
    b. AFT 1521a Internal Review - Update
7. **New Business**
    a. Profit & Loss Statement – August 2025
    b. Endorse Sara Hernandez for CA State Senate
8. **Old Business** (8 minutes)
    a. Executive Board Schedule FY 25/26
    b. Officer Onboarding – Updates
    a. SharePoint Contractor – Updated (Melinda & Daniel)
9. **Chapter Report** (15 minutes)

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

10. **Executive Director Report** (10 minutes)
11. **Affiliate Reports** (15 minutes)
    a. L.A. County Federation of Labor Delegate
    b. Activities Coordinator
    c. Health and Wellness Coordinator
    d. Employee Equal Opportunity (EEO)
    e. COPE – Political Coordinator
    f. CFT Council Participation and Retiree Representation
12. **Committee Reports** (15 minutes)
    a. Elections Committee
13. **Officers' Reports** (30 minutes)
    a. President
    b. 1st Vice President
    c. 2nd Vice President
    d. Treasurer
    e. Recording Secretary
    f. Grievance Secretary
14. **Conference/Convention/Training Reports** (5 minutes)
    a. CCE President Retreat – Nov. 7-8, 2025
    b. OSHA Training – Oct. 3-4, 2025; 9a – 3p (WLAC) 40 Seats
15. **Adjournment**

Next Executive Board Meeting:
Thursday, October 16, 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

Kimberly Davillier
Interim Grievance Secretary

Dashiel Johnson
Executive Director

Minutes

Action Items

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

August 27, 2025 Invoice# 111115

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

Billed through July 31, 2025
Our file # 11521 00000 ED

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

Balance forward as of bill dated July 30, 2025	$9,625.00
Payment(s)--last payment deposited August 13, 2025	$9,625.00
Net balance forward	$0.00

BILLING SUMMARY

Total fees	$3,250.00
Total charges for this bill	**$3,250.00**
Total balance now due	**$3,250.00**

RE: GENERAL Matter 00000

FEES

07/22/2025	EV	Review, research, and draft PowerPoints in preparation for presentations re new officer training	4.2	hrs.	$1,050.00

Estephanie Villalpando	4.20 hrs	250.00/hr	$1,050.00
Total fees for this matter	4.20 hrs		$1,050.00

RE: RETAINER ($750.00/month) Matter 01000

FEES

07/07/2025	ED	Phone call from A. Edwards re forged signature issue	0.3	hrs.
07/14/2025	ED	Review/respond to email from A. Edwards re ADA issues	0.4	hrs.
07/15/2025	SY	Review/respond to email from A. Edwards re officer training; prepare presentation material	0.4	hrs.
07/16/2025	ED	Review summary of phone call with ADA specialist and email	0.5	hrs.

		exchange with A. Edwards re survey		
07/16/2025	SY	Meeting - A. Edwards and [redacted] re potential discrimination claims	1.2	hrs.
07/17/2025	SY	Draft PowerPoint for officer training presentations	0.4	hrs.
07/18/2025	EV	Review sample trainings we have done in the past; research re Skelly rights and Education Code for classified employees in preparation for new officer training	1.2	hrs.
07/18/2025	EV	Phone - call with SY to discuss upcoming trainings and information to present during trainings	0.5	hrs.
07/18/2025	SY	Phone - EV re officer training presentations; draft PowerPoints for officer training presentation	0.7	hrs.
07/19/2025	ED	Review independent contractor agreement and email to A. Edwards re same	1.2	hrs.
07/20/2025	ED	Review employment contract for software developer and email to A. Edwards re same	1.2	hrs.
07/21/2025	SY	Draft PowerPoints for new officer training	0.6	hrs.
07/22/2025	SY	Draft PowerPoint presentations for new officer training	1.0	hrs.
07/23/2025	ED	Review/revise letter re COBRA rights for [redacted] surviving spouse	0.5	hrs.
07/23/2025	ED	Meeting phone call with A. Edwards re ongoing ADA compliance issues	1.2	hrs.
07/23/2025	EV	Review memo re financial oversight committee in preparation for officer training	0.4	hrs.
07/23/2025	EV	Review, edit, and draft presentation on fiduciary duties	1.3	hrs.
07/23/2025	SY	Draft PowerPoint presentation for new officer training	0.5	hrs.
07/24/2025	EV	Review case provided by SY re duty of fair representation in preparation for officer training	0.2	hrs.
07/24/2025	EV	Review PowerPoint re duty of fair representation; research and draft PowerPoint; review and finalize other PowerPoints	2.4	hrs.
07/25/2025	ED	Review file and phone call re [redacted] health coverage issue	1.3	hrs.
07/25/2025	EV	Draft email to ED with information re officer training	0.2	hrs.
07/28/2025	ED	Review training PowerPoints	1.2	hrs.
07/28/2025	EV	Draft email to A. Edwards with PowerPoint presentations for new officer training	0.2	hrs.
07/29/2025	EV	Review/respond to email from A. Edwards re officer training	0.2	hrs.
07/29/2025	EV	Preparation for officer training	0.4	hrs.
07/30/2025	EV	Officer training - travel to training	4.5	hrs.
07/31/2025	EV	Review [redacted] file	0.4	hrs.
07/31/2025	EV	Attend and present a new officer training; travel to and from training	4.3	hrs.

Erica Deutsch	7.80 hrs	
Estephanie Villalpando	16.20 hrs	
Sara Yufa	4.80 hrs	
Total fees for this matter	28.80 hrs	$750.00

RE: [redacted] Matter 29003

FEES

07/08/2025	VCW	Review and respond to email from [redacted] re dismissal being accepted	0.2	hrs.	$50.00

Vanessa C. Wright	0.20 hrs	250.00/hr	$50.00
Total fees for this matter	0.20 hrs		$50.00

RE: [redacted] DLSE CLAIM Matter 29005

FEES

07/07/2025	VCW	Review and respond to email from [redacted] re dismissal; drafted email to ED re same and 7/9 appearance	0.2	hrs.	$50.00

Vanessa C. Wright	0.20 hrs	250.00/hr	$50.00
Total fees for this matter	0.20 hrs		$50.00

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

FEES

07/07/2025	SY	Review/respond to email from [redacted] re remedy calculation; calculate hours worked for remedy	0.6	hrs.	$150.00
07/14/2025	SY	Review backpay calculation and award; review/respond to email from [redacted] re same	0.6	hrs.	$150.00

Sara Yufa	1.20 hrs	250.00/hr	$300.00
Total fees for this matter	1.20 hrs		$300.00

RE: [redacted] GRIEVANCE AND ARBITRATION Matter 35002

FEES

07/03/2025	SY	Review research re Ed Code preemption of Appendix R; conference GA re additional research needed	0.5	hrs.	$125.00
07/03/2025	GA	Research and summarize two PERB cases and their application to Appendix R	1.8	hrs.	$225.00
07/07/2025	SY	Review research re applicable Ed Codes	0.4	hrs.	$100.00
07/08/2025	SY	Review/respond to email from e/c re selection of arbitrator; review arbitrator list	0.3	hrs.	$75.00
07/09/2025	SY	Review/respond to email from e/c re selecting arbitrators	0.2	hrs.	$50.00
07/15/2025	SY	Review/respond to email from e/c re arbitrator selection	0.2	hrs.	$50.00

07/17/2025	SY	Research potential arbitrators; review/respond to email from e/c re arbitrator selection	0.4	hrs.	$100.00

Gabriel Aguilar	1.80 hrs	125.00/hr	$225.00
Sara Yufa	2.00 hrs	250.00/hr	$500.00
Total fees for this matter	3.80 hrs		$725.00

RE: [redacted] DISCIPLINARY HEARING Matter 35004

FEES

07/01/2025	EV	Research re federal and state law re reasonable accommodation; draft and finalize closing argument; email A. Edwards	0.8	hrs.	$200.00
07/01/2025	EV	Review/respond to email from A. Edwards re process for submitting closing statement	0.2	hrs.	$50.00
07/02/2025	EV	Draft and finalize closing statement; submit closing statement by email	0.3	hrs.	$75.00

Estephanie Villalpando	1.30 hrs	250.00/hr	$325.00
Total fees for this matter	1.30 hrs		$325.00

New Business

AFT College Staff Guild
Profit & Loss
July through August 2025

	Jul - Aug 25	
Income		
4005 · Dues		242,601.64
4006 · Dues - COPE		732.75
4105 · Affiliate Funding		9,885.04
4705 · Interest		4,158.70
49900 · Uncategorized Income		0.00
Total Income		257,378.13
Gross Profit		257,378.13
Expense		
General Membership Meeting		
5555.2 · Location Rental	300.00	
Total General Membership Meeting		300.00
Operational		
5021 · Office Supplies	193.51	
5022 · Bank Charges	101.00	
5025 · Telephone	1,212.28	
5030 · I.T. Expense	3,750.00	
5035 · Accounting Consulting	4,050.00	
Total Operational		9,306.79
Organizational		
5105 · Subtotal Chapters		
5105.10 · West	91.32	
5105.3 · East	404.41	
5105.4 · Harbor	934.78	
5105.6 · Pierce	1,135.76	
Total 5105 · Subtotal Chapters		2,566.27
5106 · Holliday Chapter Meeting		
5106.7 · Southwest	453.22	
Total 5106 · Holliday Chapter Meeting		453.22
5110 · Conventions		
5110.2 · Taxi	117.44	
5110.4 · Lodging	0.00	
5110.6 · Parking	74.00	
Total 5110 · Conventions		191.44
5111 · Conferences		
5111.1 · Flights	256.60	
5111.3 · Mileage	80.50	
5111.5 · Food Per Diem	110.00	
Total 5111 · Conferences		447.10
5125 · Meetings/Representation		
5125.10 · Cell Phone Reimbursements	250.00	
5125.3 · Mileage	247.24	
5125 · Meetings/Representation - Other	281.74	
Total 5125 · Meetings/Representation		778.98
5172 · Leadership Training		
5172.6 · Mileage	237.57	
5172 · Leadership Training - Other	197.22	
Total 5172 · Leadership Training		434.79
Total Organizational		4,871.80

	Jul - Aug 25	
Personnel		
5305 · Salaries	39,826.16	
5355 · Payroll Taxes	3,012.52	
5360 · Workers Compensation	908.15	
5365 · Employee Benefits	36,934.12	
5375 · Mileage	893.29	
Total Personnel		81,574.24
Services		
5505 · Accounting	4,260.00	
5515 · Legal	9,625.00	
5525 · Outside Audit	10,300.00	
Total Services		24,185.00
5115 · Membership Activities		
5115.10 · Event Expenses	587.10	
5115 · Membership Activities - Other	2,400.00	
Total 5115 · Membership Activities		2,987.10
5605 · Good and Welfare		140.00
66000 · Payroll Expenses		1,067.00
66100 · Misc. Expense		50.00
69800 · Uncategorized Expenses		0.00
9999 · Suspense Account		13,975.73
Total Expense		138,457.66
Net Income		**118,920.47**

UNITED FARM WORKERS

National Headquarters: La Paz • PO Box 62 • Keene, California 93531



Dear friend:

Please join us for the United Farm Workers' 2025 Gala entitled **"Celebrating Farm Worker Families & Honoring the Heroic Firefighters"** on the evening of Thursday, December 11, 2025, at the historic Biltmore Hotel in Downtown Los Angeles.

This year we are dedicated to helping keep farm worker families together by combatting the terrifying daily reality our people face. The UFW is among those leading resistance to this oppression of essential workers tearing at the very heart of decency and humanity. The UFW is mobilizing with labor in support of immigrant workers in California. On Monday March 31st, the official state holiday honoring Cesar Chavez's birthday, farm workers helped organize a march in Delano where thousands of people from throughout California marched past orchards and vineyards to the "Forty Acres," our movement's historic headquarters.

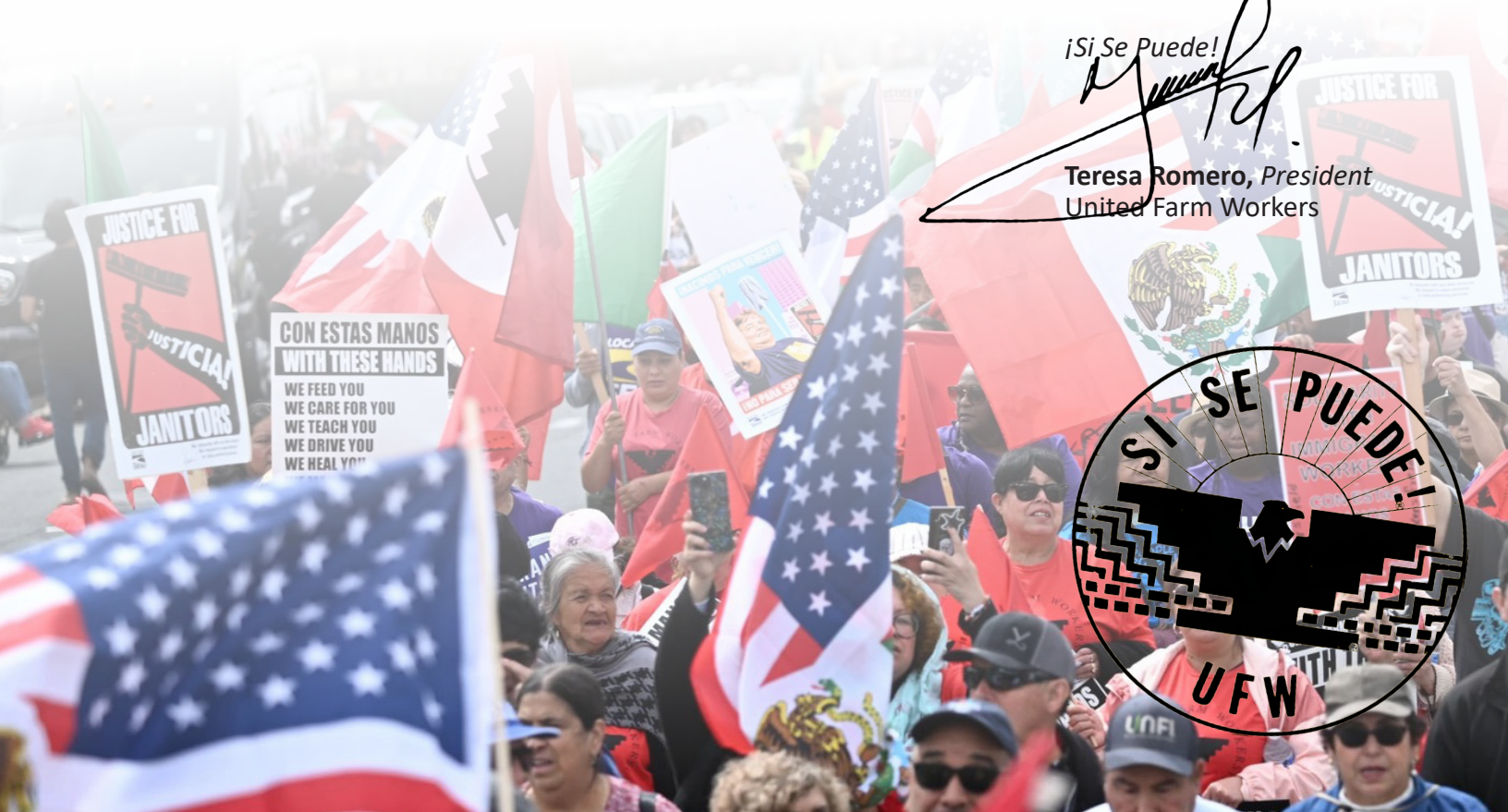
Even as farmworkers are being threatened, detained and removed from the country, the UFW continues to organize successfully under the 2022 state law letting them vote in a union the same way nearly all California political voters vote—from the safety and security of their homes by sending in their ballots. We always insisted that given the chance to vote safely, farm workers would choose the union. The UFW has recently been certified by the state of California as bargaining representative at five companies representing 2000 workers—with more victories to come. Two of the growers have already negotiated union contracts.

The UFW has also scored impressive victories 3,000 miles away—in New York State, which passed a similar farm worker voting rights law in 2019. Now farm workers at eight New York companies have recently voted from home for the union. Farm workers just won their first union contract in New York State history!

Our mission remains unchanged: Despite these challenging times, we will continue building a union of farmworkers, the UFW's legendary slogan has never been more true !It Can Be Done!

¡Si Se Puede!

Teresa Romero, *President*
United Farm Workers





Sponsorship Opportunities

Thursday, December 11, 2025
Registration Begins **5:00pm**
Millennium Biltmore Hotel
506 S Grand Ave.
Los Angeles, CA 90071

Premier Sponsor $100,000

- Time to speak during presentation.
- Prominent placement of company/organization logo an all marketing materials produced for Gala Dinner.
- Full page, color ad in Gala Program Book.
- Company/Organization name/logo on UFW website with a link to company website.
- Company/Organization name/logo in all e-marketing blasts.
- Inclusion in press materials.
- Verbal recognition at UFW Gala Dinner.
- Company/Organization provided social media message to be included on UFW social media pages and promation as a Premier Sponsor.
- (2) eight-person tables with prominent placement at UFW Gala Dinner.
- Listing in Premier Section in the Commemorative Journal.

Diamond Sponsor $50,000

- Time to speak during presentation.
- Company /Organization logo on select marketing materials produced for Gala Dinner.
- Full page, color ad in Gala Program Book.
- Company/Organization name/logo on UFW website with a link to company website.
- Company/Organization name/logo in all e-marketing blasts.
- Inclusion in select press materials.
- Verbal recognition at UFW Gala Dinner.
- Social media promotion as Diamond Sponsor.
- (2) eight-person tables at UFW Gala Dinner.
- Listing in Diamond Section in the Commemorative Journal.

Platinum Sponsor $25,000

- Company /Organization logo on select marketing materials produced for Gala Dinner.
- Full page, color ad in Gala Program Book.
- Company/Organization name/logo on UFW website with a link to company website.
- Company/Organization name/logo in all e-marketing blasts.
- Inclusion in select press materials.
- Verbal recognition at UFW Gala Dinner.
- Social media promotion as a Platinum Sponsor.
- Eight-person table at UFW Gala Dinner.
- Listing in Platinum Section in the Commemorative Journal.

For questions please call Diana Martinez at 661-823-6105

Please return this form to indicate your sponsorship level.

☐ Yes, please count on me to support the UFW Gala in honor of the continuing struggle with a sponsorship gift.

☐ Payment enclosed (Please make check payable to):
United Farm Workers
Attn: Teresa Romero, Gala Dinner Chair
P.O. Box 62
Keene, CA 93531

Please indicate your sponsorship level:

- ○ Premier Sponsor $100,000
- ○ Diamond Sponsor $50,000
- ○ Platinum Sponsor $25,000
- ○ I am unable to attend, but wish to make a contribution in the amount of $_____

Sponsor Name: _____

Contact Name: _____

Organization: _____

Address: _____

City, State, Zip: _____

Phone: _____ Ext: _____

e-mail: _____

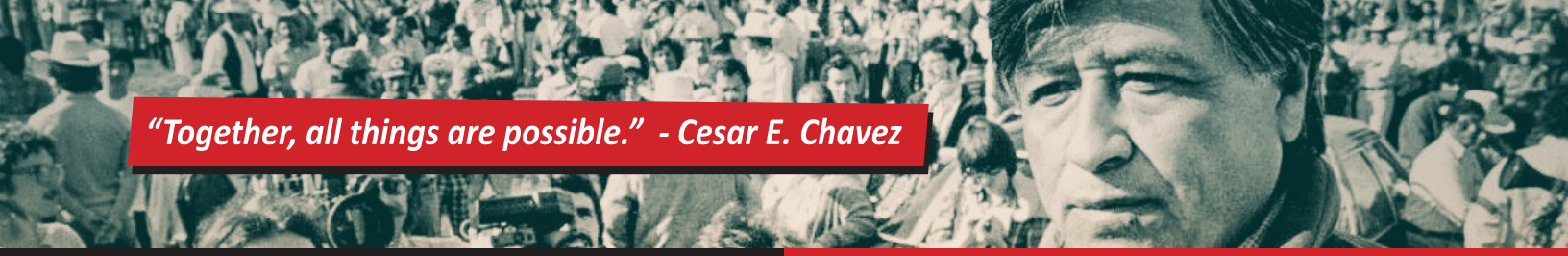
Visa ☐ Mastercard ☐ AMEX ☐ Discover ☐

Credit Card Number: _____

Expiration Date: _____ Security Code: _____

Signature: _____

Date: _____



Sponsorship Opportunities

Thursday, December 11, 2025
Registration Begins **5:00pm**
Millennium Biltmore Hotel
506 S Grand Ave.
Los Angeles, CA 90071

Gold Eagle Sponsor $15,000

- Full page, color ad in Gala Program Book.
- Company/Organization name/logo on UFW website.
- Verbal recognition at UFW Gala Dinner.
- Eight-person table at UFW Gala Dinner.
- Social media promotion as Gold Eagle Sponsor.
- Listing in Gold Sponsor Section in the Commemorative Journal.

Silver Eagle Sponsor $10,000

- Full page, color ad in Commemorative Journal.
- Company/Organization name/logo on UFW website.
- Eight-person table at UFW Gala Dinner.
- Social media promotion as Silver Eagle Sponsor.
- Listing in Silver Sponsor Section in the Commemorative Journal.

Black Eagle Sponsor $5,000

- Full page, color ad in Commemorative Journal.
- Eight-person table at UFW Gala Dinner.
- Social media promotion as Black Eagle Sponsor.
- Listing in Black Sponsor Section in the Commenorative Journal.

Bronze Eagle Sponsor $1,000 *(per seat)*

- Business Card, color ad in Commemorative Journal.
- 1 invite to UFW Gala Dinner.
- Listing in Bronze Sponsor Section in the Commemorative Journal.

For questions please call Diana Martinez at 661-823-6105

Please return this form to indicate your sponsorship level.

☐ Yes, please count on me to support the UFW Gala in honor of the continuing struggle with a sponsorship gift.

☐ Payment enclosed (Please make check payable to):
United Farm Workers
Attn: Teresa Romero, Gala Dinner Chair
P.O. Box 62
Keene, CA 93531

Please indicate your sponsorship level:

- ○ Gold Eagle Sponsor $15,000
- ○ Silver Eagle Sponsor $10,000
- ○ Black Eagle Sponsor $5,000
- ○ Bronze Eagle Sponsor $1,000
- ○ I am unable to attend, but wish to make a contribution in the amount of $_____

Sponsor Name: _____

Contact Name: _____

Organization: _____

Address: _____

City, State, Zip: _____

Phone: _____ Ext: _____

e-mail: _____

Visa ☐ Mastercard ☐ AMEX ☐ Discover ☐

Credit Card Number: _____

Expiration Date: _____ Security Code: _____

Signature: _____

Date: _____

Sponsorships at the **Premier, Diamond, Platinum, Gold Eagle, Silver Eagle** and **Black Eagle** levels all include a Full Page Ad space, in addition to each level's benefits.

Bronze Eagle sponsorships include a Business Card Ad space, in addition to the benefits at that level.

Business Card Ad

Max. Image Area =
3.688 x 2.374 inches
$1,000

1/4 Page Vertical Ad

Max. Image Area =
3.688 x 4.943 inches
$1,500

Full Page Ad

Max. Image Area = 7.5 x 10 inches
$5,000

1/2 Page Horizontal Ad

Max. Image Area = 7.5 x 4.938 inches
$2,500

All Ad Artwork Needed by **NOVEMBER 21st** 2025

1) Make checks payable to United Farm Workers

2) Please indicate the ad you want and send a copy to:

United Farm Workers
Attn: Teresa Romero, Gala Dinner Chair
P.O. Box 62
Keene, CA 93531-0062

Please send the art for your ad to Justin Watkins at jwatkins@ufw.org

Old Business

A Union of Professionals
Staff Guild
Local 1521A

August 2025 – July 2026

Executive Board Meeting Schedule

August-December 2025

August – Blackout		
Thursday, September 18th	3:00 p.m.	Pierce
Thursday, October 16th	3:00 p.m.	Southwest
Thursday, November 20th	3:00 p.m.	Trade-Tech
Thursday, December 18th	3:00 p.m.	Valley

January-July 2026

Thursday, January 15th	3:00 p.m.	West
Thursday, February 19th	3:00 p.m.	City
Thursday, March 19th	3:00 p.m.	East
Thursday, April 16th	3:00 p.m.	Harbor
Thursday, May 21st	3:00 p.m.	Mission
Thursday, June 18th	3:00 p.m.	Pierce
July – Blackout		

View Calendar on website @ https://collegestaffguild.ca.aft.org/
E-Board Mtg Calendar (August 2025-July 2026) opeiu:537, afl-cio/il

Chapter Reports

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: July 2025 Chapter Report

Campus: Los Angeles City College

Campus E-Board:

07/17/2025: Local E-Board Meeting held in-person at AD 315. Topics included: 1) Discussion of items for next Chapter meeting including Supplemental Retirement Plan (SRP), COLA and salary increase of 3.3%, need to fill vacant Grievance Representative position and open Shared Governance committees, 2) Establish Meeting dates for Local E-Board meetings and LACC Chapter Meetings to align with Executive Board Meetings, 3) Agreed not to hold a Consultation meeting with President for July, and 4) Decided to invite Judith Moreno to become an Alternate Delegate for E-Board.

Chapter Meeting:

No meeting held in July. Plans for August meeting discussed in Campus E-Board Meeting.

Consultation:

07/28/2025: Consultation with President postponed for July as a result of conflict with Dean of Outreach, Recruitment and Retention hiring committee meeting on the same day and lack of actionable issues. Next meeting was confirmed for 08/27/2025.

Unit member issues/updates:

07/07/2025: Completed Incident Report on behalf of member in Plant Facilities regarding involuntary transfer and additional issues and forwarded report to AFT 1521A officers including Andrea Edwards, Kimberly Davallier and Dashiel Johnson and followed up with member during the month.

07/15/2025: Working with member from Music Department regarding lack of compensation for change to B-shift.

Shared Governance /Other Committees:

07/24/2025: Work Environment Committee (WEC) met via Zoom. Topics included: 1) Tabled discussion on voting status of 1521A until quorum could be established, 2) Discussion of creating possible change in operating hours for LACC to 7 am to 11 pm Monday through Friday, 3) Reiterated that demolition for Administration Building will not take place until new Administration Building is completed, and 4) VP of Admin Services indicated refurbished mailroom would not re-open until there is proper staffing schedule.

Classified Hiring Committee

07/08/2025: SFP Program Technician for Fresh Success hiring committee interviews held.

07/14/2025: SFP Program Specialist for Dream Resource Center hiring committee interviews held.

07/28/2025: 1521A representation on Dean of Outreach, Recruitment and Retention hiring committee interviews.

Classified Hiring:

None reported.

Other:

07/10/2025: Emergency E-Board Meeting via Zoom, topics included: 1) Voted to certify election results from Special Election at LA Valley, 2) Discussion of Sharepoint contractor, and 3) Discussed LACCD plans for Supplemental Retirement Plan and possible impact on membership.

07/29/2025 through 07/31/2025: Intensive Training Retreat for 1521A officers and worksite Chapter Chairs and Grievance Representatives at LACC in MPR. Focus was on: 1) Developing leadership and organizational skills, 2) Developing role as Chapter Chair and Grievance Rep and understanding of legal responsibility to members.

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: August 2025 Chapter Report

Campus: Los Angeles City College

Campus E-Board:

No LACC Campus E-Board Meeting held for August 2025. Topics for August 2025 Campus meeting discussed during July 2025 Campus E-Board Meeting and in subsequent chats and emails with board member prior to meeting.

Chapter Meeting:

08/14/2025: LACC Chapter Meeting held from 12 pm to 1 pm at Student Union Conference Room on 2nd Floor, items included 1) Questions and discussion about Supplemental Retirement Plan (SRP) being offered to members and other units, 2) Questions about COLA and 1% raise (totaling 3.3%), 3) Discussion about the importance of adding a Grievance Representative as soon as possible, 4) Concern by a member about ongoing demolition of the EWD building and whether or not there is a plan in place to safely remove asbestos from building.

Consultation:

08/27/2025: Consultation with President Gebru and Vice Presidents postponed because of Presidents meeting and rescheduled for 09/03/2025 from 3 pm to 4 pm in the President's Office.

Unit member issues/updates:

08/14/2025: Brief follow-up meeting with member in Plant Facilities regarding involuntary transfer and additional issues that were described in an Incident Report in July. Supervisor for the member has yet to respond to request for a good-faith meeting, although member said she has spoken to VP of Admin Services Shannon Carter.

0828/2025: Brief follow-up meeting with member from Music Department regarding payment for B-shift differential indicating they are working with College HR Officer Jihee Park to resolve issue.

Shared Governance /Other Committees:

08/18/2025: Budget Committee Meeting held in President's Conference Room, topics included 1) Introductions of Shannon Carter as new VP of Admin Services and Sobia Khan as new VP of Academic Affairs, and 2) Discussion of a new Zero-Based Budgeting plan for LACC that justifies all expenses and tracks every dollar for accounting purposes.

Classified Hiring Committee

08/19/2025: Administrative Analyst for Procurement/Payroll hiring committee held from 11 am to 3 pm in AD 213.

Classified Hiring:

None reported.

Other:

08/27/2025: Campus Support Meeting, scheduled from 1 pm to 3 pm, canceled.

No E-Board Meeting was scheduled for August. The next E-Board Meeting is from 3 pm to 6 pm Thursday, September 18 at Pierce College.

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: June 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:

06/23/2025: Consultation with President Amanuel Gebru (via phone/Zoom) and Dr Olga Diaz, VP of Student Services (in-person). Discussion items included: 1) Potential loss of federally-funded grants for TRIO, Upward Bound, Noncredit, and other departments that could result in loss of positions. Dr Gebru said it has been discussed by district and other presidents, but no clear determination at of yet, 2) Talked about ongoing Dean of Outreach, Recruitment and Retention hiring committee that has many candidates with hiring selection by early August, 3) Hope for additional procurement training with new VP of Admin Services, and 4) VP Diaz looking into fitness room access for Classified.

Unit member issues/updates:

06/23/2025: Campus Support Meeting subjects included: 1) Discussion about how to proceed with involuntary transfer issue for member Helene Beiard, and 2) FMLA back payment issue for former member Elizabeth Preger.

06/26/2025: Meeting with member from Plant Facilities Office regarding involuntary transfer to mail room by supervisor.

Shared Governance /Other Committees:

06/02/2025: College Council Meeting topics included: 1) Approval of annual Summary and Assessment for College Council, 2) Discussion of Vision Aligned Reporting (VAR) in 12 state-approved trial programs starting in Fall 2025, and 3) District wants to hire permanent RESJ coordinators at each campus, including LACC.

06/04/2025: EPPIC Meeting discussion included: 1) Disagreement about need to request training for keeping minutes at meetings, 2) Approved annual Summary/Assessment for EPPIC, 3) Approved Doula Training Program in Noncredit that is a first for CA, and 4) Motion to move Journalism to Communications will be presented to Academic Senate.

Classified Hiring Committee

06/04/2025: Work on VP of Academic Affairs selection committee completed with VP expected to be named by early July.

06/11/2025: Initial meeting conducted for Dean of Outreach, Recruitment and Retention selection committee.

Classified Hiring:

06/27/2025: Semaj (James) Millet. Student Recruitment Coordinator in Outreach & Recruitment

Other:

06/12/2025: E-Board Meeting at LA Mission topics included: 1) Motions that approved new meeting schedule and clarified Stipend Policy, and 2) Certification of Chapter Elections passes, and Kimberly Davillier of District Office wins election for Interim Grievance Secretary.

06/21/2025 General Membership Meeting topics: 1) Minutes and Agenda approved, 2) Budget for next fiscal year reviewed and approved.

06/23/2025: Emergency E-Board Meeting on Zoom: 1) Discussion of using Sharepoint as union software, and 2) Motions to go in and out of closed session.

Benjamin Horowitz - ESC Chapter Grievance Rep

ESC Chapter Report
July & August 2025

Chapter Meeting
Chapter E-board meeting – August 19, 9 – 10 AM
Executive Board

Consultations

Unit Member Issues/Updates

- Various conversations with colleagues regarding union activities and protections to encourage more to join and participate - 3 hrs.

Shared Governance/Other Committees

Hirings
Hiring Committee for Sr. HR Assistant – August 7, 8:45 – 12:30

Other
Onboard Intensive Training - July 29-31, 2025
Professional Development – Know Your Rights – August 27, 11:30 – 1:00

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

Chapter Report
June 2025

Chapter Executive Board

Chapter Executive Board Team Meeting – Friday, 06/27/2025

- In attendance: Gloria Moreno, Chapter Chair and Yung Kim – Alt. Delegate. Set Agenda for HR consultation meeting.

Transitional Meeting with incoming Chapter Chair – Monday, 06/30/2025

- In attendance: Gloria Moreno, Chapter Chair and Katrelia, incoming Chapter Chair.
  - Discussed employee cases remaining to conclude, went over Activities and Chapter reports to be submitted monthly.
  - Provided a USB with document templates, current membership list, committee lists and other useful documents and information.
  - Provided her ESC AFT 1521A Office keys (7th Floor)

Chapter Meeting

In lieu of Chapter Meeting this month – Sent out Chapter Email Monday, 06/30/2025

- Informing Members of new Chapter E-Board and of Changes to Officer positions (Interim).

Executive Board

Executive Board Meeting – Thursday, 06/12/2025

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

Emergency Executive Board Meeting – Monday, 06/23/2025

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

Consultations

- **DO HR Consultation Meeting – Monday, 06/30/2025**
- ESC Executive Board in attendance: Gloria-Chapter Chair, La Shawn–1st Delegate, Olga-Delegate, Yung – Alt. Delegate, Katrelia-Incoming Chapter Chair

Unit Member Issues/Inquiries

- Golden handshake/SRP (rumors).
- Work harassment.
- Unfair treatment within department personnel.
- Vacation payouts

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

Shared Governance/Other Committees

- **WEC** – no committee meetings have been scheduled.
  - Work environment issues are discussed during the HR Consultation meetings.
- **TPPC** – Meeting, Thur. 06/05/2025. Received meeting minutes from AFT 1521A Rep.

Interviews/Hiring Committees

1. No interviews

Upcoming Interviews

1. Sr. Research Analyst (EPIE) – pending interview schedule.
2. Associate Vice Chancellor of Capital Construction (Facilities & Development) – pending interview schedule.
3. Team Leader, Applications, Dev. & Programming – Interviews scheduled for Wed. 07/02/2025

Other Chapter Chair activities:

- **Mon. 06/02/2025** - Finalized and submitted Activity and Chapter Reports for May 2025.
- **Mon. 06/16/2025** – Employee ADA Representation.
  In attendance: Gloria, Chapter Chair, AFT 1521A Member and Lisa – outside consulting firm representative.
- **Fri. 06/20/2025** Newly Elected Officer Mtg.
  In attendance: Gloria, Chapter Chair
- **Sat. 06/21/2025** Membership Meeting
  In attendance: Gloria, Chapter Chair
- **Mon. 06/23/2025** Representation meeting w/VC Lidz.
  In attendance: Gloria, Chapter Chair and La Shawn, Delegate and AFT 1521A Member
- **Wed. 06/25/2025** - June 2025 Campus Support Meeting
  In attendance: Gloria, Chapter Chair

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: July 1 2025

Campus: ELAC

Campus E-Board:

Our Board met we discussed our campus and our plans for summer

Chapter Meeting:

We had our monthly membership meeting

Consultation:

We had our consultation with our President

Unit member issues/updates:

N/A

Shared Governance /Other Committees:

.All committees were attended by AFT 1521A

Classified Hiring Committee

One classified hiring

Classified Hiring:

Other:

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: August 2025

Campus: LAMC – Veronica Enríquez Grievance Rep

Campus E-Board:

Discussed the August agenda and how to assign staff to Shared Governance Committees

Chapter Meeting:

Met with members in August and invited them to provide suggestions on changing meeting dates and/or time. Also suggested that they participate in the SRP workshops. Laura presented agenda.

Consultation:

Chapter chair and 1st delegate attended

Unit member issues/updates:

Due to lack of response, the grievance went to step 2. Due to lack of response, moved to Step 3. Met with Pres. Ornelas on Step 3. Another member decided not to move forward with a grievance.

Shared Governance /Other Committees:

Chapter chair currently assigning members to committees.

Classified Hiring Committee

Third round of interviews for Foundation Officer

Classified Hiring:

No hirings, but there were some promotions/reclassifications and a resignation. Was not aware that we had an Admin Assistant vacancy in student services.

Other:

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: July 2025

Campus: LAMC – Veronica Enríquez Grievance Rep

Campus E-Board:

Met to discuss how to move forward. Decided to have an open house for non-members. Scheduled a meeting with Eboard and to discuss issues at LAMC

Chapter Meeting:

No chapter meeting in July. Decided t0 have a meeting with local EBoard.

Consultation:

None this month

Unit member issues/updates:

One member filed a grievance due to a written warning letter.

Shared Governance /Other Committees:

No reports at this time

Classified Hiring Committee

None that we are aware of.

Classified Hiring:

In June we had an SSA for the Child Development center. Transferred from LAVC.

Other:

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: June 2025

Campus: LAMC – Veronica Enríquez Grievance Rep

Campus E-Board:

Discussed Chapter Meeting agenda and President's Consultation Agenda. Moved June meeting to 6/12/2025

Chapter Meeting:

Met with members on June 12. Discussed Classified staff appreciation day at LAMC, LAMC Commencement, and other items. Introduced the new executive board and answered member questions.

Consultation:

Scheduled for 6/25/2025

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

An SSA for Child Development Center was offered the role, waiting for them to start.

Classified Hiring:

Waiting to hear about the SSA position mentioned above.

Other:

Good afternoon Guild,

The month of June was full of excitement here at Mission College! We held our 50th graduation and it was a great event to where we listen to speakers with a common theme of resilience and family. In the face of everything going around us I felt a sense of calm and peace. We as a chapter had the opportunity of hosting the monthly executive board meeting on June 12th which coincided with our monthly giving our members another opportunity to interact and connect with The

Guild president and executive director.

Looking back on my 3 years of service through this wonderful bargaining unit as a chapter chair I am Beyond grateful for the knowledge I have gained about what union power means and what we can do as a collective. The colleagues I admit from my sister colleges are truly amazing and I and privileged to call them a friend. I feel that both my chapter and the guild as a whole is rising and soaring to a bright future:
Michael J Griggs
Los Angeles Mission College
chapter chair

A Union of Professionals
Staff Guild
Local 1521A
Pierce Chapter

Sean McDonald,
Interim *Chapter Chair*

Pierce Chapter Report
May 2025

Chapter Meeting

- Not held due to availability issues

Office Hours

- None in May

Consultation

- Three Meetings
    - May 01 LAPC VP AA
        - Discussed Layoffs
        - Power Outage and communication errors regarding an ask for members to work from home or use quota time
    - May 14 LAPC President
        - Discussed Layoffs
        - Discussed member-faculty conflict in Athletics-Knesiology
        - Dicussed Power outage Spring Break
    - May 27 LAPC VP AS
        - Discussed temporary work schedules for the summer

Unit Member Issues/Updates

- Consulted with a member and supervisors regarding workplace issues Kinesiology 05/06/25
- Consulted with a member regarding Power outage Spring Break 05/13/25.
- Consulted with a member regarding workplace issues 05/14/25.
- Consulted with Member regarding the Power outage response and directives 05/27/25.
- Phone call with President Edwards regarding temporary work schedules for the summer. 02/27/25
- Phone call discussion with 1521a local leader regarding Luncheon for June.
- Emails
    - Multiple emails regarding Power Outage response and supervisor's communications.
    - Followup emails regarding getting a closure statement regarding an investigation of a member that found no fault.
    - Email poll regarding Power Outage return to work

Sean McDonald,
Interim *Chapter Chair*

Shared Governance/Other Committees

- Tech Committee: 05/15/25
- Pierce College Council (PCC) Exec: 05/20/24
- Workforce Environment Meeting: 05/20/25
- Facilities Committee meeting: Cancelled

Hiring Committees

- None at this time

Other

- E-Board Meeting 05/08/25

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: 8.25.25

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

Campus E-Board:

Office meeting-discussed issue both ongoing and moving forward, discussed parking issues again, discussed pool and lifeguard issues

Chapter Meeting:

Consultation:

Unit member issues/updates:

Monitored emails from member for issues/questions

Shared Governance /Other Committees:

ASC meeting-discussed moving forward and whether we want teams by criteria or categories, planning how to move forward and keeping to the timeline.

Classified Hiring Committee

Classified Hiring:

Other:

Training regarding money and SRP 8/13/25

Fall Leadership Retreat, Ag Bldg, 8/26/25

Opening Day, 8/28/25

AFT Staff Guild Officers

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

Recording Secretary: Melinda Ung | Treasurer: James Highley

Grievance Secretary: Troy Pierce

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: 8.25.25

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

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Office meeting-discussed issue both ongoing and moving forward, discussed parking issues again, discussed pool and lifeguard issues

Chapter Meeting:

Consultation:

Unit member issues/updates:

Monitored emails from member for issues/questions

Shared Governance /Other Committees:

ASC meeting-discussed moving forward and whether we want teams by criteria or categories, planning how to move forward and keeping to the timeline.

Classified Hiring Committee

Classified Hiring:

Other:

Training regarding money and SRP 8/13/25

Fall Leadership Retreat, Ag Bldg, 8/26/25

Opening Day, 8/28/25

AFT Staff Guild Officers

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

Recording Secretary: Melinda Ung | Treasurer: James Highley

Grievance Secretary: Troy Pierce

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: 7.2.25

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

Campus E-Board:

Attended the Ebd Meeting on 6/12. Attended Emergency Ebd meeting on 6/23 and discussed the Stipend recommendations.

Chapter Meeting

Consultation:

Unit member issues/updates:

Monitored emails to keep abreast of issues on campus,

Shared Governance /Other Committees:

Attended the Finance Oversight Comm meeting on 6/16 (Zoom). Discussed Stipend. Zoom meeting of Finance Oversight Comm on 6/23 to Review Stipend Comm Recommendations.

No ASC Meeting for June.

Classified Hiring Committee

Classified Hiring:

Other:

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: August 2025

Campus: LASC

Campus E-Board:

Met via Zoom on 8/11. Chief on the agenda was drawing the plans for a special breakout session for classified staff during the campus Flex Day event on 8/28. A proposal for the breakout session was sent to the Flex Day coordinator by the e-board and approved. The breakout session was entitled "Show & Link Up to Level Up Your Knowledge on AFT-1521a Rep. Rights" and was presented by grievance rep Sonny Martinez. The breakout session covered topics such as Weingarten Rights and workplace grievance rights as illustrated in our contract.

Chapter Meeting:

No meeting. Newsletter was sent out in lieu of July and August meetings.

Consultation:

No meeting due to miscommunication with president on final meeting date.

Unit member issues/updates: Member has issue of appealing denial of bilingual certification even though certification test was taken. Outcome pending as this will be brought forth during next consultation with the president. Another member who had a temporary assignment was met with allegations of program email deletions made by the supervisor of the temp assignment well after the member's assignment ended and email access was relinquished. Member and CC met with temporary assignment supervisor and VPSS to discuss allegations. Member vehemently denies deleting any emails and does not want to be paid overtime worked due to contentious relationship with special assignment supervisor. Member will send any remaining related program docs in her possession to VPSS. Another member voiced the concern with their supervisor over leaving her office door open when alone in the office. Another member is in the process to obtain an administrative transfer to another campus because of toxic work environment in current office after many reports to district HR and a few investigations. Awaiting final approval from president.

Shared Governance /Other Committees:

No meetings due to summer break.

Classified Hiring Committee

None

Classified Hiring:

None

Other:

2nd level interviews held with college president and VPAA for academic dean of Natural Sciences, Health, Kinesiology, Math, Nursing and Allied Health. A finalist was selected and accepted the position. The new dean hire is new to the district and is in the process of completing the application paperwork, fingerprinting and background check to obtain LACCD employee ID number. Start date for new dean is Sept. 29th.

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: July 2025

Campus: LASC

Campus E-Board:

On July 11th via Zoom, the newly elected 2025-2028 LASC AFT 1521a e-board met with the outgoing chapter chair, Cassaundra Walker, to discuss campus specific union procedures and matters. Cassaundra gave her insight and expertise on how to conduct member meetings, consultation with the president, handling member issues, and meeting with campus management, etc. She has graciously offered to give her continued support to the new e-board by being available to confer and consult on with questions, advice on dealing with issues etc.

Chapter Meeting:

No meeting. Newsletter was sent out in lieu of July and August meetings.

Consultation:

No meeting, president on vacation.

Unit member issues/updates: 2nd VP and CC met with three members individually for strategy session to prep for meetings with management to different discuss workplace issues. One member has issue of appealing denial of bilingual certification even though certification test was taken. Outcome pending as this will be brought forth during next consultation with the president. The two other members were from the same department and faced the same issue of workplace harassment and violations to performance evaluation procedures. 2nd VP, CC, one of the two members met with management via Zoom to discuss harassment and violations. Both parties agreed to a remedy list that is currently upheld. Erroneous performance evals were thrown out. Members cite better working relationship with management.

Shared Governance /Other Committees:

No meetings due to summer break.

Classified Hiring Committee

None

Classified Hiring:

Karen Gomez, office assistant for Nursing and Allied Health Dept. Office

Other:

On July 7-8, interviews were conducted for new academic affairs dean of Natural Sciences, Health, Kinesiology, Math, Nursing & Allied Health. Ruben Villanueva sat on the committee as the AFT 1521a rep. Seven candidates were interviewed and three finalists were selected for the 2nd level interview with campus president and VPAA.

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: Month of August 2025
Campus: Valley

Campus E-Board:
August 15: 1:00 pm – 2:00 pm
In Attendance: In-person: Campbell, Aleta; Holliday-Collins, Jaime; Fitzgerald, Daniel; Clardy, Alicia; Dunham-Frost, Teresa, Baugher, Chad.

Chapter Meeting:
August 29: 1:00 pm – 2:00 pm and 2:00 pm – 3:00 pm.
In Attendance: In-person, see attached sign-in sheet.

Consultation with President:
August 4: 1:00 pm – 2:00 pm, see attached agenda.
In Attendance: Campbell, Aleta; Holliday-Collins, Jaime

Unit Member Issues/Updates:
August 15: 4 - 5 pm Grievance Prep Meeting w/Member via Zoom @ Harassment and LOR.
August 21: 8:00 – 8:30 am, Meeting w/Member @ staffing issues.
August 27: 10:00 – 10:30 am, Meeting w/Member @ vacation denial.

Shared Governance/Other Committees: None.

Classified Hiring Committees:
August 4: 3:00 pm, Hiring Committee Prep Meeting, via Zoom. Rep, Campbell, Aleta.
August 5: 8:00 am –1:30 pm, SFP-Program Specialist, Workforce, Rep, Campbell, Aleta.
August 20: 8:00–10:30 am, SFP-Program Specialist, Dual Enrollment, Rep, Campbell, Aleta.

Certificated Hiring Committees: None.

Other:
August 15: 1:00 –2:00 pm, Constitution & Bylaws Committee Meeting via Zoom.
August 19: 10:00 am – 12:30 pm, Labor Day Planning Meeting @ Guild Office.
August 20: 12:00 –1:00 pm, New Employee Orientation, see attached agenda and sign-in sheet.
August 28: Opening Day 7:30 am – 2:00 pm, see attached agenda and Chapter Chair's speech.

Respectfully submitted,

Aleta Campbell
Valley Chapter Chairperson
September 12, 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: Kimberly Davillier

A Union of Professionals
Staff Guild
Local 1521A
Valley Chapter

CAMPUS E-BOARD MEETING

Date: Friday, August 8, 2025
Time: 1:00 PM
Facilitator: Aleta Campbell
Location: AFT Office/Campus Center, Room 108

Time	Item	Owner
1:00 pm	**Welcome**	
1:05 pm	**Consultation w/President:** 8/4/25, 1pm (agenda items, attendees)	AC
1:10 pm	**State of our Local:** Labor Day Event Board of Trustees Update	AC
1:15 pm	**State of our Chapter:** Bulletin Board 6th Delegate Membership Meeting Dates Email Usage Thank-You Tour Membership Drive New Employee Orientation, AHOD for set-up & wear AFT t-shirts Opening Day, help w/tabling, join me at the mic Keys Tablecloths	All
1:35 pm	**Create photos of E-Board members for our poster**	All
1:45 pm	**Membership meeting's agenda:** Items to add	All
1:50 pm	**Announcements:** New Employee Orientation, 8/20/25 at 12:00 noon Opening Day, 8/28/25 at 7:30 am Next Campus E-Board, 9/12/25 at 1:00 pm Next Consultation w/President, 9/15/25 at 3:00 pm Next AFT - E-Board, 9/18/25 at 3:00 pm - Pierce Next Campus Membership Meeting, 9/26/25 at 1:00 pm & 2:00 pm	AC
1:55 pm	**Open**	All
2:00 pm	**Adjournment**	AC

Friday:
8/8/25

LANC Campus E-Board Meeting

ranking		
1	Jamie Holladay-Collins	Jholladay collins@gmail.com
4	Alicia Clardy	Alicia.G.Clardy@gmail.com
3	Jon Hooker	jon1521a@gmail.com
6	Chad Baugher	chadbaugher@gmail.com
5	Teresa Dunham-Frost	[redacted] FrostHd1521A@gmail.com
2	Daniel Fitzgerald	mr-d19@hotmail.com
GR	ChaQuanda Laughlin	[redacted]@icloud.com
	Aleta Campbell	

A Union of Professionals
Staff Guild
Local 1521A

Valley Chapter

Location: Fireside Room

Date: August 29, 2025

Time: 1:00 – 2:00 & 2:00 – 3:00

Membership Meeting Agenda

Time	Item	Owner(s)
	Welcome	AC
1:00 & 2:00 pm	Consultation with the President Campus Election and Runoffs Return of PTO/DOM to Quota Statements New Employee Orientation 8/20/25 Opening Day 8/28/25 Departmental survey Member engagement Shared Governance Committees	AC
1:30 & 2:30 pm	**Announcements:** **Labor Day Celebration**, Mon. 9/1/25 at 10 am, Banning Park, Wilmington, CA Next BOT meeting, Wed. 9/10/25 at 1 pm via Zoom Next Campus E-Board, 9/12/25 Next AFT - E-Board, Sep. 18, 2025, at 3:00 pm, at Pierce Next Consultation w/President, Sep. 15, 2025 at 3:00 pm Next Campus Membership meeting, 9/26/25, Fireside Room **CalPERS Retirement Workshop, Tue.** Sep. 30, 2025 at 5:00 pm	AC
1:45 & 2:5 pm	**Open**	All
2:00 & 3:00 pm	**Adjourn**	

LAVC Campus E-Board

Chapter Chair: Aleta Campbell / Grievance Representative: ChaQuanda Laughlin

1st Delegate: Jaime Holladay-Collins / 2nd Delegate: Daniel Fitzgerald / 3rd Delegate: Jonathon Hooker

1st Alt Delegate: Alicia Clardy/ 2nd Alt Delegate: Teresa Dunham-Frost / 3rd Alt Delegate: Chad Baugher, Pending E-Board Certification

AFT 1521A, LAVC Membership Meeting Sign-in Sheet
August 29, 2025
1:00 pm Session

Name	Signature	Personal Email	Mobile Number	Department	Shared Gov. Comm?	
Nick Olshansky				ARC	YES	NO
Daniel Fitzgesky				IT	YES	NO
ChaQuanda Laughlin				CSC	YES	NO
Rip Geru-Maa				Umoja	YES	NO
Jamie Holladay Collins				Acad. Affairs	YES	NO but on Employee Education Group
Jose A. Torres				IMS	YES	NO
Israel Ortiz				Dist Ed	YES	NO
Ashley Gonzalez				A+R	YES	NO
Katya Canjura				A+R	YES	NO
Aleta Campbell				SSD	YES	NO
					YES	NO
					YES	NO
					YES	NO
					YES	NO
					YES	NO

A Union of Professionals
Staff Guild
Local 1521A
Valley Chapter

Consultation with the President
August 18, 2025
3:00 pm

Rumor Control

- Heat levels in offices
- Staff working in unassigned departments and different shifts
- Remote Work
- Classified Instructors

Campus Events

- New Employee Orientation 8/20/25
- Opening Day 8/28/25 (attendance for staff)

New Business

- Compassion training for supervisors
- New space for AFT office

Old Business

- Staff parking for the fall semester
- Classified vacancies
- Opening Day, plan to have more classified attend

Next Meeting:

September 15, 2025, at 3:00 pm

LAVC Campus E-Board

Chapter Chair: Aleta Campbell / Grievance Representative: ChaQuanda Laughlin
1st Delegate: Jaime Holladay-Collins / 2nd Delegate: Daniel Fitzgerald / 3rd Delegate: Jonathon Hooker
1st Alt Delegate: Alicia Clardy / 2nd Alt Delegate: Teresa Dunham-Frost / 3rd Alt Delegate: Chad Baugher, Pending Certification

LAVC

NEW EMPLOYEE ORIENTATION 2025

Wednesday, August 20 from 9:00 to 12:30
We will meet in ACA 1601

Time	Topic
9:00 to 9:30	Donuts & Coffee
9:30 to 10:00	Welcome & Introductions
10:00 to 10:20	Payroll and Personnel
10:20 to 10:35	IT, Logins, email, technology
10:35 to 10:45	BREAK
10:45 to 11:00	Bookstore
11:00 to 11:15	Media Services
11:15 to 11:30	Professional Development, Vision Resource Center (VRC)
11:30 to 12:30	Meet with Union to Review Contracts (lunch) Staff - AFT1521A - ACA in 2602 Faculty - AFT 1521– ACA in 2506 721 – ACA in 2604

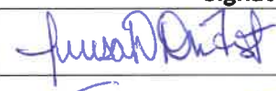
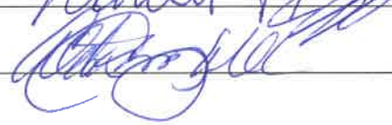
Register through Vision Resource Center

Note: If your employment information has not yet been entered into the LACCD system, you may not have access to the Vision Resource Center. Please email profdev@lavc.edu to let us know you will be attending.

PROF DEV
LOS ANGELES VALLEY COLLEGE

LAVC | LOS ANGELES VALLEY COLLEGE

New Employee Orientation Sign-in Sheet
August 20, 2025

Name	Signature	Email	Department
Teresa Dunham-Frost		frosttd1521@gmail.com	A&R
Chad Baughes		—	AA
ALLISON ROWLAND		ATHLETICTRAINERALLISON@GMAIL.COM	ATHLETICS / SPORTS MED.
Yvette Snyder		Yvarela@yahoo.com	Business office
Diana Di Battista		dianadibattista@gmail.com	Foundation
Midelle Midencey		midencey311@gmail.com	Student Services
Daniel Fitzgerald		mr_d19@hotmail.com	IT
Aleta Campbell		—	SSD

New Employee Orientation for AFT 1521A

(August 20, 2025)

JOB DESCRIPTION and RESPONSIBILITIES: Read and understand your job description and related duties and responsibilities. This is critical to you passing probation. Don't be afraid to ask questions of your supervisor to be sure that you are meeting expectations.

PERSONNEL FILES: Classified Employees have the right to review their personnel files and enter into their file responses to negative documents.

• Your employer keeps your personnel records. These records form the basis for any decisions affecting your employment. Personnel files kept by supervisors are not the official personnel file.

• You have the right to see your file — at a time when you are not required to provide service to your employer.

WAGES: Classified employees' earned wages are their property. Once you have earned your wages, you are entitled to receive them in full. You must be compensated for all hours that you work. This includes all time that you are on duty, whether or not you are performing the specific functions of your job.

• Classified employees must receive upon initial employment, or change in classification, a copy the following information: job description, salary data, assignment or work location, work hours and work week. The salary data must include the annual, monthly or pay period, daily hourly, overtime and ***differential rates of compensation***, whatever is applicable.

DIFFERENTIALS: Bi-Lingual Computing (MOS) Degree

PROBATION: is 6 months. Evaluations at 2 and 4 months, usually with another informal one at the end of your sixth month, to let you know that you have passed probation.

ANNUAL PERFORMANCE EVALUATION: Should be given to you on or around your birthday, before the end of each fiscal year.

HOURS OF EMPLOYMENT: Are set and can't be changed without your approval.

MODEL EMPLOYEE: Show up on time, be here at least 10 minutes before your start time, so that you are actually beginning your work at the beginning of your shift say, 8:00 am.

BREAKS: Take all of your breaks, every day. Leave for and return from them on time.

LAST 15 MINUTES: Our Agreement states that classified my turn off their computers and start preparing to leave work 15 minutes before the end of our shift.

BENEFITS:

Vacation: After the initial six months of employment, vacation becomes a vested right for classified employees. As a vested right, earned vacation becomes your property and is protected.

HOLIDAYS: Currently there are 17 paid holidays per year.

Article 11 Holidays

A. Holidays

An employee in a regular assignment or in an assignment in lieu of their regular assignment shall receive holiday pay for those holidays listed below and for other holidays declared by the Board of Trustees, the Governor of California, or the President of the United States that apply to bargaining unit members which come within the employee's assignment period, subject to the conditions listed in A 1 through A 5. The date the following listed holidays are observed shall be determined, where appropriate, by the academic calendar. The academic calendar is created in three-year increments; such holiday date or dates shall not be finalized in the academic calendar until the District has consulted with the AFT.

Holiday	Day Observed
New Year's Day	January 1
Dr. Martin Luther King, Jr. Day	Third Monday in January
Lincoln Day*	February 12
Washington Day	Third Monday in February
Cesar Chavez Day	March 31
Genocide Remembrance Day*	April 24
Memorial Day	Last Monday in May
Juneteenth*	June 19
Independence Day	July 4
Labor Day	First Monday in September
Admission Day*	September 9
Veterans Day*	November 11
Thanksgiving Day	Fourth Thursday in November
Day after Thanksgiving	Day following Thanksgiving
Christmas Eve Day	December 24
Christmas Day	December 25
New Year's Eve Day	December 31

* Lincoln Day shall be observed on the Friday immediately preceding Washington Day, unless an action of the Board of Trustees provides for a different day as provided by Education Code section 79020 (f), (g) and (j).

*Genocide Remembrance Day shall be observed on April 24 unless an action of the Board of Trustees provides for a different day.

*Juneteenth Day shall be observed on June 19 unless an action of the Board of Trustees provides for a different day.

*Admission Day shall be observed between December 26 and December 30, or another date so specifically declared by the Board of Trustees.

SICK LEAVE: Classified employees are entitled to twelve days leave of absence for illness or injury (sick leave), with full pay, for a fiscal year of service. Industrial Accident and Illness When an employee has suffered an industrial accident or illness, such employee shall be entitled to a paid leave of absence for up to sixty working days in any one fiscal year for the same accident or illness.

BEREAVEMENT LEAVE: Classified employees are entitled to bereavement leave. Classified employees are entitled to a leave of absence as a result of the death of any member of their immediate family. This leave is restricted to three days, or five days, if out of state travel is required

PAL DAY: Personal Annual Leave is one day per year to be taken by the classified employee for any reason.

ANNUAL PHYSICAL EXAM: Is one day or 8 hours to have your annual physical exam. The 8 hours can be split in half and used on two different days. This absence must be certified by your health care provider.

ANNUAL EYE EXAM: Is a half day or 4 hours to have your annual eye exam. This absence must be certified by your health care provider.

PREGNANCY AND/OR FAMILY LEAVE: Classified employees may be entitled to pregnancy and/or family care leave.

• Classified employees may be entitled to leaves of absence because of pregnancy or convalescence following childbirth. Leaves of absence for this purpose, may or may not be with pay. Classified employees should reference their current collective bargaining agreements to determine what specific rights are applicable to them.

Family and Medical Leave Act Leave

Classified employees are entitled to leave under the Family and Medical Leave Act ("FMLA"). The FMLA provides 12 weeks of unpaid leave. The leave may be taken for the classified employee's own serious medical condition, to care for an immediate family member with a serious health condition, for the birth and care of a newborn child of the employee, or for the placement with the employee of a child for adoption or foster care.

JURY DUTY: Classified employees are entitled to jury duty leave. Classified employees are entitled to leave of absence with pay for the purpose of serving on a jury. The district must pay a classified employee called for jury duty at his/her regular rate of pay and generally requires the employee to turn into the district any juror's fee.

COLLECTIVE BARGAINING RIGHTS: Classified employees have the right to negotiate.

• Classified employees have the right to "...form, join and participate in the activities..." of the union. It is unlawful for a public-school employer to threaten, retaliate, interfere with or coerce classified employees because of their participation in union activities.

• Classified employees have the right to be represented by the union in

Due Process: With AFT member rights starts after your probationary period has ended.

Sexual Harassment: Classified employees cannot be sexually harassed.

Discrimination & Harassment: Classified employees cannot be denied employment/advancement for discriminatory reasons

KNOW YOUR CONTRACT!

AFT 1521A Staff Guild Collective Bargaining Agreement (CBA) July 1, 2023 – June 30, 2026

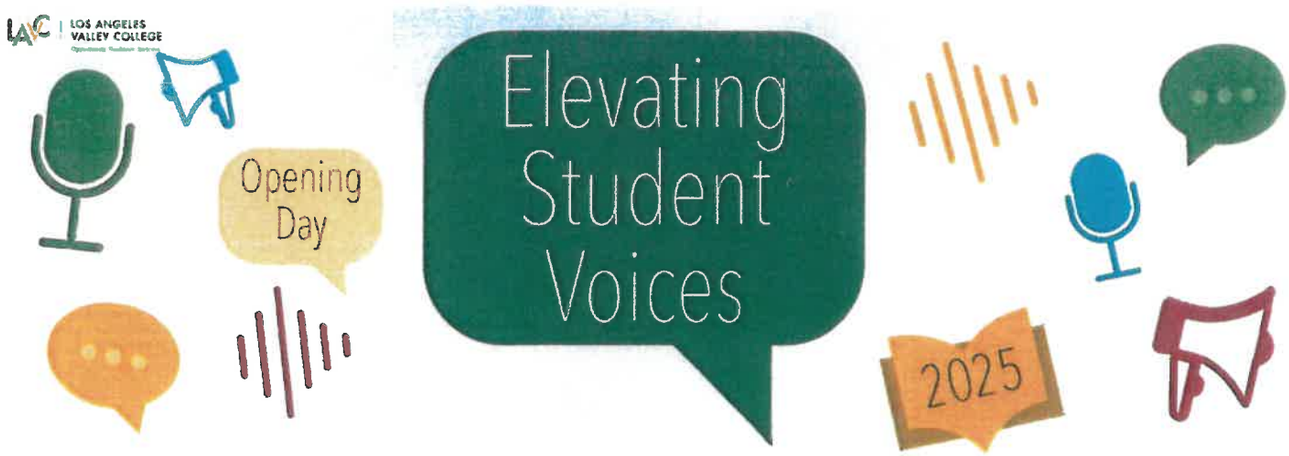
between the Los Angeles Community College District (LACCD)

and the American Federation of Teachers (AFT)

College Staff Guild

Local 1521A, CFT/AFT, AFL-CIO

The entire CBA is important, but the most important for you as new employees are Articles 6, 16 and 23. Scan to access your CBA.



LAVC's Opening Day, August 28, 2025

TIME	ACTIVITY	Location
8:00 – 8:45	Sign-In/Breakfast	Student Union Plaza
8:45 – 9:00	All-Campus Picture	Steps
9:00 – 10:30	Welcome Announcements	Monarch Hall
10:20 – 10:30	BREAK	
10:30 – 11:45	Keynote Speakers	Monarch Hall
11:45 – 12:00	Curriculum Update	Monarch Hall
12:00 – 1:00	Lunch	Student Union Plaza
1:00 – 2:00	Emergency Preparedness	Monarch Hall

Afternoon Session for Classified Professionals:

TIME	ACTIVITY	Location
2:00 – 3:00	SAP/PCR Training	LARC 200

Afternoon Session for Faculty:

TIME	ACTIVITY	Location
2:10 – 3:25	CAP Sessions (faculty)	AMD and H&C – ACA 2601 STEM and MEC – ACA 2504 BEL, HPS, and SBS – ACA 2505

Optional session:

TIME	ACTIVITY	Location
3:30 – 4:00	Current Issues including Immigration Enforcement, with President Barry Gribbons	Fireside Room

Registration links to all sessions are on the website and in the PD Blast emails.

Thank you to our sponsors: The LAVC Academic Senate, California Credit Union, and AFLAC.

Outlook

Opening Day Welcome Group - a very friendly reminder

From Owens, Jeanne B <OWENSJB@LAVC.EDU>
Date Mon 8/25/2025 12:16 PM
To De Mucha Flores, Martin R <DEMUCHMR@LAVC.EDU>; Campbell, Aleta <campbea2@lavc.edu>; John, Mary S <JOHNMS@LAVC.EDU>; Laughlin, Chaquanda N <LAUGHLCN@LAVC.EDU>; Negrete, Liz Negrete E <NEGRETME@LAVC.EDU>; Christian-Brougham, Ruby R <CHRISTRR@LAVC.EDU>; Perez, Edgar <PEREZE5@LAVC.EDU>; Weigand, Scott M <WEIGANSM@LAVC.EDU>
Cc Raskoff, Sally A <RASKOFSA@LAVC.EDU>

Hello, Welcome Group,

Thank you for being an important part of our Opening Day, scheduled for this Thursday, August 28th. We begin with breakfast and sign-in at 8:00am in the Student Union Plaza.

At 8:45, we will move the crowd to the stairs for our yearly picture, and from there we will go to Monarch Hall. At 9:00, Sally will signal for the program to begin. That's your part!

Martín will begin everything with the reading of the Land Acknowledgement. There will be a hand-help microphone. Once he finished, Aleta will step up, take the mic from him, and do her welcome. We will move down the list below.

Please introduce yourself when you take the microphone.

The order is:
Martín De Mucha Flores - Land Acknowledgement
Aleta Campbell - AFT 1521A
Mary John - 721
Chaquandra Laughlin - Caring Campus
Liz Negrete - Teamsters
Ruby Christian-Brougham - AFT
Edgar Perez - Academic Senate
Scott Weigand - Guided Pathways

If you have a slide you would like projected on the screen while you do your welcome (other than just your organization - we will make those slides), please send it to Jeanne Owens by Tuesday at noon. That's tomorrow!

Thank you so much,

Professional Development Coordinators
Los Angeles Valley College
5800 Fulton Ave.
Valley Glen, CA 91401

Dr. Sally Raskoff
raskofsa@lavc.edu
818-947-7246

Jeanne Owens
owensjb@lavc.edu
818-947-2569

LAVC Chapter Chairperson, Aleta Campbell

FALL OPENING DAY REMARKS 8/28/25

Hello everyone, my name is Aleta Campbell and I am the Chapter Chairperson for the Staff Guild, AFT 1521A.

The last time that I addressed you, was in 2023 as the interim Chapter Chairperson. It was my first time speaking in this forum. I recall what seemed to me as a curious title for this gathering – Welcome Back! I wondered then, "Welcome Back?" And I vocalized to you that: "We never left!" I said that then, because this event was promoted as one that was all-inclusive, when in reality even its name was insensitive in regards to classified staff.

Apparently, many do not know that classified don't get the summer off to relax and regroup for the busy fall semester. Now that the name of this event has changed to Opening Day, maybe a little progress has been made toward the District's DEIA goal. I think most would agree that significant strides have been made towards achieving this goal for our students. But what about classified staff?

In 2023, I asked for all of the 1521A classified in the room to stand and be recognized. So where are you classified? Please stand! Applause… in 2023, I also asked everyone to look around the room and to take note of the ratio of classified to faculty, and administrators present. There are approximately 148 classified that work at Valley. Maybe there are ten here today.

During most campus-wide events, we are profusely thanked, but not given the opportunity to attend. Where is the diversity, equity, inclusion, and accessibility in that? We are so well appreciated that we are thanked by not being allowed to celebrate with the rest of you.

Couldn't we, just once a year enjoy a few hours of real collegiality, in recognition of our shared humanity with you? Whether we have a degree designation behind our names or not. Though many of us do – we are treated differently.

So much so, that during July's BOT meeting most of the classified union leaders went to the mic and spoke about the lack of adequate staffing among our ranks and the rampant and ever-increasing levels of harassment and bulling that our members endure on a consistent basis.

DEIA should not be a hollow mantra, bolstered but artificial thank-yous, it should be extended to classified as well. We are typically, the first ones on campus every morning and the last ones to leave at night. Yet, when classified vacancies occur, many of our positions go unfilled for years. And those of us who remain, pick up the slack, while often enduring harassment and bullying from some of our supervisors for not being able to keep up with the additional workload.

This treatment is not right and does not live up to the LACCD's written DEIA values. This District can and must do better by its classified employees. And this Union will keep fighting to make it so!

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: Month of June 2025
Campus: Valley

Campus E-Board: Not held.

Chapter Meeting: Not Held.

Consultation with President: Not Held.

Unit Member Issues/Updates:
June 24: Member representation for Annual Performance Evaluation 12:00 noon -1:00 pm.
June 24: Office Hour, Meeting with Member, 1:00 pm -2:00 pm

Shared Governance/Other Committees: None.

Classified Hiring Committees: None.

Certificated Hiring Committees: None.

Other:
June 6: Commencement Prep Meeting, 11 am – 12 noon
June 6: Constitution & Bylaws Committee Meeting, 1 – 2 pm
June 6: Commencement Duty, 7:30 am – 12 noon
June 12: E-Board Meeting at LAMC, in-person, 3:00 – 6:00 pm
June 21: AFT 1521A, General Membership Meeting – WLAC, in-person 8:30 am – 2:00 pm.

Respectfully submitted,

Aleta Campbell
Valley Grievance Representative
July 16, 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: Kimberly Davillier

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
June 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 Member: Moved work area location

Committees/Meetings
- Executive Board Meeting
- Emergency Executive Board Meeting
- Campus Membership Meeting (Canceled - Vacation)
- President Consultation
- Campus Committees
  - Team Leadership
  - President Consultation
  - Enrollment Management
  - IEC
  - Anti-Racism
  - Meeting with VP of Academic Affairs & Campus Leadership about Unit I members moving between Departments under same Dean/VP
- Hiring Committee
  - Business Office – Accounting Assistant (Successful)

Campus Events
- Campus Leadership Retreat
- Campus Run-Off Election – Chapter Chair

Unions Events
- Membership Meeting

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: August 2025

Campus: WLAC

Campus E-Board:

Met to go over items pertaining to members.

Chapter Meeting:

Consultation:

Unit member issues/updates:

Met with VPSS in regards to Bilingual Differential status.

Shared Governance /Other Committees:

Classified Hiring Committee

Classified Hiring:

Other:

AFT Staff Guild Officers

President Andrea Edwards | First Vice President: Jesse Saucedo | Second Vice President: Maira Cruz
Recording Secretary: Melinda Ung | Treasurer: James Highley
Grievance Secretary: Troy Pierce

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: July 2025

Campus: WLAC

Campus E-Board:

Attended Campus support meeting via Zoom.

Chapter Meeting:

Consultation:

President Consultation Meeting.

Unit member issues/updates:

Shared Governance /Other Committees:

Classified Hiring Committee

Classified Hiring:

Other:

Attended GR/CC Training for 7/29-7/31/2025 for eight hours each day. Great Training!

AFT Staff Guild Officers
President Andrea Edwards | First Vice President: Jesse Saucedo | Second Vice President: Maira Cruz
Recording Secretary: Melinda Ung | Treasurer: James Highley
Grievance Secretary: Troy Pierce

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: June 2025

Campus: WLAC

Campus E-Board:

We met and discussed personal development activities for our members.

Chapter Meeting:

I attended via Zoom. I also attended the Saturday meeting 6/21/25

Consultation:

Unit member issues/updates:

No incident reports submitted.

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/ September 5, 2025

Dear Retirees,

OPEN ENROLLMENT for the coming year, *effective January 1, 2026*, will begin on September 15th and continue through October 10th, 2025.

If you do not wish to make any changes to your insurance plan, dental plan, or vision plan, you don't have to do anything.

If you do want to make changes, you will need to contact the Health Benefits Unit, healthbenefits@email.laccd.edu and complete a form.

In addition, please notify, in writing to the Union, of the name of your Trusted Contact Person with their current telephone numbers (cell and landline), in case we lose contact with you. It also would be helpful to give the District permission to contact your TRUSTED contact person on the same document. Please make sure you notify your contact person of this arrangement, and that you are giving both the Union as well as the District permission to contact them in case we lose contact with you.

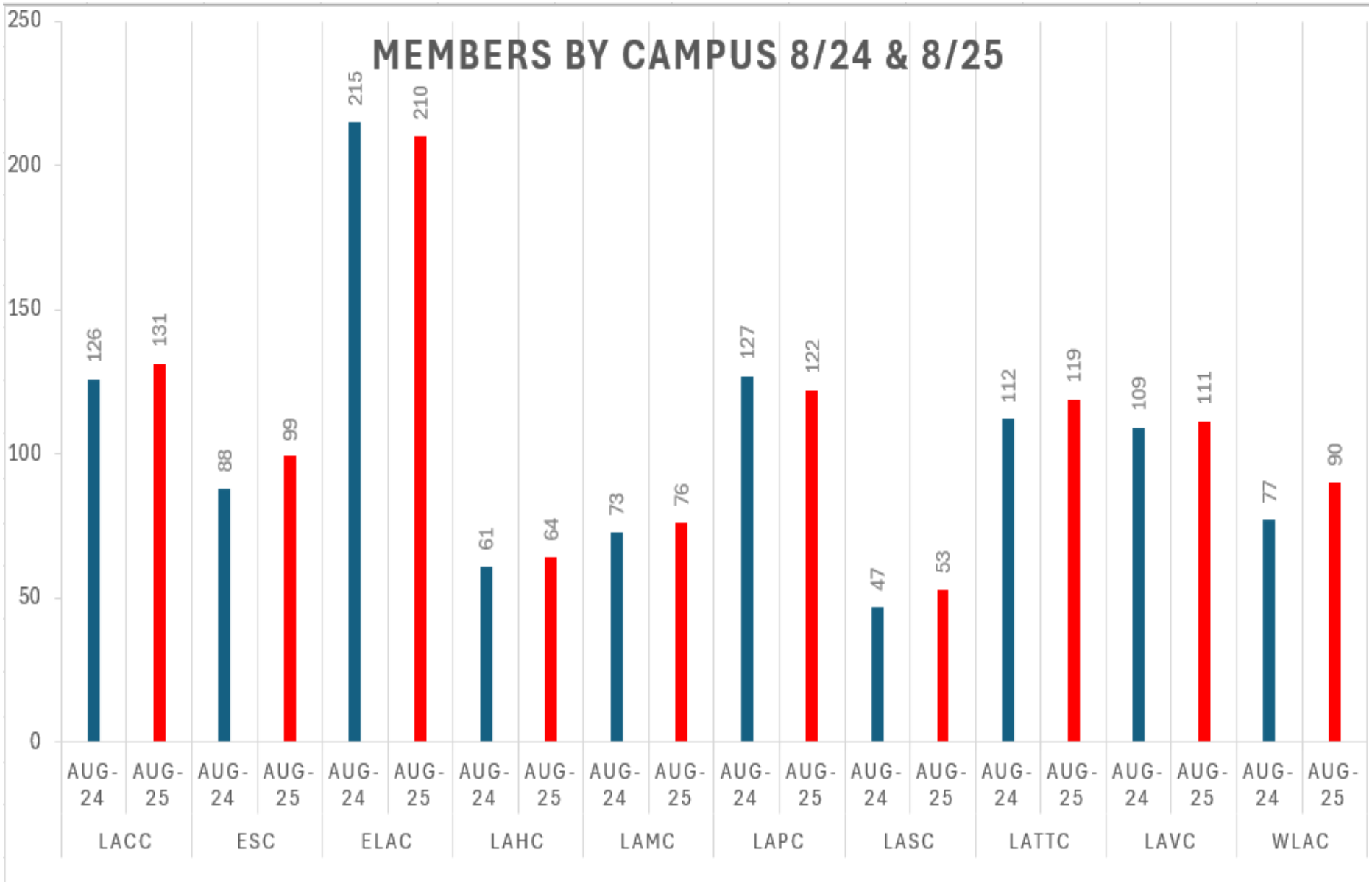
If you know anyone who has not joined the AFT1521A Retiree Unit, which is free, let me be real clear, we have some absolutely fantastic medical, dental and vision benefits, as well as other things too numerous to mention. The District Management watches the usage of all these benefits. Therefore, if we don't use them, we lose them.

Respectfully submitted,

Fern Reisner, AFT Staff Guild
1521A Retiree Chapter President

Executive Director Report

AFT STAFF GUILD, LOCAL 1521A



Affiliate Reports

A Union of Professionals
Staff Guild
AFT Local 1521A

Dionne M. Morrissette, *LACFL Delegate*

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

LA County Federation of Labor, AFL-CIO
Representative to the House of Labor
Monday, August 18, 2025 @ 7:00 p.m.

Called to Order/Pledge of Allegiance, AND "**Code of Conduct**" Posted on Projector for All to Read.

- Sworn in New Delegates; "Representative Oath of Obligation" List of New Delegates to be sworn in @ the next E-Board Meeting, displayed on projector. **M/S/P**.

- E-Board Minutes for August, **M/S/P** Delegate Minutes for July, **M/S/P.**

- **Michelle, Financial Report;** See Attachments for June, and July.

- **Rosie Cruz;** Local 132, Gas Employees (**UAW**), Join Fight. ***See Blue Attachment,** Dodger Fight "Steal Bases"**,** Labor Day Monday, September 1 "Get Ready to Go BIG or Go Home".

-**Steve Neal, Strategic Engagement Team**; "**Labor In The Pulpit**" reaching out to Houses of Faith; Workers, and Pastor present on Labor.

- **Devin, COPE Report;** Political Gerrymandering, Texas looking for 5 Seats, Ref. to Maps, November 4th Meeting.

-Krystal Romero on behalf of Tatianna, Communications; Follow "Blue Sky" @ theLAFed and check "**On The Move**".

-**Ruth on Behalf of Armando, Miguel Contreras Foundation**; Young Workers Education Center over 800 students have gone Through program "Bargain Contract". **Check Out**, Young Worker Project, and Voices of Liberty Campaign support families dealing With ICE.

-**Norma, Labor Community Services**; 29,000+ Families served, Need volunteer to finish to sort food, ***See Emergency Relief Flyer from Fires, Etc.** See Emergency Readiness Trainings, 5th Annual Dolores Huerta Spirit Awards, Airbnb donated 1 Million Dollars.

-**Sister Saba Waheed**: State of Authoritarism, Project 2025 – Focus Immigration next coming for Labor.

-**President Wheeler Report**; David Huerta, PowerPoint Shown "**Free David Huerta**" and release via News. Prayers for Kent Wong, UCLA Labor Center Director. Loretta Gonzalez attending LA Labor Day Parade. Check "Union Night", LA Sparks vs. Indiana Fever; "Show Union Pride, Union Rights Now!"

Affiliates Report *Refer to attached flyers

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

A Union of Professionals
Staff Guild
AFT Local 1521A

Dionne M. Morrissette, *LACFL Delegate*

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

LA County Federation of Labor, AFL-CIO
Representative to the House of Labor
Monday, June 16, 2025 @ 7:00 p.m.

Called to Order/Pledge of Allegiance, AND "**Code of Conduct**" Posted on Projector for All to Read.

- Sworn in New Delegates; "Representative Oath of Obligation" List of New Delegates to be sworn in @ the next E-Board Meeting, displayed on projector. **M/S/P**.

- E-Board Minutes for June, **M/S/P** Delegate Minutes May, **M/S/P.**

- **Michelle, Financial Report;** Report Out Next Meeting; Missing.

-Practice Strike, June 27th. 9th and Grand Picket @ Ralph's Grocery Market with 3,000 Surveys to Customers, "How Long is the Wait In Line"?

-**Steve Neal, Strategic Engagement Team**; Ongoing Pathways & Partnerships**.*See Flyer**: Revolutionary Non-Violent Activism 2025.

-Rob Notoff, Strategic Campaign; Check "***DefendTheWage.LA*** *DO NOT Sign the Petition. OSHA must be a part of 2028 Olympic Building with Contractors.

- **Devin, COPE Report;** Fight to Protect Our Victory. Alex with LAANE, **Volunteer @ Website defendthewage.la**

-Tatianna, Communications; Krystal Romero standing in on Tatianna's Behalf while away on Maternity Leave until 2026.

-**Mr. Dorian, Miguel Contreras Foundation**; See **MiguelContrerasFoundation.org** *Video shown: "**Planting Seeds: Students**.

-**Norma, Labor Community Services**; Video Shown, Firefighters assisted with Food, TAP Cards, and Humidifier in Pasadena/Altadena to Fire Victims. **Volunteers Still Needed**.

-**Sister Saba Waheed**: Speaks to "**Manipulation of Law**", justify use of Military. Non-Violent movements are 2 times More Likely to Succeed.

-**President Wheeler Report**; W.A.R. PowerPoint Shown. Immigration Raids, Everywhere, LA, Chicago, and New York, targeted.

Affiliates Report *Refer to attached flyers

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

Los Angeles County Federation of Labor
Executive Board Minutes
June 12, 2025

The meeting was called to order by Chair Thom Davis at 10:31 a.m.

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

The Executive Board celebrated Vice President David Huerta, who had been released from a 72-hour hold in federal custody after being injured and detained by ICE. Vice President Huerta addressed the Board to express his gratitude for their support and shared his traumatic experience during detention. He emphasized the importance of peacefully protesting, citing the powerful and effective nonviolent actions of Mahatma Gandhi, Martin Luther King Jr., and Cesar Chavez. He also thanked the emergency responders and our brothers and sisters with the IAFF for their care and concern during his transportation to the hospital.

We did not reach a quorum; therefore, we held the meeting only for informational purposes.

CHIEF OF STAFF REPORT

Sister Rosie Cruz reminded the Vice Presidents that MLK 2026 invitations will be sent out in August for the event on January 17, 2026. Sister Patricia Recinos urged affiliates to send their staff to the recurring "Know Your Rights" workshops, as well as to the upcoming meetings, actions, and events. Sisters Patricia, Rosie, and Tatiana reviewed the strike sanctions process available to our affiliates. Brother Steve Neal provided updates on workforce development, re-entry, and housing initiatives with LAUSD and the LA/OC Building Trades. Brother Rob Nothoff discussed AB 770 and AB 698, as well as the 2026 FIFA World Cup Human Rights strategy, along with the lobbyist regulations from the City of Los Angeles Ethics Commission. Brother Osiri requested an update from Vice Presidents Huerta and Minato on the 'Olympic Wage' and announced that a COPE meeting is currently scheduled for November 2025. Sister Tatiana Martinez updated the Board on her leave and announced that Sister Kristal Romero will be covering the communications department.

Brother Armando Loza announced his recent appointment to the Workforce Development Board (WDB) for the City of Los Angeles. He stated that to save time, he would provide a full report at the next meeting. Sister Norma Lopez reported on the NALC Food Drive and the Stamp Out Hunger event on May 10, 2025, which was highly successful, collecting nearly 1.8 million pounds of food—the largest collection in the nation. She noted that, in conjunction with UFCW Local 770, they supported 498 families affected by the LA County Fires, amounting to about $250,000 in aid, TAP cards, and more. She invited the Vice Presidents to join us on June 28, 2025, for the Mariachi USA Fundraiser and on September 6, 2025, for the annual Dolores Huerta Spirit Awards.

PRESIDENT REPORT

President Wheeler provided an update on the status of ICE operations in Los Angeles. The Fed is reviewing its internal HR procedures and operational protocols, including audits of I-9 forms, to ensure full compliance with the law.

President Wheeler announced that the staff would visit Montgomery, Alabama, for our annual retreat, tour the Equal Justice Initiative, and meet with Bryan Stevenson. Vice Presidents Gillotte, Huerta, and Kung expressed their interest in joining the staff.

Los Angeles County Federation of Labor
Special Meeting
Executive Board Minutes
June 5, 2025

The meeting was called to order by Chair Davis at 10:30 a.m.

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

NEW BUSINESS

The Board convened in a special emergency session to consult with legal counsel regarding an ongoing lawsuit involving the Los Angeles County Federation of Labor. The matter discussed is confidential and pertains to a legal issue that requires privileged communication. The Board received advice from legal counsel and agreed to take the necessary steps to address the situation. Due to the sensitive nature of the conversation, further details will not be disclosed publicly.

It was moved, seconded, and carried to adjourn the meeting at 11:01 a.m.

Los Angeles County Federation of Labor, AFL-CIO
Representative to the House of Labor Meeting Minutes
May 19, 2025

Chair Thom Davis called the meeting to order at 7:01 p.m.

Representatives rose and pledged allegiance to the American Flag.

CREDENTIALS

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

MINUTES OF PREVIOUS MEETING

Chair Thom Davis proposed a motion to approve the April 2025 House of Labor meeting minutes. The motion was moved, seconded, and carried.

EXECUTIVE BOARD MINUTES

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

FINANCIAL REPORT

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

DEPARTMENT REPORTS

Sister Rosie Cruz reminded representatives of the theme, "*Getting Back to Our Roots from the Ground Up,*" and reposted the save-the-date for January 17, 2026. Sister Patricia Recinos acknowledged those who participated in the strikes and rallies, inviting NUHW to speak about their ratified contract with Kaiser on May 8, 2025. Brother Gates of AFSCME DC 36 reported that 1,000 jobs have been restored in the City of Los Angeles. AAPALA has announced its national convention in Los Angeles for June 26-29, 2025. She reminded affiliates of the May 28, 2025, KTR training and SEIU Local 99's action on June 10-11, 2025. Brother Steve Neal announced an apprenticeship fair in collaboration with LAUSD, focused on workforce development, mapping resources, re-entry workforce initiatives, and housing solutions alongside the LA/OC Building Trades. The Non-Violence Committee has commenced, and Brother Kent Wong and Sister Maria Elena Durazo will join us at the next meeting. Brother Michael Contreras and baby Camila Contreras highlighted the events from the State Federation's Legislative Conference in Sacramento, celebrating those who achieved a 100% Labor Voting Record. Sister Tatiana Martinez reminded affiliates to submit their stories to our communications department to be showcased in our newsletter and on our social media channels. Brother Rob Nothoff discussed the rent stabilization notice sent to residents in 75% of the units built before 1979. The City of Los Angeles will soon address rent and mortgage relief. Sister Norma Lopez thanked everyone who participated in the Letter Carrier Food Drive on May 10, 2025, and announced that they had collected over 1 million pounds of food and were still sorting it. Brother Armando Loza thanked affiliates for attending and supporting the annual Cinco de Mayo fundraiser on May 2, 2025, at BMO Stadium. Sister Saba Waheed from the UCLA Labor Center updated us on the current administration and its recent actions against immigrants and citizens alike.

PRESIDENT'S REPORT

Affiliates extended their wishes to President Wheeler for a happy birthday! President Wheeler reviewed the State Budget for 2025-2026, which totals $226 billion and includes cuts to Medi-Cal and IHSS. SEIU-USWW has lobbied for the passage of the LA Olympic Wage Ordinance in Los Angeles. She yielded the remainder of her time to SEIU Local 99 to announce an event on June 11, 2025, to

United Union of Roofers
Waterproofers and Allied Workers
Local Union No. 36
Cliff Smith, Business Manager
Phone: (323) 222-0251
Fax: (323) 222-3585

Drop charges against David Huerta!

Stop ICE raids! / Military off our streets!

No LAPD partnership with ICE!

Mayor Bass: remove quisling LAPD chief McDonnell!

Hands off CHIRLA, PSL, UdB!

Build United Front against fascism!

Organize the General Strike!

Our Labor movement is proving ineffective to protect workers and solve our problems. Our politics are subordinated to the Democratic Party which ultimately serves the same capitalist masters as does Trump and the Republicans.

Trump will escalate raids and repression, with Mayor Bass and Governor Newsom complaining over who has jurisdiction to attack protestors and clear the streets. Appeasement and collaboration, even dressed up as opposition, only serve the encroachment of capital against the working class.

Lawsuits, paper proclamations and park gatherings will not stop these fascist attacks. Street protests must intensify along with Labor stand-downs, sit-ins, sick-outs, disruption to the flow of capital. No Super Bowl, World Cup or Olympics in our city under siege! Our leverage is our Labor Power. Exercise it!

5380 Poplar Boulevard • Los Angeles, CA 90032


ICE
ICE
MUSIC + ART FEST
SUMMER OF
RESISTANCE
RESISTANCE RESISTANC
NO ONE IS ILLEGAL ON
WHERE: PLACITA OLVERA
WHEN: JUNE 17TH
GET INFO! CREATE ART! JOIN ACTIONS!
11AM: MOTHER'S VIGIL & MARCH
4PM: VENICE RUN AGAINST ICE
4PM-7PM: DJ QUE MADRE
30 DAYS OF ACTION

Coalition of Labor Union Women

SOCIAL MIXER

Saturday - June 21st (11A-1P)

955 Overland Court Suite 120

UNAC/UHCP office in San Dimas



RSVP: Olivia Guevara (909) 202-0372

JUNE Social Mixer

PRACTICE ULP STRIKE



GROCERY WORKERS RISING

JUNE 27
3:30 PM

DOWNTOWN LOS ANGELES
IN FRONT OF RALPHS

UFCW 770 UNION LOCAL

June 27 at 3:30 pm
Ralphs Downtown Los Angeles
645 W 9th St, Los Angeles, CA 90015

Printed In-house

Clergy and Laity United for Economic Justice

REVOLUTIONARY NONVIOLENT ACTIVISM 2025

WORKSHOP SERIES

Join us for

"THE JOURNEY: LABOR ORGANIZING THEN AND NOW"

with Sen. Maria Elena Durazo and Kent Wong

- De-escalation training included!

SUN, JUNE 29, 2025 | 3P-5:30P

RSVP TODAY:

www.cluejustice.org/revolutionary

Holman United Methodist Church
3320 W Adams Blvd, LA 90018



LOS ANGELES COUNTY FEDERATION OF LABOR AFL-CIO

UCLA Labor Center

Los Angeles County Federation of Labor
Special Meeting
Executive Board Minutes
June 5, 2025

The meeting was called to order by Chair Davis at 10:30 a.m.

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

NEW BUSINESS

The Board convened in a special emergency session to consult with legal counsel regarding an ongoing lawsuit involving the Los Angeles County Federation of Labor. The matter discussed is confidential and pertains to a legal issue that requires privileged communication. The Board received advice from legal counsel and agreed to take the necessary steps to address the situation. Due to the sensitive nature of the conversation, further details will not be disclosed publicly.

It was moved, seconded, and carried to adjourn the meeting at 11:01 a.m.

Los Angeles County Federation of Labor
Executive Board Minutes
June 12, 2025

The meeting was called to order by Chair Thom Davis at 10:31 a.m.

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

The Executive Board celebrated Vice President David Huerta, who had been released from a 72-hour hold in federal custody after being injured and detained by ICE. Vice President Huerta addressed the Board to express his gratitude for their support and shared his traumatic experience during detention. He emphasized the importance of peacefully protesting, citing the powerful and effective nonviolent actions of Mahatma Gandhi, Martin Luther King Jr., and Cesar Chavez. He also thanked the emergency responders and our brothers and sisters with the IAFF for their care and concern during his transportation to the hospital.

We did not reach a quorum; therefore, we held the meeting only for informational purposes.

CHIEF OF STAFF REPORT

Sister Rosie Cruz reminded the Vice Presidents that MLK 2026 invitations will be sent out in August for the event on January 17, 2026. Sister Patricia Recinos urged affiliates to send their staff to the recurring "Know Your Rights" workshops, as well as to the upcoming meetings, actions, and events. Sisters Patricia, Rosie, and Tatiana reviewed the strike sanctions process available to our affiliates. Brother Steve Neal provided updates on workforce development, re-entry, and housing initiatives with LAUSD and the LA/OC Building Trades. Brother Rob Nothoff discussed AB 770 and AB 698, as well as the 2026 FIFA World Cup Human Rights strategy, along with the lobbyist regulations from the City of Los Angeles Ethics Commission. Brother Osiri requested an update from Vice Presidents Huerta and Minato on the 'Olympic Wage' and announced that a COPE meeting is currently scheduled for November 2025. Sister Tatiana Martinez updated the Board on her leave and announced that Sister Kristal Romero will be covering the communications department.

Brother Armando Loza announced his recent appointment to the Workforce Development Board (WDB) for the City of Los Angeles. He stated that to save time, he would provide a full report at the next meeting. Sister Norma Lopez reported on the NALC Food Drive and the Stamp Out Hunger event on May 10, 2025, which was highly successful, collecting nearly 1.8 million pounds of food—the largest collection in the nation. She noted that, in conjunction with UFCW Local 770, they supported 498 families affected by the LA County Fires, amounting to about $250,000 in aid, TAP cards, and more. She invited the Vice Presidents to join us on June 28, 2025, for the Mariachi USA Fundraiser and on September 6, 2025, for the annual Dolores Huerta Spirit Awards.

PRESIDENT REPORT

President Wheeler provided an update on the status of ICE operations in Los Angeles. The Fed is reviewing its internal HR procedures and operational protocols, including audits of I-9 forms, to ensure full compliance with the law.

President Wheeler announced that the staff would visit Montgomery, Alabama, for our annual retreat, tour the Equal Justice Initiative, and meet with Bryan Stevenson. Vice Presidents Gillotte, Huerta, and Kung expressed their interest in joining the staff.

Los Angeles County Federation of Labor, AFL-CIO
Representative to the House of Labor Meeting Minutes
June 16, 2025

Chair Thom Davis called the meeting to order at 7:02 p.m.

Representatives rose and pledged allegiance to the American Flag.

CREDENTIALS

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

MINUTES OF PREVIOUS MEETING

Chair Thom Davis proposed a motion to approve the minutes of the House of Labor meeting from May 2025. The motion was moved, seconded, and carried.

Chair Thom Davis proposed a motion to approve the nomination for the Vice President seat No. 40. The motion was moved, seconded, and carried to nominate William Gilbertson, UW 132. Brother Gilbertson addressed the Representatives, thanked them for their support, and expressed solidarity for the release of fellow Vice President David Huerta.

DEPARTMENT REPORTS

Sister Rosie Cruz reminded Representatives about our annual MLK Breakfast on January 17, 2026. Sister Patricia Recinos invited Representatives to join the Fed at our NextGen organizing training, emphasizing the need for ongoing *Know Your Rights* training and highlighting the importance of our 4th and 5th Amendment rights. We received reports from UFCW 770 President Kathy Finn and Starbucks employees concerning the rally on June 27, 2025, at the Ralphs on 9th Street in Los Angeles. Brother Steve Neal and Sister Danielle Jones provided updates on Pathways to Partnerships and the Non-Violence Committee, as well as upcoming workshops featuring Senator Maria Elena Durazo and Kent Wong. Brother Rob Nothoff reminded Representatives about the RSO policy (i.e., 8-10% rental increases) in conjunction with UTLA, SEIU, and Teamsters, who are advocating for a 3-5% increase instead; the Ethics Commission and the unfair and improper Lobbyist Ordinance; and with 360 days remaining until the 2026 FIFA World Cup, we are working on a master agreement for all union contractors. Brother Devin Osiri reported on the $30/hour Olympic Wage success until the airlines and hotels proposed a referendum to let voters decide. Members from SEIU-USWW and LAANE reported on this ongoing action and requested support in not signing the petitions to be sent to the ballots. Sister Tatiana Martinez reminded Representatives that she will be on maternity leave for six (6) months and that Press Secretary Kristal Romero will fill in for her. Brother Dorian Esthers thanked everyone for their support and expressed gratitude to all affiliates for their backing of Board Member David Huerta. Sister Norma Lopez thanked everyone who participated in the Letter Carrier Food Drive on May 10, 2025. She announced that they had collected over 1 million pounds of food, which was still being sorted, as well as ongoing services for LA County Fire survivors. Sister Saba Waheed from the UCLA Labor Center reported on recent actions and developments from the Trump administration over the last month, as outlined in Project 2025.

PRESIDENT'S REPORT

President Wheeler reported on recent ICE raids and the call for mass deportation of (according to President Trump) "illegal aliens" and the implementation of Project 2025. She announced the upcoming solidarity meeting, scheduled for June 18, 2025, at the LA Fed. She addressed the injustices faced by SEIU-USWW President David Huerta and CA State Senator Alex Padilla.

President Wheeler yielded her remaining time to Brother Anton Farmby from SEIU-USWW, who spoke on behalf of Vice President Huerta about the future of the Labor Movement and actions related

Financial Report for June, 2025

m/s/p

POLIT

	Fed General	The People's Project (TPP)	Solidarity Fund	Building Association	Trust Fund	COPE	
REVENUE							
Per Capita/Affiliate Fees	431,496.34	-	-	-			
Fundraising/Contributions		-	-		275.00		
Grant Revenue		-	-	-	-		
Interest	1,069.30		1,821.13			-	
Rental Income	-	-	-		-	-	
Other Income/Market Value Change	715.00		-				
Total Revenue	**433,280.64**	**-**	**1,821.13**	**-**	**275.00**	**-**	
EXPENSES							
Salaries	169,400.55		-	-	-	-	
Salary Related Expenses	32,960.89		-	-	-	-	
Conferences, Conventions, Meetings	7,648.46		-	-	-	-	
Annual Events	439.27		-	-		-	
Office & Administrative Expenses	9,809.30		40.00	1,438.06	297.47	297.47	
Professional Fees	24,369.39		-	-		3,000.00	
Program Expenses:							
The Peoples Project	-		-	-	-	-	
Organizing	-	-	-	-	-	-	
Strategic Campaigns	-	-	-	-	-		
Communications	-	-	-	-	-	-	
Contributions	12,180.00	-		-			
Per Capita, Membership Fees	0.00	-	-	-			
Office Upgrades/Improvements	-		-	-	-	-	
Total Expenses	**256,807.86**	**-**	**40.00**	**1,438.06**	**297.47**	**3,297.47**	
Net Increase / (Decrease)	**$ 176,472.78**	**$ -**	**$ 1,781.13**	**$ (1,438.06)**	**$ (22.47)**	**$ (3,297.47)**	
CASH FLOW							
Balance as of 06/01/2025	2,812,057.11	45,570.47	951,211.45	186,621.27	96,449.42	461,620.12	
Net Increase / (Decrease)	176,472.78	-	1,781.13	(1,438.06)	(22.47)	(3,297.47)	
WAFD Balance as of 6/30/2025	299,070.32		-	-	-	-	
Preferred Bank, Restricted						633,333.07	
City National Bank			632,982.14				
United Business Bank			264,065.29				
Columbia Thread					73,415.21		
Other Interfund (Receivable) / Payable			-	-	-		
Cash Balance : as of 06/30/2025	**$ 3,287,600.21**	**$ 45,570.47**	**$ 1,850,040.01**	**$ 185,183.21**	**$ 169,842.16**	**$ 1,091,655.72**	

Updated 8/12/2025. 12:11 AM

Financial Report for July, 2025

m/s/f

		Fed General	The People's Project (TPP)	Solidarity Fund	Building Association	Trust Fund	COPE	POLIT
REVENUE								
Per Capita/Affiliate Fees		434,819.82	-	-	-	295.00	28,179.61	
Fundraising/Contributions		5,000.00	-	-				
Grant Revenue			-	-	-	-		
Interest		2,766.01		1,827.33		394.60	-	
Rental Income		-	-	-		-	-	
Other Income/Market Value Change		46,000.00		-		2,005.17		
Total Revenue		**488,585.83**	**-**	**1,827.33**	**-**	**2,694.77**	**28,179.61**	
EXPENSES								
Salaries		169,248.11		-	-	-	-	
Salary Related Expenses		63,222.08		-	-	-	-	
Conferences, Conventions, Meetings		34,099.23	65.55	-	-	-	-	
Annual Events		30,873.31		-	-		-	
Office & Administrative Expenses		60,713.54			1,760.20	388.72	3,927.89	
Professional Fees		89,929.59		-	-			
Program Expenses:								
The Peoples Project				-	-	-	-	
Organizing			-	-	-	-	-	
Strategic Campaigns			-	-	-	-		
Communications			-	-	-	-	-	
Contributions			-		-			
Per Capita, Membership Fees		28,179.61	-	-	-	-	-	
Office Upgrades/Improvements		-		-	-			
Total Expenses		**476,265.47**	**65.55**	**-**	**1,760.20**	**388.72**	**3,927.89**	
Net Increase / (Decrease)		**$ 12,320.36**	**$ (65.55)**	**$ 1,827.33**	**$ (1,760.20)**	**$ 2,306.05**	**$ 24,251.72**	
CASH FLOW								
Balance as of 06/01/2025		2,812,057.11	45,570.47	952,149.63	185,183.21	96,742.42	458,322.65	
Net Increase / (Decrease)		12,320.36	(65.55)	1,827.33	(1,760.20)	2,306.05	24,251.72	
WAFD Balance as of	7/31/2025	299,070.32		-	-	-	-	
Preferred Bank, Restricted							633,333.07	
City National Bank				632,987.44				
United Business Bank				264,917.41				
Columbia Thread						73,415.21		
Other Interfund (Receivable) / Payable				-	-	-		
Cash Balance : as of 07/31/2025		**$ 3,123,447.79**	**$ 45,504.92**	**$ 1,851,881.81**	**$ 183,423.01**	**$ 172,463.68**	**$ 1,115,907.44**	

Updated 8/12/2025, 9:49 AM

SOCAL GAS....

SAFETY FIRST!

STOP THE LAYOFFS!

STOP BRANCH OFFICE CLOSURES!

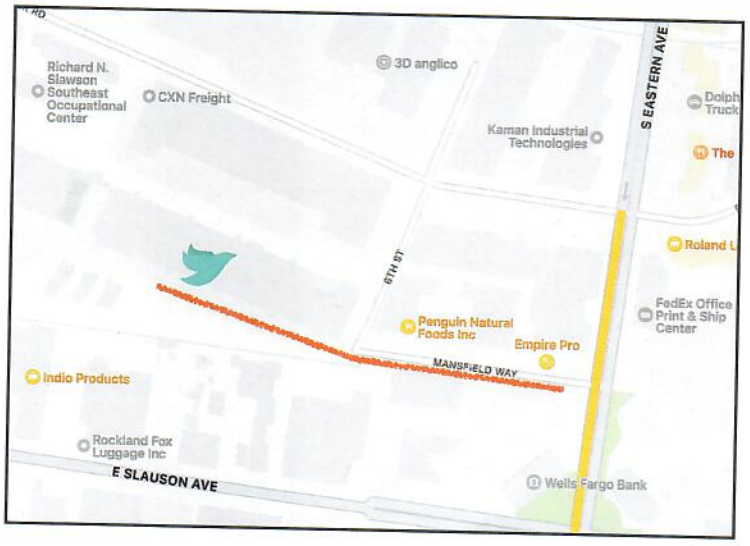
WE ARE NOT DISPOSABLE!

STAND WITH UWUA LOCAL 132!



VOLUNTEERS NEEDED

Join Labor Community Services At Its Warehouse To Put Together Food Boxes That Will Be Distributed At Upcoming Food Distributions To Families In Need



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

TAKE MANSFIELD WAY & CONTINUE ON THE ROAD TO OUR WAREHOUSE

To Sign Up To Help, Please Contact Marcos Juan at (323) 620-3030 | marcos@lcs-la.org

ALLIED PRINTING TRADES UNION LABEL COUNCIL SOUTHERN CALIF. 260

Labor Community Services
LOS ANGELES

EMERGENCY RELIEF ASSISTANCE

READY TO ASSIST UNION MEMBERS & COMMUNITY MEMBERS THROUGH CHALLENGING TIMES



LABOR COMMUNITY SERVICES IS ABLE TO PROVIDE TEMPORARY RELIEF AID WITH:

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

DOCUMENTS NEEDED:

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

UTILITIES ASSISTANCE
- NOTICE OF DISCONNECTION

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

MORTGAGE ASSISTANCE
- MORTGAGE STATEMENT
- NOTICE OF FORECLOSURE

NATURAL DISASTER RELIEF
- ANY SUPPORTIVE DOCUMENTS

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



Emergency Readiness Trainings

Labor Community Services and the Los Angeles County Federation of Labor are partnering up with the Los Angeles County Department of Public Health Emergency Preparedness and Response Division to provide critical trainings to community members to ensure you're ready to act when an emergency occurs.

Trainings Offered

- Mental Health Awareness during emergencies
- Stop The Bleed® for bleed control
- Naloxone (Narcan®) to reverse an opioid overdose
- Hands-Only CPR and AED (Automated External Defibrillator) awareness

Locations, dates and times will be determined at a later time.

If you are interested in any of the trainings listed above, fill out the interest form by scanning the QR code or by going online to lcs-la.org/readiness

Los Angeles County Federation of Labor AFL-CIO

Labor Community Services Los Angeles

County of Los Angeles Public Health

Building Trades Union Labor Council 260

Committees Reports

A Union of Professionals
Staff Guild
Local 1521A

Elections Committee

September 9, 2025

To: AFT 1521A Staff Guild Executive Board

Re: Elections Committee Report for September 2025

Hello Executive Board Members and Guild Officers.

* *

Special Election
The Elections Committee is awaiting developments regarding the Constitutional Amendment process which may confirm the use of an electronic voting option in Special Elections.

Elections in 2026
Following the recent Chapter Officers Election, the Elections Committee immediately shifted to preparing for upcoming elections in 2026. These preparations include reviewing and updating rules for the **2026 District-wide Officers Election**, and for the election of Staff Guild Delegates to attend the **2026 AFT National Convention.**

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.

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

September 17, 2025

Executive Board Report – AFT 1521A, Recording Secretary July and August 2025

Standing	July Meetings	August Meetings
Officers Meetings	July 14, 2025 July 23, 2025	Aug. 11, 2025,
Member Representation	July 1, 2025, July 7, 2025, July 9, 2025, July 11, 2025, July 17, July 24, 2025,	Aug. 4, 2025, (J.S), (A.C), Aug. 8, 2025, (LAVC), Aug. 25, 2025 (LAVC)
Grievance Manager Software Proxify SharePoint	July 16, 2025, July 21, 2025, July 23, 2025,	Aug. 4, 2025, Aug. 7, 2025, Aug. 11, 2025, Aug. 14, 2025, Aug. 28, 2025
Executive Board	July 10, 2025 (Emergency)	No Meeting
Campus Site Visits	July 17, 2025 (WLAC), July 24, 2025 (LASC),	Aug. 8, 2025,
District Shared Governance		
District Management Consultation	Tuesday, July 1, 2025	N/A
Chancellor Consultation	Tuesday, July 1, 2025	Aug. 12, 2025, Aug. 13, 2025
PC Consultation	Monday, July 14, 2025	N/A – Resumed in September
JLMBC	Tuesday, July 8, 2025	Did not meet
LAPC Budget Committee	Tuesday, July 1, 2025	Tuesday, August 5, 2025
New Officer Conference/Training	July 29 -30, 2025 (LACC)	N/A
Board of Trustee Meeting	Wednesday, July 2, 2025	Wednesday, August 6, 2025

Internal AFT 1521A Meetings		
New Officers Meeting	Wednesday, July 2, 2025	N/A
Board of Trustee Meeting	Wednesday, July 9, 2025	Aug. 12, 2025, Aug. 13, 2025
CFT Organizing Meeting	Wednesday, July 9, 2025	Monday, August 18, 2025, Monday August 25, 2025
CFT Training	Tuesday, July 22, 2025 (Prep) & July 15 & 22, 2025	Wednesday, August 27, 2025
ADA Compliance Meeting	Wednesday, July 16, 2025 -Legal	Tuesday, August 12, 2025 & Wednesday, August 13, 2025
LACCD Labor Union Meeting	Friday, July 19, 2025 - Chancellor	Monday, August 18, 2025
Bush Gottleib Meeting	Wednesday, July 16, 2025	Thursday. August 7, 2025, Wednesday, August 24, 2025, Thursday, August 28, 2025
CCE Division Council	N/A	Friday, August 8, 2025
Understanding Money Workshop How To Retiree Workshop Prep	Preparation Meetings	Wednesday, August 13, 2025 Friday, August 15, 2025, Wednesday August 20, 2025

Critical Areas of Concern Issues:

ADA | FMLA Compliance Districtwide Concerns
SRP – Retirement & Membership
Software & Operational Efficiency
FY 24/25 – Audit Report
Workplace Harassment
Work Place Discrimination
Supplanting & Staffing Shortages

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

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

Jo-Ann Haywood, Interim First Vice President
3356 Barham Blvd • Los Angeles, CA 90068
O: (213) 341-1533 • C (323) 807-2945
jhaywood@aft-1521a.org

e-Board Date: September 18, 2025

Executive Board Report, Interim First Vice President July & August 2025

Standing	July Meetings	August Meetings
Officers Meetings	July 14, 2025 July 23, 2025	Aug. 11, 2025,
Member Representation	July 23, 2025	August 5, 2025
Officers Meeting	July 23, 2025, July 28, 2025,	Aug. 4, 2025 Aug. 11, 2025
Worksite Support Meeting	July 23, 2025	No Meeting
Executive Board	July 10, 2025 (Emergency)	No Meeting
District Shared Governance		
District Management Consultation	Tuesday, July 1, 2025	No Meeting
Chancellor Consultation	Tuesday, July 1, 2025	Aug. 12, 2025 ADA Mgt.
PC Consultation	Monday, July 14, 2025	No Meeting
Conference/Training Worksite Officers Onboarding	July 29 – 31, 2025	N/A
Other		
Business Operations	7/9/2025	
Operations Planning Meeting	7/17/2025	
CFT Training Prep/Check In	7/22/25	
CFT Labor Day Organizing	8/11/25	
ADA Meeting Prep	8/12/2025	

August 20, 2025
LACCD Legislative & Public Affairs

- **Federal Updates: See link below for details**
  https://go.boarddocs.com/ca/laccd/Board.nsf/files/DKKQYP6B8E30/$file/HnK%20-%20LACCD%20Legislative%20Committee%20Update%208.13.2025.pdf

  Click this link for other agenda items:
  https://go.boarddocs.com/ca/laccd/Board.nsf/goto?open&id=DCWRPC6DFE15#

LACCD Budget & Finance Committee: Clink link below for details
https://go.boarddocs.com/ca/laccd/Board.nsf/goto?open&id=DCWRPC6DFE15#

Facilities Master Planning & Oversight Committee: See link below for details.

- LACCD Student Housing RFP Evaluation Update
- LACCD Clean Energy & Sustainability Resolution
- LACCD Active Projects at all 9 worksites
  https://go.boarddocs.com/ca/laccd/Board.nsf/goto?open&id=DCWRPC6DFE15

Jo-Ann Haywood

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

AFT1521A Standing Meetings:

- Executive Board Meeting – N/A
- Executive board Planning – N/A
- Officers Meeting – 8/11/2025 & 8/27/2025

AFT1521A Membership Meetings:

- LAHC – 8/7/2025
- ESC – 8/27/2025

Campus Site Visits / Representation

- LAMC – 8/19/2025 & 8/27/2025

District Shared Governance Meetings

- Management Consultation – N/A
- Chancellor Consultation – N/A
- Personnel Commission Consultation – N/A
- Student Affairs Committee – 8/8/2025
- Institutional Effectiveness/Student Success Committee– 8/20/2025

Conference/Training

- N/A

Other

- COPE - Press Conference (Democracy Center) – 8/14/2025

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

Sincerely,

Sergio Guillermo Becerra

Interim 2nd Vice President

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

AFT1521A Standing Meetings:

- Emergency Executive Board Meeting – 7/10/2025
- Executive board Planning – N/A
- Officers Meeting – 7/14/2025 & 7/23/2025

AFT1521A Membership Meetings:

- N/A

Campus Site Visits

- LASC – 7/2/2025 & 7/24/2025

District Shared Governance Meetings

- Management Consultation – 7/1/2025
- Chancellor Consultation – 7/1/2025
- Personnel Commission Consultation – 7/7/2025
- Student Affairs Committee – N/A
- Institutional Effectiveness/Student Success Committee– N/A

Conference/Training

- CFT/AFT 1521a Training – 7/29-31/2025

Other

- COPE - No Kings protests – 6/14/2025

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

Sincerely,

Sergio Guillermo Becerra

Interim 2nd Vice President

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

AFT1521A Standing Meetings:

- Executive Board Meeting – 6/12/2025
- Executive board Planning – 6/9/2025
- Officers Meeting – 6/25/2025

AFT1521A Membership Meetings:

- LAMC – 6/12/2025

Campus Site Visits

- LAMC – 6/12/2025

District Shared Governance Meetings

- Management Consultation – 6/3/2025
- Chancellor Consultation – 6/3/2025
- Personnel Commission Consultation – 6/9/2025
- Student Affairs Committee – 6/13/2025
- Institutional Effectiveness/Student Success Committee– 6/25/2025

Conference/Training

- N/A

Other

- COPE - No Kings protests – 6/14/2025

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 August 2025

Meetings

- Executive Board Meeting – None for August
- Officer's Meeting-On Vacation

Office Hours

- On Vacation

Special Projects

- Treasurer Training, 8/1-8/2

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 July 2025

Meetings

- Executive Board Meeting – 7/10/25
- Officer's Meeting 7/3/25

Office Hours

- 7/2/25
- 7/7/25 ,7/9/25 7/11/25
- 7/14/25, 7/16/25,7/18/25
- 7/21/25, 7/23/25,7/25,25

Special Projects

- Assisting Audit 2025
- Filing COPE paperwork through 6/25
- Working with Accountant - Tax year 2024
- Treasurer Training, 7/31

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

September 9, 2025

Executive Board Report – AFT 1521A, Recording Secretary July and August 2025

Hello everyone,

I've included the dates in which I attended the following meetings:

Standing	July Meetings	August Meetings
Officers Meetings	July 14, 2025 July 23, 2025	Aug. 11, 2025,
Member Representation	July 1, 2025, July 8, 2025, July 31, 2025	Aug. 13, 2025, Aug. 18, 2025, Aug. 25, 2025
SharePoint Consultation (Christopher)	July 24, 2025, July 28, 2025, July 31, 2025	Aug. 4, 2025, Aug. 7, 2025, Aug. 11, 2025, Aug. 14, 2025, Aug. 28, 2025
SharePoint Committee (Daniel)	N/A	Aug. 20, 2025, Aug. 21, 2025, Aug. 22, 2025
Executive Board	July 10, 2025 (Emergency)	No Meeting
Campus Site Visits	July 3, 2025	Aug. 25, 2025
District Shared Governance		
District Management Consultation	Tuesday, July 1, 2025	Did not meet
Chancellor Consultation	Tuesday, July 1, 2025	Aug. 12, 2025, Aug. 13, 2025
PC Consultation	Monday, July 14, 2025	Did not meet
JLMBC	Tuesday, July 8, 2025	Did not meet
LAPC Budget Committee	Tuesday, July 1, 2025	Tuesday, August 5, 2025
Conference/Training	N/A	N/A

SharePoint Project Update: Leading the SharePoint consultation as Program Manager. Finalizing wireframe and prioritizing project needs with SharePoint consultant: Christopher Beasley. Facilitated meetings and collaborated with Daniel Fitzgerald to define project direction. Created wireframe for the main SharePoint hub and shared with SharePoint Consultant. Drafted wireframes for office staff and accounting hub.

Sincerely,
Melinda Ung
Recording Secretary

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

Melinda Ung, *Recording Secretary*
3356 Barham Blvd • Los Angeles, CA 90068
O: (323) 438-3228 • C: (424) 235-4562
mung@aft-1521a.org

July 7, 2025

Executive Board Report, Recording Secretary June 2025

Hello everyone,

AFT1521A Standing Meetings

- Executive Board Meeting – Thursday, June 12, 2025
- Officers Meetings
  - Monday, June 9, 2025
  - Wednesday, June 25, 2025
- General Membership Meeting – Saturday, June 21, 2025
- Emergency Executive Board Meeting – Monday, June 23, 2025

Campus Site Visits

- Office Hours
- President Consultation with President Edwards and President Aguilar – Thursday, June 5, 2025
- Member Representation
  - Wednesday, June 11, 2025
  - Friday, June 13, 2025
  - Wednesday, June 25, 2025

District Shared Governance Meetings

- District Management Consultation (All Officers) – Tuesday, June 3, 2025
- Chancellor Consultation – Tuesday, June 3, 2025
- PC Consultation (All Officers) – Monday, June 9, 2025
- Joint Labor Management Benefits Committee (JLMBC) – Tuesday, June 10, 2025
  - June 2025 Agenda
  - May 2025 Minutes
- Tuition Reimbursement – Wednesday, June 4, 2025
- Interviews for Sharepoint Developer
  - Monday, June 2, 2025: Debolina Debnath
  - Wednesday, June 4, 2025: Christopher J Beasley and Yuri Furtado

Chapter Shared Governance Meeting

- LAPC Budget Committee – Tuesday, June 3, 2025
  - 2025-2026 Resource Prioritization List (RPL) for Labor and Equipment & Supplies List

Conference/Training

- N/A

Other

- Updating templates for union officers.

In Solidarity,
Melinda Ung
Recording Secretary

AFT 1521A EXECUTIVE BOARD REPORT
OFFICER REPORT

A Union of Professionals Staff Guild Local 1521A

GRIEVANCE SECRETARY REPORT

FILED BY: KIMBERLY DAVILLIER

REPORT MONTH		
AUGUST 2025		

CONSULTATIONS HELD:

DATE	EVENT	LOCATION	DESCRIPTION	NOTES
8/5/2025	1521A & Management Consultation	ZOOM	CANCELLED; NOT HELD	by 1521A
8/11/2025	PC Consultation	N/A	CANCELLED; NOT HELD	PC changed schedule

MEETINGS ATTENDED:

DATE	EVENT	LOCATION	DISCRIPTION	NOTES
8/11/2025	1521A Officer's Meeting	ZOOM	Officer's Meeting	

TRAININGS:

TRAINING TOPIC	LOCATION	DATE

OTHER ACTIVITIES

8/8/2025	LAVC Grievance Consult	Meeting w/Chapter Chair & Grievance Rep
8/14/2025	Gavin Newsome Press Conference	Re: Redistricting - attendee
8/14/2025	Successful Resolution to districtwide grievance	
8/15 to 9/2	VACATION – Grievance Secretary	

AFT 1521A EXECUTIVE BOARD REPORT
OFFICER REPORT

A Union of Professionals Staff Guild Local 1521A

GRIEVANCE SECRETARY REPORT

FILED BY: KIMBERLY DAVILLIER

REPORT MONTH		
JULY 2025		

CONSULTATIONS HELD:

DATE	EVENT	LOCATION	DESCRIPTION	NOTES
7/1/2025	HR District Consultation	ZOOM	Tuition Reimbursement, MOS Certification, Bilingual Differential, HR Processes	
7/1/2025	Chancellor Consultation	ZOOM	HR Concerns, Member Specific Request	
7/14/2025	PC Consultation	ZOOM	Job spec changes, minimum quals	

MEETINGS ATTENDED:

DATE	EVENT	LOCATION	DISCRIPTION	NOTES
7/10/2025	Districtwide Emergency E-Board Meeting	Zoom	Agenda	
7/14/2025	Senior Officers Meeting	Zoom	Various topics	
7/23/2025	Campus Support Meeting	Zoom	Various topics	
7/23/2025	Senior Officers Meeting	Zoom	Various topics	
7/23/2025	Personnel Commission Meeting	Zoom	Agenda	

TRAININGS:

TRAINING TOPIC	LOCATION	DATE
CFT Organizing & Engaging Members	Webinar	7/9/2025
CFT Worksite Leader Training	Costa Mesa	7/15/2025
1521a & CFT Onboarding Training	LACC	7/29/2025 - 7/31/2025

OTHER ACTIVITIES

7/16/2025	LAMC: Member Discussion	Pending resolution
7/24/2025	LAMC: Site visit for Campus Retreat	Attended
7/8/2025	LAMC Grievance Matters Discussions	Pending resolution
7/23/2025	LAVC Grievance Matter Referred	Positively Resolved 8/1/2025
7/7/2025	ELAC Bilingual Differential Conversation	Positively Resolved 7/31/2025