AFT College Staff Guild, Local 1521A

Executive Board Meeting Agenda

In Person: Trade Tech

Thursday, November 20, 2025 • 3:00 pm – 6:00 pm

1. **Call to Order** (2 minutes)
2. **Flag Salute** (2 minutes)
3. **Meeting Protocols** (2 minutes)
4. **Approval of Agenda** (5 minutes)
5. **Approval of Minutes** (5 minutes)
6. **Action Items** (15 minutes)
    a. Bush Gotlieb, Legal Bill

    Closed Session: Items

    a. AFT National Audit - Update
    b. AFT 1521a Internal Review - Vote
7. **New Business**
    a. Profit & Loss Statement – October 2025
    b. Communications Committee
8. **Old Business** (8 minutes)
    a. Grievance Manager Software
    b. Staffing Ratio Mapping – Worksite
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
        i. Holiday Party December 6, 2025
        ii. 6pm to 11pm
    c. Health and Wellness Coordinator
    d. Employee Equal Opportunity (EEO)
    e. COPE – Political Coordinator
    f. CFT Council Participation and Retiree Representation
12. **Committee Reports** (10 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. OSHA Training – Oct. 3-4, 2025; 9a – 3p (WLAC)
    b. CCE President Retreat - Nov. 7-8, 2025
15. **Adjournment**

Next Executive Board Meeting:
Thursday, December 18, 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

AFT College Staff Guild, Local 1521A

Executive Board Meeting Minutes
Thursday, October 16, 2025 • Online

Members Present: C. Ahorro; C. Baugher; S. Becerra; A. Campbell; M. Castillo (Voted); A. Chan ; A. Clardy; C. Contreras; K. Davillier; D. Douglas; L. Duffin; T. Dunham-Frost; A. Edwards; N. Embrey (Voted); V. Enriquez; J. Estrada; C. Flores; V. Harris; J. Haywood; J. Haywood-Daley; O. Hernandez; J. Highley; J. Holladay-Collins; J. Hooker; B. Horowitz; A. Horowitz; L. Hunter; A. Iniguez; P. Jhang; H. Kelley; Y. Kim; A. Labrune; C. Laughlin; S. McDonald; M. Medina; M. Montanez; G. Moreno; D. Morrissette; N. Muro; L. Murphy; L. Narkevicius; J. Nickerson; R. Nwaogu (Voted); K. Ornelas; T. Pierce; M. Polin; E. Pope Austin; J. Ramirez; A. Ramirez (Voted); B. Ramirez; K. Roberts; C. Smith ; R. Smith-Kersaint; J. Sovereign; I. Tranner; M. Ung; R. Villanueva; K. Walker; C. Walker; K. Williams; L. Wood; C. Zaragoza;

Resource: D. Johnson, I. Lopez,

Guests: M. Bergquist (Election Co-Chair); S. Yufa (Lawyer)

Retiree: M. Romo

Absent: A. Paz; A. Alvarez; K. Ayvazyan; B. Bell; A. De La Parra; D. Fa-amasino; D. Fitzgerald; C. Guerrero; K. Jovel; W. Madrigal; J. Raines; K. Ryan-Rubio; R. Villalobos; K. Williams;

1. Call to Order @ 3:14 PM
2. Flag Salute led by M. Polin.
3. Meeting Protocols
4. Approval of Agenda
    a. (M/S/Passed—S. Becerra; A. Horwitz): Motion to amend agenda (1) replace action item 6.a to replace Bush Gottlieb, Legal Bill with Increase Holiday Budget
    b. (M/S/Passed—A. Horwitz; J. Sovereign): Motion to amend agenda (2) reorder agenda items. To move all Reports to after Action Items and before Closed Session.
    c. (M/S/Failed—P. Jhang; C. Baugher): Motion to amend agenda (3) To move closed session items into open session for transparency.
    d. (M/S/Passed—A. Horwitz; M. Polin): Motion to approved agenda as amended.
5. Minutes
    a. (M/S/Passed—S. Becerra; K. Ornelas): Motion to approve July and September meeting minutes
6. Action Items
    a. (M/S/Failed—C. Baugher; J. Hooker): To table this discussion for increased chapter holiday budget GL 5106 and send the topic to the finance committee to do a review and make recommendations.
    b. Increase Holiday Budget (Originally Bush Gottlieb, Legal Bill)
    c. (M/S/Passed—C. Smith; J. Ramirez): Current chapter Holiday Budget funding $15/member (GL 5106). Motion to increase chapter holiday budget for all 10 chapter budgets by $500 each ($5000) from GL5115 (Good & Welfare)
    d. Financial Oversight Committee
        i. Motion Withdrawn by original motion maker K. Ornelas to approve financial oversight committee policy updates. Policies presented (AFT National aligned): Business Expense Reimbursement Policy, Business Expense Reimbursement Form, Cell Phone Reimbursement Policy (with signature line), Conference/Convention Report Form, Credit Card Expense Report Policy, and Financial Control Policy
        ii. (M/S/Passed—M. Polin; A. Horwitz): Motion to extend the meeting to 6:20 p.m.
7. Chapter Reports
    a. M. Medina: Developing updated staff location map to hold college presidents accountable for filling funded vacancies, especially after SRP retirements.
    b. E. Austin added: Oversight Committee recommendations address past accountability issues.
8. Executive Director
    a. D. Johnson yielded time due to attendance at LA Trade Tech Foundation Gala with A. Chan.
9. Affiliate Reports
    a. L.A. County Federation Labor Delegate: Report submitted; no urgent items.
    b. Activities Coordinator: Holiday Party December 6, 2025, 6–11 PM
    c. Health and Wellness Coordinator: Yielded time.

d. Employee Equal Opportunity (EEO): No September meeting
e. COPE: S. Bacerra reported 100 current COPE contributors. Goal: 200 Upcoming "No Kings Rally Day" on Oct. 18. Committee Members: Sergio, Cesar, Isabel, Edith, Sunny, Dash

10. Committee Reports
    a. Elections Committee:
        i. Special Election
        ii. Early AFT National Convention Delegate planning (2026)
        iii. District-wide officer election preparation (May)
11. Officers Reports
    a. President
        i. Pushing district on contract enforcement, PC classification issues, staffing ratios Stopped district attempts to control tuition reimbursement approvals
        ii. Addressing ADA, FMLA, financial liability cases
        iii. Urgent concern: Unclassified workers supplanting classified positions; worksite leaders asked to gather data
    b. 1st Vice President: Report submitted; yielded time.
    c. 2nd Vice President: Working on COPE and revisiting previously denied tuition reimbursement cases.
    d. Treasurer: Report submitted.
    e. Recording Secretary: Working to re-establish the Communications Committee with Kimberly Jovel.
    f. Grievance Secretary: Issued August Grievance Newsletter summarizing cases, trends, and resources.
12. Conference/Convention/Training Reports
    a. CCE President Retreat: Nov 7–8, 2025
    b. OSHA Training: Oct 3–4, 2025, 9 AM–3 PM, WLAC (40 seats)
13. New Business
    a. Profit & Loss Statement – September 2025 Submitted.
    b. AFT 1521A Apparel Discussion of polo shirts for negotiations/union-branded presence.
    c. Grievance Manager Software Training and rollout beginning soon; centralizes DFR compliance and case documentation.
    d. Staffing Ratio Mapping: Worksite Members asked to map staffing using CFT tools; Chancellor indicated willingness to backfill short-staffed departments.
    e. November Executive Board Meeting: In Person scheduled for November 20, 2025 at Trade Tech.
14. Old Business
    a. Officer Onboarding: Updates Completed onboarding for new officers; manuals created for grievance reps and chapter chairs. Future plans include manuals for First Delegates and expanding Microsoft email access.
    b. General Membership Meeting: 11/01/25 Agenda to be sent out tonight or early morning. Reminder scheduled for Wednesday, Oct. 15.
15. Closed Session Items
    a. (M/S/Passed—A. Horwitz; N. Embrey): Motion to enter closed session.
    b. AFT National Audit – Update Discussion held.
    c. AFT 1521A Internal Review – Vote Discussion and vote completed.
    d. (M/S/Passed—A. Horwitz; R. Nwaogu): Motion to extend meeting to 6:30 p.m.
    e. (M/S/Passed—A. Horwitz; R. N. Embrey): Motion to extend meeting until voting has ended.
    f. (M/S/Passed—A. Horwitz; N. Embrey): Motion to enter closed session.
16. (M/S/Passed—K. Ornelas; N. Embrey): Meeting Adjourned at 7:10 PM

Respectfully submitted by:
Melinda Ung, Recording Secretary

AFT College Staff Guild, Local 1521A

Executive Board Meeting Minutes
Thursday, April 10, 2025 – Hybrid: Valley College

Members Present: C. Ahorro; C. Baugher; S. Beccera; A. Campbell; S. Carter; M. Castillo; C. Dagdagan; K. Davillier; D. Douglas; T. Dunham-Frost; A. Edwards; V. Enriquez; C. Flores; M. Griggs; J. Haywood; J. Haywood-Daley; J. Highley; L. Hunter; M. Ingram; A. LaBrune; C. Laughlin; W. Madrigal; M. Medina; M. Montanez; G. Moreno; D. Morrissette; N. Muro; L. Narkevicius; R. Nwaogu; K. Ornelas; T. Pierce; M. Polin; E. Pope Austin; J. Ramirez; A. Ramirez; K. Roberts; C. Smith; R. Smith-Kersaint; J. Sovereign; M. Ung; R. Ventura; R. Villalobos; R. Villanueva; E. Villavicencio; C. Walker; P. Williams; L. Wood

Retiree Present: M. Romo; D. Santoianni;

Guests: D. Johnson; M. Bergquist; Y. Campos; N. Embrey; M. Figueroa; P. Jhang; I. Tranner; K. Walker

Absent: A. Alvarez; T. Anderson; A. Clardy; A. De La Parra; L. Duffin; J. Estrada; O. Hernandez; A. Iniquez; Y. Kim; G. Mason; S. McDonald; L. Murphy; . ; A. Paz; C. Perez; D. Porras; J. Raines; F. Ramirez; D. Richarte; N. Shtromberg; A. Vera; K. Williams;

1. Call to Order @ 3:20 p.m.
2. Flag Salute
3. Meeting Protocols
4. Approval of Agenda
    a. Motion to amend agenda to add the Financial Oversight Committee report under Section 12B. (M/S/P— V. Enriquez; C. Baugher)
5. Approval of Minutes
    a. Minutes from the previous meeting were not available for approval. The March minutes will be included in the May packet.
6. Action Items
    a. Bush Gotlieb, Legal Bill
        i. Motion to approve payment of the legal bill, bill is attached in the meeting packet. (M/S/P— M. Grigg; A. Campbell)
    b. Activity Coordinator
        i. Holiday Budget Proposal – General Membership Meeting
        ii. The presentation related to planning for the holiday party and the general membership meeting scheduled for June, noting the need for pre-planning and booking venues
        iii. Motions to approve contingent upon the approval of the accountant. To move funds into the GL 5115 in order to have the funding necessary to secure venues for the 2025 membership meeting, Holiday party, and Labor Day Parade. (M/S/P—C. Baugher; T. Dunham-Frost)
7. New Business
    a. Profit & Loss Statement – March 2025
        i. President Edwards presented a Balance Sheet in the meeting.
    b. CPA Accountant – Raffi G. Kurkjian
        i. President Edwards reported on financial updates from CPA Raffi Kurkjian.
        ii. The CPA is working to resolve discrepancies in financial coding and match unrecorded entries to bank statements from prior years, specifically 2014 and 2019.
        iii. Key priorities include filing taxes on time (by April 20) and correcting codification errors. CPA recommends regular Profit & Loss and Balance Sheet reports moving forward.
        iv. The CPA is working in collaboration with Treasurer Phil, who handles scanning and archiving of key financial documents. This process provides necessary checks and balances.
        v. Financial procedures and GL use are being updated and clarified through staff training.
        vi. CPA will present to the general membership once cleanup is complete and may join a future E-Board meeting.
8. Old Business

a. Classified Rising: Unifying Campaign
b. Accretion of Classifications – March 27, 2025
    i. The discussion focused primarily on the accretion of the Classified Management Association (CMA) members into the union, AFT 1521a.
    ii. CMA members met with the union and expressed strong interest in joining AFT 1521a.
    iii. CMA members expressed enthusiasm about joining AFT 1521a but are currently unable to pay dues due to SAP system limitations.
    iv. Members asked about timelines, salary comparisons, and benefits.
    v. We highlighted MOS certification, education differentials, and advancement opportunities.
    vi. Some CMA members are considering SEIU 721 due to its longevity scale, but accretion into AFT 1521a may help strengthen negotiations to improve 1521a's scale.
    vii. Accretion brings increased membership, dues, and valuable institutional knowledge.
    viii. AFT 1521a respects those who chose other paths and values the ongoing transition.

9. Chapter Report
    a. Mission's report was submitted but was not noted in the agenda.
    b. Concerns raised about supplanting, with non-classified employees performing classified work.
    c. Emphasis on the need for improved data collection and enforcement of contractual rights, including access to Instructional Service Agreements (ISAs) from the district.
    d. The importance of ongoing training for union representatives and members was stressed.
    e. Highlighted the dual challenge of holding the district accountable while strengthening internal union processes and member engagement.
    f. President Edwards emphasized the importance of improving internal communication and organization, with suggestions to use tools like SharePoint for information sharing and archiving.
10. Executive Director Report
    a. Provided an update on union organizing efforts and operations.
    b. Emphasized the importance of building a strong Contract Action Team ahead of next year's contract expiration.
    c. Shared that member involvement data is being gathered through surveys.
    d. Announced a membership drive phone bank scheduled for May 16th.
    e. Noted ongoing work on the Operations Manual to document union procedures.
    f. Informed the board that one staff member is currently on FMLA leave.
    g. Encouraged board members to promote upcoming events and workshops to boost member engagement.
11. Affiliate Reports
    a. L.A. County Federation Labor Delegate: D. Morrissette and M. Romo currently serve as a delegate to the Los Angeles County Federation of Labor. Note that additional delegate slots are available to be filled. They also consider soliciting theme suggestions from members for the upcoming Labor Day parade.
    b. Activities Coordinator
    c. Health and Wellness Coordinator: K. Walker, presented a new partnership with Fremont University to provide wellness opportunities for AFT members. Announced the upcoming launch of an "Understanding Money" course and a retirement workshop scheduled for April and May.
    d. Employee Equal Opportunity (EEO)
    e. COPE – Political Coordinator: S. Beccera reported that the committee, currently consisting of Dash, Sunny, and himself are working on setting dates for COPE training in June and July to educate members about COPE and active involvement.
    f. CFT Council Participation and Retiree Representation
12. Committee Reports
    a. Elections Committee:
        i. Report presented by M. Bergquist. The chapter election process is underway with a slate of candidates; progress is being made. Candidate forums are being planned for two, possibly three, local chapters. Los Angeles Mission College, ELAC, and Pierce have

expressed interest in hosting forums. Responses are still pending from Trade Tech and other campuses; participation in forums is optional.
   ii. Forums aim to give candidates an opportunity to be seen and heard by their local membership. Confirmed candidate forum dates: April 18th – Los Angeles Mission College, April 23rd – ELAC, Trade Tech forum possible depending on candidate responses. Candidate advisories and Zoom links will be sent in advance of the forums.
   iii. Electronic ballots for chapter elections will be issued on May 7th.
   iv. For special elections, the committee is awaiting guidance from the Constitution Affairs Committee.
   v. Inquiry made about amending the Constitution to allow electronic special elections, potentially saving approximately $11,000.

b. Financial Oversight Committee:
   i. Report presented by V. Enriquez. She mentioned that she will be reporting out as a proxy for Lupita, the chair of this committee.
   ii. The committee has met several times and is currently working on the budget for the upcoming fiscal year.
   iii. The target date for presenting the proposed budget is the May Executive Board meeting.
   iv. Revisions have been made to the credit card policy, expense report policies, and regulations on allowable expenses.
   v. Revised policies have been submitted to legal review.
   vi. The committee is also updating procedures for stipend disbursement to Executive Board members who submit required reports.
   vii. A detailed update on the budget, policies, and stipends is expected at the May meeting.

13. Officers Reports
   a. Motion to extend the meeting by 15 minutes. (M/S/P— A. Campbell; S. Beccera)
   b. Presidents
      i. Proposed areas of concern: Currently reviewing salary studies, job specifications, and assessing hiring practices, particularly regarding student service representatives, Student Support Service Coordinator, Dual Enrollment Program, Admissions & Records Assistant, Bilingual Differential, Instructor Special Assignment & Consulting, Athletic Trainers, Supplanting Unit 1 Duties.
      ii. The need to gather data on where members are being placed, potentially through a survey, because the district and PC are requesting data.
      iii. Emphasized the importance of members submitting incident forms detailing their unique experiences so the union has data to argue points. Without reports, the union cannot argue effectively for members.
      iv. Acknowledged and thanked S. McDonald for addressing a contractual violation at Pierce College. The issue involved members being instructed to use quota time or work from home during power outages, in violation of Article 12.3 of the contract. President Edwards sent an email stating the union would file a campus-wide grievance and work to ensure that any quota time used would be returned to affected members.
   c. 1st Vice President
      i. Report submitted, included a link to Budget and Finance Committee and the Facilities Master Plan Committee in packet. Reminded members to make sure that you do your job, take your appropriate breaks, clock out when you shift is over.
   d. 2nd Vice President
      i. Report submitted, mentioned earlier that he's currently in the COPE Committee. Moving forward we'll be sending out surveys to send to members. He has been actively doing campus visits. Emphasized that his role is to meet with chapter officers, gather information and bring to other officers to collectively find solutions to help our union.
   e. Treasurer
      i. Reported on providing assistance to the Finance Committee, specifically regarding analyzing policy, "tightening things up," and copying documents into QuickBooks. Setting up real time spreadsheets for chapter chair.

f. Grievance Secreatary
    i. Working on Step 2 and Step 3 grievances with the Vice Changellor. When we fight we win, but we do not like to fight.
    ii. We need to educate administration to understand our contract and ED Code. It's the law and our contract trumps all language.
g. Recording Secretary—Report Submitted.

14. Conference/Convention/Training Reports
15. Meeting Adjourned at 6:15 pm

Respectfully submitted by:
Melinda Ung, Recording Secretary

Action Items

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

October 17, 2025 Invoice# 111362

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

Billed through September 30, 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 September 24, 2025	$10,850.30
Payment(s)--last payment deposited October 8, 2025	$10,850.00
Net balance forward	$0.30

BILLING SUMMARY

Total fees	$11,500.00
Total costs	$19.30
Total charges for this bill	**$11,519.30**
Net balance forward	$0.30
Total balance now due	**$11,519.60**

RE: RETAINER ($750.00/month) Matter 01000

FEES

09/04/2025	ED	Review email update from EV	0.3 hrs.
09/05/2025	KMG	Research disability complaints against LACCD	3.6 hrs.
09/12/2025	KMG	Research disability complaints against LACCD	1.1 hrs.
09/16/2025	ED	Review financial audit and related documents and email to A. Edwards	1.2 hrs.
09/17/2025	SY	Draft email to A. Edwards re ADA issue	0.2 hrs.
09/22/2025	ED	Review email from Arbitrator re allowing Y. Campos submit document; follow-up email exchange with EV	0.3 hrs.
09/24/2025	ED	Review/research re pending cases against LACCD	1.0 hrs.
09/24/2025	KMG	Research discrimination complaints against LACCD	0.9 hrs.
09/29/2025	ED	Review Campos decision	0.5 hrs.
09/29/2025	ED	Review/respond to email from A. Edwards re pending ADA	0.3 hrs.

matters

Erica Deutsch	3.60 hrs	
Kyla M Graves	5.60 hrs	
Sara Yufa	0.20 hrs	
Total fees for this matter	9.40 hrs	$750.00

RE: INTERNAL COMPLAINTS AND INVESTIGATIONS 2023 Matter 33001

FEES

09/01/2025	EV	Review/respond to email from [redacted] re allowing Executive Board members to participate	0.2	hrs.	$50.00
09/02/2025	EV	Appellate Briefs fact finding hearing re [redacted]; preparation for hearing; email [redacted]s and D. Johnson re post-hearing brief	7.2	hrs.	$1,800.00
09/04/2025	EV	Review/respond to email from ED re update on hearing	0.2	hrs.	$50.00
09/10/2025	EV	Review/respond to email from arbitrator with recording of [redacted] fact finding hearing; download file; email [redacted] and [redacted]	0.3	hrs.	$75.00
09/11/2025	EV	Review arbitration decision re election	0.3	hrs.	$75.00
09/11/2025	EV	Draft brief summary of Union's position re [redacted] fact finding arbitration	2.4	hrs.	$600.00
09/16/2025	ED	Review/revise brief	0.7	hrs.	$175.00
09/16/2025	EV	Draft and edit summary brief; email ED to review and make edits	1.3	hrs.	$325.00
09/17/2025	EV	Draft and finalize [redacted] fact finding brief; email [redacted] and [redacted] brief	0.6	hrs.	$150.00
09/19/2025	EV	Review email from [redacted] and email ED re next steps	0.2	hrs.	$50.00
09/22/2025	EV	Review/respond to email from arbitrator and email [redacted] and D. Johnson	0.2	hrs.	$50.00
09/24/2025	ED	Review documents from [redacted] and email exchange with EV re same	1.2	hrs.	$300.00
09/24/2025	EV	Review email from [redacted] and attachments	0.9	hrs.	$225.00
09/25/2025	ED	Review response to [redacted] evidence and email feedback to EV	0.5	hrs.	$125.00
09/25/2025	ED	Review reply to [redacted] new evidence and email exchange with EV re same	0.7	hrs.	$175.00
09/25/2025	EV	Draft reply in opposition to [redacted] document submission	3.2	hrs.	$800.00
09/26/2025	EV	Review financial review documents; draft email to arbitrator with additional evidence	0.4	hrs.	$100.00
09/26/2025	EV	Draft and finalize reply to [redacted] submission and send to arbitrator	0.5	hrs.	$125.00
09/26/2025	EV	Phone call with [redacted]	0.2	hrs.	$50.00
09/29/2025	EV	Review arbitrator's decision; email ED; draft summary of decision	0.6	hrs.	$150.00
09/30/2025	EV	Draft email to [redacted] and [redacted] re [redacted] decision	0.2	hrs.	$50.00

Erica Deutsch	3.10 hrs	250.00/hr	$775.00

Estephanie Villalpando	18.90 hrs	250.00/hr	$4,725.00
Total fees for this matter	22.00 hrs		$5,500.00

COSTS

09/02/2025	Air courier - FedEx (8/21)	$9.65
09/02/2025	Air courier - FedEx (8/22)	$9.65
	Total costs for this matter	$19.30

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

FEES

09/09/2025	SY	Calculate backpay owed; draft email to District	0.3 hrs.	$75.00
09/29/2025	SY	Draft email to District's counsel re backpay owed	0.2 hrs.	$50.00

Sara Yufa	0.50 hrs	250.00/hr	$125.00
Total fees for this matter	0.50 hrs		$125.00

RE: [redacted] PERB CHARGE Matter 35001

FEES

09/05/2025	SY	Draft email to PERB re status of charge	0.2 hrs.	$50.00

Sara Yufa	0.20 hrs	250.00/hr	$50.00
Total fees for this matter	0.20 hrs		$50.00

RE: [redacted] GRIEVANCE AND ARBITRATION Matter 35002

FEES

09/09/2025	SY	Phone - [redacted] re documents for arbitration; draft email to arbitrator re scheduling grievance	0.3 hrs.	$75.00
09/10/2025	SY	Draft email to arbitrator re scheduling arbitration	0.2 hrs.	$50.00
09/11/2025	SY	Review file and grievance documents in preparation for arbitration	0.3 hrs.	$75.00
09/12/2025	SY	Draft email to District counsel re dates for arbitration hearing	0.2 hrs.	$50.00
09/15/2025	SY	Review/respond to email from District counsel and arbitrator re scheduling dates	0.2 hrs.	$50.00
09/16/2025	SY	Review/respond to email from [redacted] re status of arbitration, information needed, and scheduling	0.2 hrs.	$50.00
09/18/2025	SY	Review/respond to email from District's counsel re scheduling arbitration	0.2 hrs.	$50.00
09/22/2025	SY	Draft email to District counsel re scheduling arbitration	0.2 hrs.	$50.00
09/25/2025	SY	Draft email to District counsel re scheduling arbitration	0.2 hrs.	$50.00
09/30/2025	SY	Draft email to District counsel re scheduling arbitration; phone - District counsel re same; draft email to arbitrator re available dates	0.4 hrs.	$100.00

Sara Yufa	2.40 hrs	250.00/hr	$600.00
Total fees for this matter	2.40 hrs		$600.00

RE: [redacted] [redacted] DISCIPLINARY HEARING Matter 35004

FEES

09/03/2025	EV	Review emails re [redacted] and termination proceedings; email [redacted] re time to meet	0.3	hrs.	$75.00
09/04/2025	EV	Meeting with [redacted] to discuss response to hearing officer's decision	0.4	hrs.	$100.00
09/04/2025	EV	Review all relevant evidence and hearing officer's decision; draft appeal	1.4	hrs.	$350.00
09/05/2025	EV	Draft letter re appeal of hearing officer's decision; review recording of hearing and other evidence to incorporate into letter	5.2	hrs.	$1,300.00
09/09/2025	ED	Review/revise appeal	0.7	hrs.	$175.00
09/09/2025	EV	Draft email to [redacted] re providing additional exhibits; prepare additional exhibits for submission; review and finalize written response and email personnel commission	0.5	hrs.	$125.00
09/09/2025	EV	Review file and assemble exhibits for appeal re hearing officer decision; email legal assistants instructions re assembling documents	0.2	hrs.	$50.00
09/09/2025	EV	Draft email to [redacted] re missing attachments; finalize attachments and [redacted] written response; email personnel commission	0.5	hrs.	$125.00
09/09/2025	EV	Draft letter to personnel commission re hearing officer decision	3.8	hrs.	$950.00
09/10/2025	EV	Draft email to legal assistants with instructions on sending audio recording of hearing to personnel commission	0.2	hrs.	$50.00
09/10/2025	EV	Draft email to [redacted] re updated file; review emails re personnel commission meeting	0.2	hrs.	$50.00
09/17/2025	EV	Appearance at personnel commission meeting; preparation for meeting	4.5	hrs.	$1,125.00

Erica Deutsch	0.70 hrs	250.00/hr	$175.00
Estephanie Villalpando	17.20 hrs	250.00/hr	$4,300.00
Total fees for this matter	17.90 hrs		$4,475.00

New Business

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

	Oct 31, 25	
ASSETS		
Current Assets		
Checking/Savings		
1000 · AFT - Cope	16,469.47	
1005 · General Checking	396,260.90	
1007 · Escrow	3,072.00	
1010 · Matadors Commnty Crdt Union -S0	542.91	
1090 · Petty Cash	75.00	
1091 · United Business Bank	24,036.98	
1092 · US Bank Savings- 6170	1,739,276.06	
Total Checking/Savings		2,179,733.32
Accounts Receivable		
1111 · Accounts Receivable	52,064.90	
1112 · Dues Receivable	65,456.08	
Total Accounts Receivable		117,520.98
Total Current Assets		2,297,254.30
Fixed Assets		
1715 · Furniture and Equipment	83,852.03	
1717 · Leasehold Improvements	17,552.78	
1719 · Website	4,388.00	
1815 · Accumulated Depreciation	-87,540.33	
1817 · A D - Leaseholds	-12,950.42	
Total Fixed Assets		5,302.06
Other Assets		
1820 · Investment in BBC	112,003.96	
Total Other Assets		112,003.96
TOTAL ASSETS		**2,414,560.32**
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Credit Cards		
US Bank Credit Card - 5542 (AE)	1,908.39	
Total Credit Cards		1,908.39
Other Current Liabilities		
2100 · Payroll Liabilities		
2001 · Union Dues Liability	-128.50	
2002 · Dependent Care Liab.	1,350.00	
2105 · Vacation Pay	12,791.54	
Total 2100 · Payroll Liabilities		14,013.04
Total Other Current Liabilities		14,013.04
Total Current Liabilities		15,921.43
Total Liabilities		15,921.43
Equity		
3001 · Net Assets with Donor Restric.	46,228.00	
3005 · Opening Balance Equity	296,214.93	
32000 · Unrestricted Net Assets	1,998,314.90	
Net Income	57,881.06	
Total Equity		2,398,638.89
TOTAL LIABILITIES & EQUITY		**2,414,560.32**

These financial statements have not been subjected to an audit or review or compilation engagement, and no assurance is provided on them.
Substantially all note disclosures and statements of cash flows omitted.

AFT College Staff Guild
Profit & Loss
July through October 2025

	Jul - Oct 25	
Income		
4005 · Dues		490,652.71
4006 · Dues - COPE		3,102.00
4105 · Affiliate Funding		52,064.90
4301 · Voluntary Contributions		1,000.00
4350 · Other Income		846.94
4705 · Interest		12,091.28
Total Income		559,757.83
Gross Profit		559,757.83
Expense		
General Membership Meeting		
5555.2 · Location Rental	300.00	
Total General Membership Meeting		300.00
Operational		
5000 · Web expense	18,613.12	
5005 · Equipment	884.14	
5021 · Office Supplies	4,655.84	
5022 · Bank Charges	162.00	
5023 · Dues and Subscriptions	7,403.00	
5025 · Telephone	2,492.79	
5030 · I.T. Expense	5,000.00	
5035 · Accounting Consulting	13,260.00	
Total Operational		52,470.89
Organizational		
5105 · Subtotal Chapters		
5105.1 · City	-91.32	
5105.10 · West	112.08	
5105.3 · East	2,760.57	
5105.4 · Harbor	279.44	
5105.5 · Mission	622.68	
5105.8 · TradeTech	199.92	
5105.9 · Valley	59.59	
Total 5105 · Subtotal Chapters		3,942.96
5110 · Conventions		
5110.2 · Taxi	117.44	
5110.3 · Mileage	61.60	
5110.4 · Lodging	1,527.43	
5110.6 · Parking	144.40	
Total 5110 · Conventions		1,850.87
5111 · Conferences		
5111.1 · Flights	256.60	
5111.2 · Taxi	728.32	
5111.3 · Mileage	80.50	
5111.5 · Food Per Diem	110.00	
5111.6 · Parking	10.00	
Total 5111 · Conferences		1,185.42
5125 · Meetings/Representation		
5125.1 · Flights	-150.00	
5125.10 · Cell Phone Reimbursements	118.26	
5125.11 · Other Services	185.00	
5125.3 · Mileage	13.02	
5125.6 · Business Meals	1,262.05	
5125.8 · Parking	11.00	
5125 · Meetings/Representation - Other	351.74	
Total 5125 · Meetings/Representation		1,791.07

	Jul - Oct 25	
5172 · Leadership Training		
5172.10 · Workshops	1,222.32	
5172.5 · Taxi	28.91	
5172.6 · Mileage	304.77	
5172.9 · Meals	4,552.09	
5172 · Leadership Training - Other	955.66	
Total 5172 · Leadership Training	7,063.75	
Total Organizational		15,834.07
Per Capitas		
5205 · AFT	67,479.26	
5210 · CFL	4,384.80	
5215 · CFT	166,121.35	
5220 · LACFL	9,502.57	
Total Per Capitas		247,487.98
Personnel		
5305 · Salaries	89,044.60	
5355 · Payroll Taxes	6,797.14	
5360 · Workers Compensation	2,115.50	
5365 · Employee Benefits	36,133.92	
5375 · Mileage	1,575.56	
Total Personnel		135,666.72
Services		
5515 · Legal	25,619.60	
Total Services		25,619.60
5115 · Membership Activities		
5115.10 · Event Expenses	669.38	
5115.12 · Hall & Venue Rental	7,766.62	
5115.7 · Catering	8,321.13	
5115.8 · Sponsorship	1,000.00	
5115.9 · Merchandise	109.09	
5115 · Membership Activities - Other	2,400.00	
Total 5115 · Membership Activities		20,266.22
5605 · Good and Welfare		107.18
66000 · Payroll Expenses		2,593.60
66100 · Misc. Expense		50.00
9999 · Suspense Account		1,480.51
Total Expense		501,876.77
Net Income		**57,881.06**

AFT College Staff Guild
Profit & Loss Budget vs. Actual
July through October 2025

	Jul - Oct 25	Budget	$ Over Budget	% of Budget
Income				
4005 · Dues	490,652.71	500,000.00	-9,347.29	98.1%
4006 · Dues - COPE	3,102.00			
4105 · Affiliate Funding	52,064.90	36,000.00	16,064.90	144.6%
4301 · Voluntary Contributions	1,000.00			
4350 · Other Income	846.94			
4705 · Interest	12,091.28	6,666.68	5,424.60	181.4%
4755 · Retiree Dues	0.00	333.32	-333.32	0.0%
49900 · Uncategorized Income	0.00	0.00	0.00	0.0%
Total Income	559,757.83	543,000.00	16,757.83	103.1%
Gross Profit	559,757.83	543,000.00	16,757.83	103.1%
Expense				
Building Expense				
5405 · Custodial	0.00	1,666.68	-1,666.68	0.0%
5415 · Prop Insurance	0.00	0.00	0.00	0.0%
5430 · Repairs	0.00	600.00	-600.00	0.0%
5435 · Security	0.00	533.32	-533.32	0.0%
5440 · Trash Collection	0.00	533.32	-533.32	0.0%
5445 · Utilities	0.00	833.32	-833.32	0.0%
5446 · gardening	0.00	133.32	-133.32	0.0%
5447 · Pest Control	0.00	133.32	-133.32	0.0%
5448 · Occupancy	0.00	3,000.00	-3,000.00	0.0%
Total Building Expense	0.00	7,433.28	-7,433.28	0.0%
General Membership Meeting				
5555.1 · Food & Dining Expense	0.00	0.00	0.00	0.0%
5555.2 · Location Rental	300.00			
5555.5 · Speakers	0.00	0.00	0.00	0.0%
Total General Membership Meeting	300.00	0.00	300.00	100.0%
Operational				
5000 · Web expense	18,613.12	10,000.00	8,613.12	186.1%
5005 · Equipment	884.14	2,000.00	-1,115.86	44.2%
5010 · Postage	0.00	366.64	-366.64	0.0%
5015 · Printing	0.00	1,666.64	-1,666.64	0.0%
5020 · Building Supplies	0.00	2,000.00	-2,000.00	0.0%
5021 · Office Supplies	4,655.84	2,833.32	1,822.52	164.3%
5022 · Bank Charges	162.00			
5023 · Dues and Subscriptions	7,403.00			
5025 · Telephone	2,492.79	1,000.00	1,492.79	249.3%
5030 · I.T. Expense	5,000.00			
5035 · Accounting Consulting	13,260.00	12,000.00	1,260.00	110.5%
5174 · Staff Equipment	0.00	2,000.00	-2,000.00	0.0%
Total Operational	52,470.89	33,866.60	18,604.29	154.9%
Organizational				
5105 · Subtotal Chapters				
5105.1 · City	-91.32	3,325.00	-3,416.32	-2.7%
5105.10 · West	112.08	2,200.00	-2,087.92	5.1%
5105.2 · District	0.00	2,325.00	-2,325.00	0.0%
5105.3 · East	2,760.57	5,300.00	-2,539.43	52.1%
5105.4 · Harbor	279.44	1,625.00	-1,345.56	17.2%

These financial statements have not been subjected to an audit or review or compilation engagement, and no assurance is provided on them.
Substantially all note disclosures and statements of cash flows omitted.

	Jul - Oct 25	Budget	$ Over Budget	% of Budget
5105.5 · Mission	622.68	1,875.00	-1,252.32	33.2%
5105.6 · Pierce	0.00	3,025.00	-3,025.00	0.0%
5105.7 · Southwest	0.00	1,350.00	-1,350.00	0.0%
5105.8 · TradeTech	199.92	2,975.00	-2,775.08	6.7%
5105.9 · Valley	59.59	2,725.00	-2,665.41	2.2%
5105 · Subtotal Chapters - Other	0.00	0.00	0.00	0.0%
Total 5105 · Subtotal Chapters	3,942.96	26,725.00	-22,782.04	14.8%
5106 · Holliday Chapter Meeting				
5106.1 · City	0.00	1,995.00	-1,995.00	0.0%
5106.10 · West	0.00	1,320.00	-1,320.00	0.0%
5106.2 · District	0.00	1,395.00	-1,395.00	0.0%
5106.3 · East	0.00	3,180.00	-3,180.00	0.0%
5106.4 · Harbor	0.00	975.00	-975.00	0.0%
5106.5 · Mission	0.00	1,125.00	-1,125.00	0.0%
5106.6 · Pierce	0.00	1,815.00	-1,815.00	0.0%
5106.7 · Southwest	0.00	810.00	-810.00	0.0%
5106.8 · TradeTech	0.00	1,785.00	-1,785.00	0.0%
5106.9 · Valley	0.00	1,635.00	-1,635.00	0.0%
5106 · Holliday Chapter Meeting - Other	0.00	0.00	0.00	0.0%
Total 5106 · Holliday Chapter Meeting	0.00	16,035.00	-16,035.00	0.0%
5110 · Conventions				
5110.1 · Flights	0.00	0.00	0.00	0.0%
5110.2 · Taxi	117.44	0.00	117.44	100.0%
5110.3 · Mileage	61.60	0.00	61.60	100.0%
5110.4 · Lodging	1,527.43			
5110.5 · Food Per Diem	0.00	0.00	0.00	0.0%
5110.6 · Parking	144.40			
5110 · Conventions - Other	0.00	30,000.00	-30,000.00	0.0%
Total 5110 · Conventions	1,850.87	30,000.00	-28,149.13	6.2%
5111 · Conferences				
5111.1 · Flights	256.60	0.00	256.60	100.0%
5111.2 · Taxi	728.32	0.00	728.32	100.0%
5111.3 · Mileage	80.50	0.00	80.50	100.0%
5111.5 · Food Per Diem	110.00	0.00	110.00	100.0%
5111.6 · Parking	10.00	0.00	10.00	100.0%
5111 · Conferences - Other	0.00	30,000.00	-30,000.00	0.0%
Total 5111 · Conferences	1,185.42	30,000.00	-28,814.58	4.0%
5112 · Internal Hiring				
5112.1 · Job Search Costs	0.00	0.00	0.00	0.0%
Total 5112 · Internal Hiring	0.00	0.00	0.00	0.0%
5125 · Meetings/Representation				
5125.1 · Flights	-150.00	0.00	-150.00	100.0%
5125.10 · Cell Phone Reimbursements	118.26			
5125.11 · Other Services	185.00			
5125.2 · Taxi	0.00	0.00	0.00	0.0%
5125.3 · Mileage	13.02	0.00	13.02	100.0%
5125.4 · Lodging	0.00	0.00	0.00	0.0%
5125.5 · Food Per Diem	0.00	0.00	0.00	0.0%
5125.6 · Business Meals	1,262.05			

	Jul - Oct 25	Budget	$ Over Budget	% of Budget
5125.8 · Parking	11.00			
5125 · Meetings/Representation - Other	351.74	15,000.00	-14,648.26	2.3%
Total 5125 · Meetings/Representation	1,791.07	15,000.00	-13,208.93	11.9%
5135 · Union Elections	0.00	15,000.00	-15,000.00	0.0%
5140 · Dues & Subs	0.00	1,500.00	-1,500.00	0.0%
5155 · Negotiations Fund	0.00	1,000.00	-1,000.00	0.0%
5172 · Leadership Training				
5172.1 · Lodging	0.00	0.00	0.00	0.0%
5172.10 · Workshops	1,222.32			
5172.2 · Leadership Consultation	0.00	0.00	0.00	0.0%
5172.5 · Taxi	28.91			
5172.6 · Mileage	304.77			
5172.9 · Meals	4,552.09			
5172 · Leadership Training - Other	955.66	40,000.00	-39,044.34	2.4%
Total 5172 · Leadership Training	7,063.75	40,000.00	-32,936.25	17.7%
5223 · Retiree Organizational	0.00	3,000.00	-3,000.00	0.0%
Total Organizational	15,834.07	178,260.00	-162,425.93	8.9%
Per Capitas				
5205 · AFT	67,479.26	50,666.68	16,812.58	133.2%
5210 · CFL	4,384.80	4,166.64	218.16	105.2%
5215 · CFT	166,121.35	138,333.32	27,788.03	120.1%
5220 · LACFL	9,502.57	4,166.64	5,335.93	228.1%
Total Per Capitas	247,487.98	197,333.28	50,154.70	125.4%
Personnel				
5305 · Salaries	89,044.60	118,333.32	-29,288.72	75.2%
5306 · Stipends	0.00	16,666.68	-16,666.68	0.0%
5355 · Payroll Taxes	6,797.14	13,333.32	-6,536.18	51.0%
5360 · Workers Compensation	2,115.50	1,333.32	782.18	158.7%
5365 · Employee Benefits	36,133.92	42,000.00	-5,866.08	86.0%
5370 · Employee Expenses	0.00	166.68	-166.68	0.0%
5375 · Mileage	1,575.56	3,333.32	-1,757.76	47.3%
Total Personnel	135,666.72	195,166.64	-59,499.92	69.5%
Services				
5505 · Accounting	0.00	1,666.68	-1,666.68	0.0%
5515 · Legal	25,619.60	38,333.32	-12,713.72	66.8%
5525 · Outside Audit	0.00	0.00	0.00	0.0%
Total Services	25,619.60	40,000.00	-14,380.40	64.0%
5115 · Membership Activities				
5115.10 · Event Expenses	669.38			
5115.12 · Hall & Venue Rental	7,766.62			
5115.2 · Taxi	0.00	0.00	0.00	0.0%
5115.3 · Mileage	0.00	0.00	0.00	0.0%
5115.7 · Catering	8,321.13			
5115.8 · Sponsorship	1,000.00			
5115.9 · Merchandise	109.09			
5115 · Membership Activities - Other	2,400.00	0.00	2,400.00	100.0%

	Jul - Oct 25	Budget	$ Over Budget	% of Budget
Total 5115 · Membership Activities	20,266.22	0.00	20,266.22	100.0%
5605 · Good and Welfare	107.18	31,640.00	-31,532.82	0.3%
5951 · Cope Expense	0.00	0.00	0.00	0.0%
66000 · Payroll Expenses	2,593.60	1,666.68	926.92	155.6%
66100 · Misc. Expense	50.00			
66900 · Reconciliation Discrepancies	0.00	0.00	0.00	0.0%
69800 · Uncategorized Expenses	0.00	0.00	0.00	0.0%
9999 · Suspense Account	1,480.51			
Total Expense	501,876.77	685,366.48	-183,489.71	73.2%
Net Income	**57,881.06**	**-142,366.48**	**200,247.54**	**-40.7%**

AFT College Staff Guild
Profit & Loss YTD Comparison
October 2025

	Oct 25	Jul - Oct 25
Income		
4005 · Dues	129,375.64	490,652.71
4006 · Dues - COPE	1,444.50	3,102.00
4105 · Affiliate Funding	22,409.78	52,064.90
4301 · Voluntary Contributions	0.00	1,000.00
4350 · Other Income	846.94	846.94
4705 · Interest	2,145.86	12,091.28
Total Income	156,222.72	559,757.83
Gross Profit	156,222.72	559,757.83
Expense		
General Membership Meeting		
5555.2 · Location Rental	0.00	300.00
Total General Membership Meeting	0.00	300.00
Operational		
5000 · Web expense	1,250.00	18,613.12
5005 · Equipment	0.00	884.14
5021 · Office Supplies	3,658.53	4,655.84
5022 · Bank Charges	43.00	162.00
5023 · Dues and Subscriptions	1,703.00	7,403.00
5025 · Telephone	381.14	2,492.79
5030 · I.T. Expense	0.00	5,000.00
5035 · Accounting Consulting	6,000.00	13,260.00
Total Operational	13,035.67	52,470.89
Organizational		
5105 · Subtotal Chapters		
5105.1 · City	0.00	-91.32
5105.10 · West	20.76	112.08
5105.3 · East	0.00	2,760.57
5105.4 · Harbor	0.00	279.44
5105.5 · Mission	0.00	622.68
5105.8 · TradeTech	0.00	199.92
5105.9 · Valley	0.00	59.59
Total 5105 · Subtotal Chapters	20.76	3,942.96
5110 · Conventions		
5110.2 · Taxi	0.00	117.44
5110.3 · Mileage	0.00	61.60
5110.4 · Lodging	0.00	1,527.43
5110.6 · Parking	0.00	144.40
Total 5110 · Conventions	0.00	1,850.87
5111 · Conferences		
5111.1 · Flights	0.00	256.60
5111.2 · Taxi	0.00	728.32
5111.3 · Mileage	0.00	80.50
5111.5 · Food Per Diem	0.00	110.00
5111.6 · Parking	10.00	10.00
Total 5111 · Conferences	10.00	1,185.42
5125 · Meetings/Representation		
5125.1 · Flights	0.00	-150.00
5125.10 · Cell Phone Reimbursements	150.00	118.26
5125.11 · Other Services	185.00	185.00
5125.3 · Mileage	0.00	13.02
5125.6 · Business Meals	364.84	1,262.05
5125.8 · Parking	0.00	11.00
5125 · Meetings/Representation - Other	70.00	351.74
Total 5125 · Meetings/Representation	769.84	1,791.07

	Oct 25	Jul - Oct 25
5172 · Leadership Training		
5172.10 · Workshops	0.00	1,222.32
5172.5 · Taxi	0.00	28.91
5172.6 · Mileage	0.00	304.77
5172.9 · Meals	978.42	4,552.09
5172 · Leadership Training - Other	0.00	955.66
Total 5172 · Leadership Training	978.42	7,063.75
Total Organizational	1,779.02	15,834.07
Per Capitas		
5205 · AFT	0.00	67,479.26
5210 · CFL	0.00	4,384.80
5215 · CFT	0.00	166,121.35
5220 · LACFL	0.00	9,502.57
Total Per Capitas	0.00	247,487.98
Personnel		
5305 · Salaries	29,500.41	89,044.60
5355 · Payroll Taxes	2,266.49	6,797.14
5360 · Workers Compensation	715.32	2,115.50
5365 · Employee Benefits	988.15	36,133.92
5375 · Mileage	507.64	1,575.56
Total Personnel	33,978.01	135,666.72
Services		
5515 · Legal	11,519.60	25,619.60
Total Services	11,519.60	25,619.60
5115 · Membership Activities		
5115.10 · Event Expenses	0.00	669.38
5115.12 · Hall & Venue Rental	0.00	7,766.62
5115.7 · Catering	1,952.96	8,321.13
5115.8 · Sponsorship	1,000.00	1,000.00
5115.9 · Merchandise	109.09	109.09
5115 · Membership Activities - Other	0.00	2,400.00
Total 5115 · Membership Activities	3,062.05	20,266.22
5605 · Good and Welfare	0.00	107.18
66000 · Payroll Expenses	870.20	2,593.60
66100 · Misc. Expense	0.00	50.00
9999 · Suspense Account	1,480.51	1,480.51
Total Expense	65,725.06	501,876.77
Net Income	**90,497.66**	**57,881.06**

Campus Worksite Reports

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: October 2025 Chapter Report

Campus: Los Angeles City College

Campus E-Board:

No Campus E-Board meeting held. Plans for upcoming events, including Chapter Meeting, discussed via Teams chat, emails and texts and announcements made through General News and Announcements page on Teams.

Chapter Meeting:

10/21/2025: October Chapter Meeting held from 12 pm to 1 pm at MPR on Third Floor of Student Union. Topics discussed included: 1) Introduction of local E-Board Members and further discussion about the need to add a Grievance Representative to the board, 2) Announcement about new MS Teams group created so members can be informed about items such as General News and Announcements and upcoming hiring interviews, 3) Discussion about impact of the SRP on the local memberships, talk about campus mapping project to determine where members will be effected most and emergency hiring needs and reminder about the SRP deadline and submission of PARS documents.

Consultation:

10/27/2025: Consultation with President Gebru and VPs Sobia Khan, Olga Diaz and Shannon Carter included topics regarding: 1) Dr Gebru has had discussions with Chancellor Roman and will develop a priority list of positions once the SRP and list of departures is official, 2) In regard to a Hiring Priority Committee for Classified, VP Carter said the concept of how such a committee would work is still under discussion and hasn't been decided yet, 3) The management team is working with the district regarding the possibility of holding both Active Shooter and Emergency Training drills and will follow up with us at our next meeting and, 4) Dr Gebru reminder about Student Housing Town Hall in MPR.

Unit member issues/updates:

10/21/2025: Meeting with members from Upward Bound about concern about SFP funding and positions as a result of loss of federal grants.

10/22/2025: Follow-up meeting with member from Administration Building regarding strategy about issues with supervisors.

Shared Governance /Other Committees:

10/01/2025: EPPIC Meeting topics included: 1) Discussion of Viability Study for Journalism Department with recommendations for additional degree and certificates and additional hire.

10/06/2025: College Council subjects included: 1) Discussion of Student Equity Allocation (SEA) Plan, including 31 Classified Staff positions and $5.7 million budget proposal.

10//15/2025: EPPIC Meeting discussion included: 1) Approval of Journalism Viability Study with further review in next three years if needed and new online and PR elements, 2) Approved Certificate of Achievement in Food Chemistry and ADT for Math, and 3) Updated Operating Agreement, and 4) Assigned teams for upcoming Program Review.

Classified Hiring Committee

10/14/2025: Hiring Committee for Performing Arts Technician in Cinema Department conducted in CC 132.

Classified Hiring:

None reported.

Other:

10/04/2025 and 10/05/2025: Participation in OSHA Training from AFT to receive 10-hour OSHA Certification and basic Street Medicine Certification.

10/10/2025: Campus Support Meeting:1) Discussion about ADA and FMLA issues at worksites, 2) Using Campus Mapping to support need for FT and emergency positions.

10/13/2025: Coffee With President Meeting: Discussed issues with members and met with President and Vice Presidents during meeting at MPR

10/16/2025: E-Board Meeting on Zoom 1) Vote to increase holiday budget by $5,000, 2) Motion to proceed with Special Election as soon as possible, and 3) Closed session.

Benjamin Horowitz - ESC Chapter Grievance Rep

ESC Chapter Report
October 2025

Chapter Meeting

Executive Board

Consultations

Unit Member Issues/Updates
Discussions with members regarding concerns for change in remote policy

Shared Governance/Other Committees

Hirings

Other

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: 10/30/2025

Campus: ELAC

Campus E-Board:

ELAC Eboard had our October meeting, reviewed upcoming events and agenda or member meeting

Chapter Meeting:

We had an in person meeting, we served refreshments for the members, we went through our set agenda and all was well

Consultation:

We had our monthly consultation with Dr. Perez, he approved the requests we had for him and all is well

Unit member issues/updates:

Shared Governance /Other Committees:

.All shared Gov committees have an AFT21521a seated and representing classified staff.

Classified Hiring Committee

Classified Hiring:

Other:

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: October 2025

Campus: LAMC – Veronica Enríquez Grievance Rep

Campus E-Board:

Was not able to meet as I was out.

Chapter Meeting:

Had a training on knowing your CBA. Training was done by CFT representatives. Very interactive

Consultation:

Consultation cancelled.

Unit member issues/updates:

Some members questioned why they were asked to use their personal hot spot while at work during the outage. Clear communication from supervisors is requested.

Shared Governance /Other Committees:

Attended the Budget and Finance Committee Question about shared governance has been coming up. A new/revised list of shared governance committees was shared with members.

Classified Hiring Committee

None that I was aware of.

Classified Hiring:

No hirings.

Other:

A Union of Professionals
Staff Guild
Local 1521A
Pierce Chapter

Sean McDonald,
Interim *Chapter Chair*

Pierce Chapter Report
October 2025

Chapter Meeting

- Held in person and virtually on zoom 10/15/25

Chapter E-Board meeting

- 10/17/21 On Zoom

Office Hours

- October 28-29-30 (Please note we are available on demand for members anytime, all they need to do is reach out to make an appointment).

Consultation

- Meetings
    - October 23 LAPC President Aguiar
        - Discussed over all morale and stress levels
        - Discussed SRP
        - Discussed Parking issues

Unit Member Issues/Updates

- Consulted with members regarding multiple issues..
- Reached out to Shared Governance committee members to see if they still want to be on the committees.
- Re-assigned/ Assigned Shared Governance committee membership.
- Emails
    - Various issues

Shared Governance/Other Committees

- Tech Committee: 10/16/25 Chaired/ we met.
- Pierce College Council Executive Committee: 10/16/25 Attended
- Workforce Environment Meeting: 10/21/25 Attended
- Facilities Committee meeting: 10/21/25 Attended
- Pierce College Council: 10/23/25 Attended

Hiring Committees

- None this month

Sean McDonald,
Interim *Chapter Chair*

Other

- E-Board Meeting 10/16/25

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: 11.14.25

Campus: Lupita Narkevicius, GR, LAPC

Campus E-Board:

Discussed campus issues, voted on several issues and had a closed session. Very productive meeting. Tried presenting Finance Oversight Comm changes to language in several policies but had push-back. Will try again.

Chapter Meeting:

Discussed issues ion Campus, discussed how the SRP will affect our departments, discussed general issues and concerns.

Consultation:

Talked with a couple of staff regarding issues in their area, but they didn't want to file a complaint just yet. Had another conversation with a staff member about her area and problems she felt she was facing regarding her upcoming Evaluation. Offered to sit in with her but she decided to go ahead without Union help.

Unit member issues/updates:

Monitored emails from member for issues/questions

Shared Governance /Other Committees:

ASC meeting-discussed moving forward and still in planning stages on how to move forward and keep to the timeline.

Classified Hiring Committee

Classified Hiring:

Other:

Finance Oversight Committee- discussed and worked on language improvement and clarity for the Cell phone policy and started on the Financial Control Guidelines

Cassaundra Walker,
Interim Grievance Representative

Chapter Grievance Report
October 2025

Chapter Meeting

Executive Board
Emails, Zoom, Phone with Chapter Chair

Consultations:
October 17, 2025 – with President

Unit Member Issues/Updates:

1. Ongoing issue of member singled out and harassed by supv. Met with member and supv. and advised member to file Appendix P.
2. A member was accused of planning and advertising an unauthorized campus event. The member was working with an outside group they are personally associated with. The event was never scheduled at the campus because they were never (member wasn't provided a method of payment and believed the event to be cancelled, but the outside group was still advertising which prompted an individual to continually contact the campus and threaten to protest the other group. Met with member and admin, member explained.
3. Ongoing issue of harassment of 2 employees in an office. Verbal warning given to employee for work performance. In the process of interviewing others in the office to corroborate a few of the members' allegations. Strategy meeting to be held with members and 2nd VP (date TBD).
4. ACR issues: a few offices have been holding vacay ACRs and trying to deny them 3+ days after the requests have been submitted.
5. Supervisor asking for a doctors note for an employee who has called in periodically for 5 days.
6. Supv. directing a member to take on tasks/assignments of another employee in the office who is habitually late.

Shared Governance/Other Committees:
College Council
Professional Development

Other:

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: Month of October 2025
Campus: Valley

Campus E-Board:
Cancelled due to family matter.

Chapter Meeting:
October 28: 1:00 pm – 2:00 pm and 2:00 pm – 3:00 pm via Teams.
In Attendance: See attached agenda and sign-in sheet.

Consultation with President:
October 20: 1:00 pm – 2:00 pm, see attached agenda.
In Attendance: Campbell, Aleta; Holliday-Collins, Jaime

Unit Member Issues/Updates:
October 30: 11:45 am Meeting w/Member about work flow.
October 30: 12:00 pm Meeting w/Member about election matters.

Shared Governance/Other Committees:
October 6: 2:00 pm – 3:00 pm All College Leadership Group Meeting, see attached agenda.
October 23: 1:30 pm – 2:30 pm Enrollment Management Meeting, see attached agenda.

Classified Hiring Committees:
October 15: 11:00 am, Senior Administrative Assistant, Rep, Kacey Chua
October 28: 11:00 am, SFP-Program Director for Upward Bound & Trio Rep, Wilmer Oajaca

Certificated Hiring Committees: None.

Other:
October 3 & 4: 9:00 am –5:00 pm, OSHA Training at West.
October 8: 9:00 am –3:00 pm, ODEIA Training Title IX via Zoom, see attached agreement.
October 16: 12:15 pm – 1:00 pm, Meeting w/VP of Student Services.
October 16: 3:00 –6:00 pm, District-wide E-Board Meeting via Zoom.
October 27: 10:00 am – 12:00 pm State of the District Event at East.
October 28: 5 -6 pm World Series Viewing Party, Tue, 10/28/25 at Monarch Stadium
October 31: 11:30 pm – 2:00 pm Caring Campus, Big Fall Launch, Classified Recognition Event.

Respectfully submitted,

Aleta Campbell
Valley Chapter Chairperson
November 19, 2025

LOS ANGELES VALLEY COLLEGE

Administrators/Managers
Mark an "x" next to each person who is present:

- ☑ Barry Gribbons, President, Chair
- ☑ Tom Aduwo, SPOC
- ☑ Esteban Alfaro, Dean, Student Success and Support Services
- ☑ Jennifer Borucki, Manager, Public Relations
- ☐ Vernon Bridges, Manager, Financial Aid
- ☑ Aleta Campbell, AFT1521A Chapter Chair
- ☑ Ruby Christian-Brougham, AFT1521
- ☑ Jenna Cole, Dean, Academic Affairs
- ☑ Cecilia Cruz, Associate Dean, Student Discipline
- ☐ Martín De Mucha Flores, Dean, Student Equity
- ☑ Deborah diCesare, Dean, Economic Development
- ☑ Carmen Dominguez, Dean, Academic Affairs
- ☑ Ashley Dunn, Registrar
- ☑ Debra Erikson, Community Services Manager
- ☑ Michelle Fowles, Dean, Institutional Effectiveness
- ☑ Dave Green, Associate Dean, SSD
- ☐ Brandon Hildreth, Dean, Adult Education, Workforce Development, and Dual Enrollment
- ☐ Mike Jack, Facilities Director
- ☑ Mary John, College Store Manager
- ☑ Matt Jordan, VP, Academic Affairs
- ☑ Robert Medina, College Financial Administrator
- ☑ Laurie Nalepa, Dean, Academic Affairs
- ☑ Elizabeth Negrete, Dean, Student Life
- ☐ Jeanne Owens, Professional Development Coordinator
- ☑ Edgar Perez, Academic Senate
- ☑ Larry Resendez, VP, Student Services
- ☑ Sherri Rodriguez, Dean, Special Programs
- ☑ Andrea Schmitt, Director of Foundation
- ☑ Sarah Song, VP, Administrative Services

All College Leadership Group

Los Angeles Valley College
5800 Fulton Avenue
Valley Glen, CA 91401

Monday, October 6, 2025
ACA 2504

Agenda

1. KPIs
2. Training for supervisors, managers, and administrators
3. Items from the floor
    - Caring Campus fall event – Friday, October 31 from 11:30am-2pm in Monarch Hall

LACCD Advisor Agreement for ODEIA's Complaint Resolution Process

I, Aleta Campbell, Exam Proctor at Los Angeles Valley College [Name, Title, Home Campus], am interested in serving as an Advisor in the process(es) described in the Los Angeles Community College District (LACCD) Administrative Regulations/Procedures related to complaints alleging Sexual Misconduct, Discrimination and/or Harassment based on a protected class, and/or Retaliation based on protected activity (DHR), including complaints made pursuant to Title IX.

I understand, to be eligible to be contacted by LACCD's Office for Diversity, Equity, Inclusion, and Accessibility (ODEIA) to serve as an Advisor related to such a complaint, conditions apply. Accordingly, I am indicating my understanding of, and agreement to comply with, the following conditions for being called upon to serve in the role of Advisor by initialing here: AC.

- I understand that I must complete the required training provided by ODEIA in order to be contacted by ODEIA to serve as an Advisor.
- I understand that I may be required to complete training provided by ODEIA at reasonable intervals in order to remain eligible to be contacted by ODEIA to serve as an Advisor.
- I understand that, in addition to completing training, I must review and be familiar with LACCD's Administrative Regulations/Procedures related to Sexual Misconduct and/or DHR complaints, including those made pursuant to Title IX.
- I understand that, in making myself eligible to be called upon by the District to serve as an Advisor, I am agreeing to serve in cases ODEIA assigns to me in this role, as long as I am employed by the District, available during the applicable time(s), and without conflict of interest related to the particular matter in which I am called to serve as Advisor.
- I agree, in the event I become aware of additional allegations to which the District isn't privy based on ODEIA materials shared as part of the process, to report said additional allegations to the District.
- I understand that I may not serve as an Advisor and also as a witness in the same complaint process, including during an investigation or grievance hearing.
- I understand that, except for an Advisor conducting cross-examination on behalf of their Advisee in a live hearing process pursuant to Title IX, an Advisor may not provide evidence for an Advisee, as parties are expected to provide evidence themselves throughout the investigation and complaint resolution process.
- I agree to keep my camera on for the duration of any remote meetings or hearings in which I participate as Advisor.
- I understand that an Advisor may not obstruct or disrupt the investigation and complaint resolution process.
- I understand that I may be removed from serving as Advisor in any case at the sole discretion of the District.
- I understand that being an Advisor requires a time commitment and, in agreeing to serve in the role related to a particular case, I am agreeing to participate, on an as-needed basis as determined by the District, for the duration necessary to ensure the process can be completed in a reasonable timeframe.
- I acknowledge that I have discussed the time commitment related to serving as an Advisor with my supervisor and I understand this agreement will be shared with my College President and/or the Deputy Chancellor.
- I agree to contact ODEIA for technical assistance related to serving as an Advisor, including questions about applicable procedures.

Advisors may accompany their Advisee to any meeting, interview, or hearing related to a case for which they are serving as Advisor. Advisors may be made privy to sensitive information and concerns related to alleged Sexual Misconduct, Discrimination, Harassment, and/or Retaliation and have access to materials and/or evidence that is directly related to the allegations at issue, unless their Advisee directs LACCD not to do so.

Pursuant to applicable laws, regulations, and/or policy, schools and colleges may limit an Advisor's use and disclosure of these sensitive materials and information. Accordingly, I am indicating my understanding of, and agreement to comply with, the following conditions for serving in the role of Advisor by initialing here: AC.

- I understand that records associated with Title IX, DHR, and LACCD's applicable Administrative Regulations/Procedures may be subject to the Family Educational Rights and Privacy Act (FERPA) and/or other privacy-related protections and may be considered confidential under Title IX and/or applicable policy.
- I understand that evidence, information, and/or materials contained within investigation materials or to which I am made privy by the institution in any form, by any means of conveyance, in my role as an Advisor may *only* be used for purposes directly related to LACCD's administrative process towards resolution in the case for which I am serving as Advisor.
- I understand that dissemination and/or disclosure of these materials to any non-involved third parties and/or the public is strictly prohibited, and that any unauthorized use, dissemination, or disclosure of these materials will result in my dismissal as an Advisor, could result in my being permanently barred from serving as an Advisor in institution proceedings, and could lead to employee discipline and/or other charges based on my misconduct. I also understand I may be civilly liable to other parties for breach of privacy or public revelation of private facts.

My signature below indicates acceptance of all terms herein.

Aleta Campbell		October 7, 2025
Employee's Printed Name	*Employee's Signature*	*Date*

Enrollment Management Committee
SharePoint Site: EMC Workspace

Committee Members
Mark an "x" next to each person who is present:

Administration
*Larry Resendez, VPSS (Student Services)**
*Carmen Dominguez, Dean AA,**
Esteban Alfaro, Dean SS
Elizabeth Negrete, EPC Rep

Faculty Members
Noncredit
Pending CTE
Armine Akopyan (EOPS – Academic Senate)
Rosario Gomez, (RG) Counselor
Ali Ghassemi, AFT 1521
Steve Castillo, Basic Skills

Classified Members
Ashley Dunn, Registrar
Aleta Campbell, AFT 1521A
Jennifer Borucki, Manager, College Public Relations
Frances Chmielewska, Student Recruitment Coor.
Vernon Bridges, Financial Aid Manager

Student Member
Chealsea Zavala, ASU Rep

Resource Members
Anita Martinez, Articulation Officer
Michelle Lin Academic Affairs &Institutional Effectiveness, Research Analyst,
Sarah Song, VP, Administrative Services
Scarlet Sarkissian, Curriculum Chair

**Co-chair*

LAVC Mission Statement:
Los Angeles Valley College serves as our students' pathway to their success and career goals. We embrace the diversity of our community and strive to empower all members to be engaged, confident, and productive. Our comprehensive curriculum and support services enrich learning and inspire our students to achieve their personal goals, including completion of certificates, degrees, and transfer requirements. We are dedicated to providing continuing education and enhancing personal development and quality of life.

College Goals
1. Foster student completion
2. Increase equity
3. Maximize institutional effectiveness

Thursday, October 23
1:30pm
Zoom Link Here

Agenda

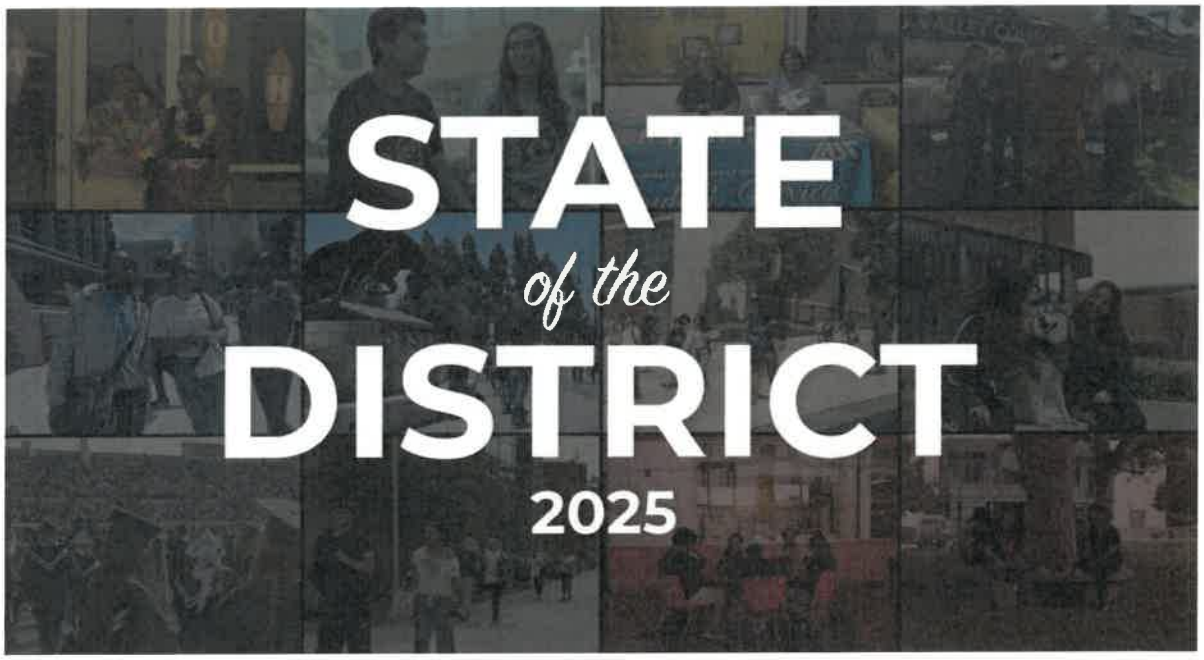
1. Welcome
2. Approval of Agenda
3. District Enrollment Reports, *Larry Resendez*
    a. Overview Report
    b. Weekly Snapshot
4. OIE Report, *Michelle Lin*
    a. What Monthly Data metrics should we use?
5. The October Compendium from the CCCCEO

6. Old Business
    a. Completion Awareness Team Proposal
    b. Enrollment Management Plan DRAFT Revision
7. Adjournment

Future Meeting Dates

Committee Meeting Dates

November 20, 2025
February 25, 2026
March 19, 2026
April 23, 2026
May 28, 2026



Dear LACCD Community,

Chancellor **Alberto J. Román** invites you to the **2025 State of the District** on **Monday, October 27 at East Los Angeles College, S2 Recital Hall.**

Please note the new date.

At this gathering, we will:

- Share our budget outlook and fiscal strategies in the face of statewide challenges.
- Highlight our strategic goals that will guide the year ahead.
- Celebrate our students' achievements and the collective impact of our nine colleges.
- Look ahead to new innovations and partnerships that will prepare LACCD to lead in the decades to come.
- And yes—there will be a few surprises.

Register today: LACCD State of the District Tickets
Date: October 27, 2025
Time: 10:00am-11:00am
Location: East Los Angeles College (S2 Recital Hall)

Watch the teaser video:
https://youtu.be/HjdLmZXJqcA

A Union of Professionals
Staff Guild
Local 1521A

Valley Chapter

Location: Teams

Date: October 28, 2025

Time: 1:00 – 2:00 & 2:00 – 3:00

Membership Meeting Agenda

Time	Item	Owner(s)
1:00 & 2:00 pm	**Welcome**	AC
1:02 & 2:02 pm	Consultation with the President, /Staffing Levels/Big Fall Launch State of the District (10/27/25 at ELAC) report out Supplemental Retirement Program 2026-2029 Negotiations Survey Departmental Survey Member Engagement Shared Governance Committees	AC
1:40 & 2:40 pm	**Announcements:** World Series Viewing Party, Tue, 10/28/25 at 5 pm, Monarch Stadium Next General (District-wide) Membership meeting, 11/1/25, via Zoom Next BOT meeting, Wed. 11/5/25 at 1 pm via Zoom Next Campus E-Board, 11/14/25 Next AFT - E-Board, 11/20/25, at 3:00 pm, at Trade Next Consultation w/President, 11/17/25 at 3:00 pm Next Campus Membership meeting & 1521A Thanksgiving Lunch, 11/21/25 Fireside Room	AC
1:45 & 2:45 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

LAVC Campus Membership Meeting 10/28/25 via Teams

Full Name	User Action	Timestamp
"Chapter Chair, LAVC"	Joined	"10/28/25, 1:08:55 PM"
Daniel Fitzgerald	Joined	"10/28/25, 1:09:06 PM"
Daniel Fitzgerald	Left	"10/28/25, 2:20:26 PM"
"Gonzalez, Gemma"	Joined	"10/28/25, 1:09:06 PM"
"Gonzalez, Gemma"	Left	"10/28/25, 2:20:35 PM"
"Yelenskaya, Irina"	Joined	"10/28/25, 1:09:06 PM"
"Yelenskaya, Irina"	Left	"10/28/25, 2:01:09 PM"
Moradkhani	Joined	"10/28/25, 1:09:06 PM"
Moradkhani	Left	"10/28/25, 1:15:03 PM"
"Ortiz, Israel"	Joined	"10/28/25, 1:09:06 PM"
"Ortiz, Israel"	Left	"10/28/25, 2:20:32 PM"
Odeishoo	Joined	"10/28/25, 1:09:06 PM"
Odeishoo	Left	"10/28/25, 1:45:29 PM"
"Stein, Josefina P"	Joined	"10/28/25, 1:09:06 PM"
"Stein, Josefina P"	Left	"10/28/25, 3:09:35 PM"
"Mah y Busch, Irene A"	Joined	"10/28/25, 1:09:07 PM"
"Mah y Busch, Irene A"	Left	"10/28/25, 2:20:20 PM"
"Juharyan, Armenuhi"	Joined	"10/28/25, 1:09:08 PM"
"Juharyan, Armenuhi"	Left	"10/28/25, 2:20:24 PM"
Teresa Dunham-Frost	Joined	"10/28/25, 1:11:07 PM"
Teresa Dunham-Frost	Left	"10/28/25, 2:20:09 PM"
"Guzman, Monica C"	Joined	"10/28/25, 1:11:28 PM"
"Guzman, Monica C"	Left	"10/28/25, 2:20:05 PM"
"Hernandez, Olga M"	Joined	"10/28/25, 1:19:03 PM"
"Hernandez, Olga M"	Left	"10/28/25, 2:14:05 PM"
"Clardy, Alicia G"	Joined	"10/28/25, 1:22:38 PM"
"Clardy, Alicia G"	Left	"10/28/25, 1:23:25 PM"
"Clardy, Alicia G"	Joined	"10/28/25, 1:25:19 PM"
"Clardy, Alicia G"	Left	"10/28/25, 1:34:38 PM"
"Laughlin, Quanda Laughlin"	Joined	"10/28/25, 1:26:43 PM"
"Laughlin, Quanda Laughlin"	Left	"10/28/25, 2:03:45 PM"
"Olshansky, Nikolay J"	Joined	"10/28/25, 1:58:51 PM"
"Olshansky, Nikolay J"	Left	"10/28/25, 2:20:19 PM"
"Ho, Bonnie Y"	Joined	"10/28/25, 1:59:52 PM"
"Ho, Bonnie Y"	Left	"10/28/25, 3:09:41 PM"
"Dawson, Raymond S"	Joined	"10/28/25, 2:01:51 PM"
"Dawson, Raymond S"	Left	"10/28/25, 2:58:11 PM"

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: 10/31/2025

Campus: West Los Angeles College

Campus E-Board:

Campus E-board has been working on campus-wide map that will reflect all classified unit 1 employees department of work, position titles, general Work duties and retirement dates. We have also agreed that PD for all members Is ideal in ensuring they know their labor and CBA rights. Therefore We are actively working on getting PD on campus that serves the need of classified.

Chapter Meeting:

Chapter meeting was held in person on Wednesday October 22, 2025 at 12pm to 1pm. We had a total of 25 attendees in person and online via Zoom.

Consultation:

Consultation took place on Monday October 27, 2025 at 4pm to 5pm. Joann Haywood substituted for Dede grievance rep and Dionne 1st Delegate due to unavailability of E- board members.

President was notified of the need to implement the emergency plans in according with OSHA and CA Ed Codes 32280-32289. Require to provided an updated classified vacancy list and also

Plan for special assignment staff when the first wave of retirees occur in December 2025.

Unit member issues/updates:

Extended PIP procedures

Harassment /Discrimination Concerns

Shared Governance /Other Committees:

College Council, PD committee, WEC, Budget, Accreditation Planning Committee, Student Success Committee., Curriculum and Sustainability.

Classified Hiring Committee

Senior Administrative Asst

(Special Assignt- Secretary)

SFP Program Tech

Classified Hiring:

Sr. Administrative Asst

Child Dev Asst

SFP Program Tech and Office Asst

Other:

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: October 2025

Campus: WLAC

Campus E-Board:

Participated in Campus Support Meeting. Reminded members to get to the poles and vote in Nov 2025 election. Prop #50.

Chapter Meeting:

Participated in Chapter Meeting. CC discussed points made in E-Board Meeting that members should know of.

Consultation:

Participated in President Consultation w/CC. Asked about status of bilingual differential, SRP and impact on classified positions that will become vacant. Discussed construction and impact on parking for members who often use parking lot A/A-1.

Unit member issues/updates:

Unit member (1) was given an involuntary paid administrative leave and walked off campus pending a review. GR has been in constant communication with member via phone, emails, and Zoom meeting w/GS and First VP.

Unit member (2) submitted an incident report citing violation of Article 3. We are setting a date/time to meet with supervisor to resolve at lowest level (via Zoom).

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/ November 2025

Dear Retirees,

Just a reminder to check your mail to see any and all communication from CVS CareMark regarding the transition from Walgreens to CVS. Again, please let me remind you that this should be an easy, seamless transaction if you are on regular Medicare. This does NOT apply to those who are on Kaiser.

It's also very important that the Union has current communication information on all retirees. This includes your current physical home address, email address and phone numbers (both landline and cell phone). It is also very very important to designate a TRUSTED CONTACT PERSON to notify in case the Union and the District (LACCD) needs to contact you. This must be done in ***writing*** by the retiree giving permission to contact this person to ascertain the retiree's whereabouts. On many occasions retirees move, and don't bother to notify the Union or the LACCD of their new contact information. This puts the retiree at risk of not being notified of important information on benefits due to them. We worked very hard for the good benefits that we have. LACCD Management monitors their usage. Basically, if we don't know about them, and don't use them, we lose them. FOR EXAMPLE: FERN REISNER APPOINTS ARIELA REISNER AS HER TRUSTED CONTACT PERSON. FERN ASKS ARIELA FOR PERMISSION TO DO SO. THEN NOTIFIES THE UNION AND THE LACCD GIVING CURRENT CONTACT INFORMATION FOR ARIEL, STATING THAT ARIELA IS HER TRUSTED CONTACT PERSON. THE ONLY DUTY OF THE TRUSTED CONTACT PERSON IS TO TELL UNION OR LACCD, IF CONTACTED, ABOUT FERN'S WHEREABOUTS. THE TRUSTED CONTACT PERSON CANNOT GIVE PERMISSION FOR ANY MEDICAL PROCEDURES TO BE DONE. THIS IS NOT A MEDICAL POWER OF ATTORNEY. With our retiree population getting older, many retirees are relocating to independent living situations.

On another note, if you know of any retirees who have not joined the 1521A Retiree chapter, please encourage them to do so. It's free. All they have to do is contact Irene or Glen at the Union office 213-341-1533 or via email @ ilopez@aft-1521a.org and gheidenreich@aft-1521a.org.

Best wishes for a wonderful Thanksgiving.

Regards,
Fern Reisner
AFT 1521A Retiree Chapter President

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, October 20, 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**. Note: **Our Very Own Andrea Edwards, and Dashiel Johnson to be sworn in November 17, 2025, as Official, LA County Federation, Delegates** *which fills "some" of Our AFT1521A vacancies.*

- E-Board Minutes for October 16, 2025, **M/S/P** Delegate Minutes for September 15, 2025, **M/S/P.**

- **Michelle, Financial Report;** See Attachments for **September 2025**.

- **Rosie Cruz;** Refer to **MLK, Jr. Breakfast, "Back to Our Roots", Saturday, January 17, 2026** with **SPECIAL GUEST**: Rev. Everett B. Kelley, and Captain Robert Hawkins, *Postcard (Green), and **"Worker's Congress"**; Sheraton Gateway, **Theme: W.A.R., March 14, 2026.**

-**Patricia**; End the Government Shutdown, Wednesday, October 22, 2025, Press Conf., LAX, 1 World Way, AFEE Lunch Food Boxes.

- **Devin, COPE Report;** Outreach/Community Engagement, **"Taste of Soul",** Prop.50; Educate folks in attendance. Pathways; Garfield High School, October 9th; 172 Students Not College-Bound, Now Aware of Apprenticeships as Good Paying Jobs.

- **Miguel**; Thanked, Prop. 50 Volunteers, 12,500 Doors Knocked On.

-**Armando, Miguel Contreras Foundation;** Video Shown, Miguel 73rd Birthday if He were alive, and **"Voices of Libertad Campaign"**.

-**Krystal Romero on behalf of Tatianna, Communications**; Please continue to contribute stories/actions to "**On The Move**".

-**Norma, Labor Community Services**; Warehouse now up, and running, 15,000 Turkeys to Give. ***Requesting 10 Union with 10 Folks each to Adopt. *Turkeys & Toys can be given to Locals, if requested.**

-**Rob N., Strategic Campaign;** Pulled off Convention Center, got through City Council, and CONGRATs to Building Trades, Expansion of the Convention Center, as well.

-**Sister Saba Waheed**; Collective Bargaining, Updates, with Reminder **"Don't Stop, Don't Normalize, STAY ENGAGED."**

-**President Wheeler Report**; WAR PowerPoint: **We Are Rectifying, We Are Ready...** Seat 28 and 43 Won with No Runners Up, Anomalously. **UNAC**-5-Day Strike, Rain and All, 700 Folks Across States, Fight Against Kaiser, Memorial Hospital. **AFGE**-Government Shutdown, 20 Days; No Pay, Rely to Keep Us Safe when Flying (**TSA Employees**). **CWA**-Fight with Frontier Airlines.

Affiliates Report ***Refer to attached flyers.**

Respectfully Submitted,
Dionne M. Morrissette
AFT1521A **West, 1st Delegate**
LA County Fed. Of Labor, AFL-CIO
Representative to the House of Labor, **Delegate**

Los Angeles County Federation of Labor, AFL-CIO
Representative to the House of Labor Meeting Minutes
September 15, 2025

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

Representatives stood 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 approved as announced.

MINUTES OF PREVIOUS MEETING

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

EXECUTIVE BOARD MINUTES

Chair Thom Davis called for approval of the September 2025 Executive Board meeting minutes and actions. It was moved, seconded, and unanimously approved to adopt the minutes and actions from the September 2025 Executive Board meeting.

FINANCIAL REPORT

Chair Thom Davis called for a motion to approve the August 2025 Financial Report. It was moved, seconded, and unanimously approved to accept the Financial Report for August 2025, as reported.

DEPARTMENT REPORTS

Sister Rosie Cruz shared the MLK 2026 invitation for our annual event on January 17, 2026, at the Los Angeles Convention Center. Sister Patricia Recinos thanked the affiliates for their participation on Labor Day. She invited Vice President Julie Van Winkle to speak about the upcoming UTLA action against their contract with LAUSD and a worker from the Starbucks campaign with Workers United. She also invited affiliates to join us on October 1st and October 4th to oppose the federal funds soon available to enforcement agencies like ICE. Brother Devin Ablard provided updates on Pathways with the Miguel Contreras Foundation ("Skip the debt, get the check"), and Labor in the Pulpit. Brother Rob Nothoff discussed the Los Angeles Convention Center, RSO, and ULA. Brother Michael Contreras reminded us of the upcoming Prop 50 vote and the success of the rally on September 6, 2025. He invited locals to phone bank virtually or at the Fed. Sister Kristal Romero updated the affiliates on Sister Tatiana Ramirez's maternity leave, asked locals to follow us on Bluesky, and reminded them to send her any updates for "*On the Move*."

Sister Florence Rivkin provided updates on upcoming campaigns following a student from the MCLC who was detained and sent back to her home country. Meanwhile, we learned that her mother had passed away, and they are requesting donations to support her future security and stability. She invited members to join the birthday celebration for former LA Fed President Miguel Contreras at the MCLC. Sister Norma Lopez updated the Representatives on the Dolores Huerta Spirit Awards and expressed gratitude to Dolores for her constant energy and participation. She asked for volunteers for Turkeys and Toys, as we have received over 7,000 requests for turkeys this year.

Sister Saba Waheed reported on the recent actions of the Trump administration.

PRESIDENT'S REPORT

She announced the passing of former Federation employee Sister Mary Guiterez-Hunter and encouraged members to support her 9-month-old daughter. She summarized our staff's retreat to Alabama and our visits to the Legacy Sites, Pettus Bridge, and 16th St Baptist Church. She celebrated the successes of the soft launch of Union Night at the Sparks Game, another great Union Night at

Kathleen Yasuda, LA Trade Tech Labor Center/AFT 1521 announced upcoming classes in October
David Hyman, NALC Branch 24 announced Sister Yoggi Riley passed away and asked that we adjourn in her memory and invited affiliates to an event in Chatsworth
AFM announced the signing of its new contract
Mike Romo, AFT 1521-A reported about the efforts to get people to revoke their signatures on a recent ballot measure
Melina Abdullah, AFT AB 715, reported on an anti-union bill concerning teachers who support Palestine
Stephanie O'Keefe, AFM 47 reported on the full-time musicians at the Philharmonic and their contractual issues.
Jenny Tate, Union Perks encouraged locals to send their members to the dentist and conducted a raffle
CWA District 9 Frontier Communications strike vote support
Rudy Montalvo, LCLAA-LA thanked everyone who joined the LCLAA-LA Si Se Puede Awards and asked people to attend their next meeting on Wednesday, October 8th

New Representatives:

IATSE Local 705
Erin Wenrick

LBCC Faculty Association
Sean Dinces

Operating Engineers Local 12
Laureano Nieto Jr.

SEIU Local 99
Michael Smith
Joyce Garcia
Laura Silva
Sylvia Hernandez
Paloma Carona
Esther Nguyen
Diego Navarette
Taro O'Sullivan

SMART Local 105
Fernando Ochoa
Jordan Chechitelli

It was moved, seconded, and carried to adjourn in memory of Mary Guiterrez-Hunter and Yoggi Riley at 8:04 p.m.

Equality Awards on October 4, 2025

- Request to support the Los Angeles Trade Technical College Foundation with a contribution of $10,000 to their 100th Anniversary Fall Gala – A Celebration of Student Success on October 16, 2025

- Request to support Friends of the Coliseum with a contribution of $2,500 to their San Fernando Valley Classic on October 17, 2025

- Request to support Community Coalition with a contribution of $10,000 to their 2025 People, Power, Progress Awards on October 23, 2025

- Request to support Avance Democratic Club with a contribution of $5,000 to their Chingon Awards on November 7, 2025

- Request to support MoveLA with a contribution of $3,500

- Request to support Kent Wong's memorial fund with a contribution of no more than $30,000

Stephanie Okeefe, AFM 47, expressed support for participating in the solidarity meetings and urged Vice Presidents to attend or send a representative from their local.

Robert Corona, IBEW Local 11, on behalf of his members and the construction trades, expressed gratitude for their hard work in securing the LACC victory and for supporting their members, who are now benefiting from it.

A moment of silence was observed in memory of Sister Andrea Zinder and Brother Kent Wong.

It was moved, seconded, and carried to adjourn the meeting in memory of Sister Andrea Zinder and Brother Kent Wong at 11:11 a.m.

END THE GOVERNMENT SHUTDOWN

PRESS CONFERENCE & FOOD DISTRIBUTION



DATE: WED. OCT. 22 2025

TIME: NOON

LOCATION: LAX

1 WORLD WAY, LOS ANGELES, CA 90045

TOP LEVEL TERMINAL 4 TOM BRADLEY INT'L TERMINAL

Join us and American Federation of Government Employees (AFGE) Local 1260 for a press conference and food drive in support of federal workers affected by the government shutdown.

LOS ANGELES COUNTY FEDERATION OF LABOR AFL-CIO

AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES LOCAL UNION NO. 1260, AFL-CIO

Lifting Workers Back Up

Labor Community Services LOS ANGELES

Calling ALL Union Brothers and Sisters



The Fight For A Fair Contract At Frontier Continues

CWA Local 9003
is hosting a rally on
Saturday, October 25th,
10-am - 1pm
Location: 1450 South Bundy
West Los Angeles

"We're not asking for charity — we're demanding justice."
— Dolores Huerta

UNION YES
ON PROP. 50
CANVASS

SAT. 10.25.25

9:30 AM - 1:30 PM

2130 JAMES M. WOOD BLVD.
LOS ANGELES, CA 90006

PLEASE SCAN THE QR CODE TO SIGN UP

ADDITIONAL QUESTIONS?

CONTACT MICHAEL CONTRERAS AT
MICHAEL@THELAFED.ORG

UNION YES
ON PROP. 50
PHONEBANK

MON. 10.27.25 | WED. 10.29.25

5:30 PM - 7:30 PM

2130 JAMES M. WOOD BLVD.
LOS ANGELES, CA 90006

PLEASE SCAN QR CODE TO SIGN UP

ADDITIONAL QUESTIONS?

CONTACT MICHAEL CONTRERAS AT
MICHAEL@THELAFED.ORG

260

starbucks workers united

PRACTICE PICKET

Wednesday, October 29th @ 11:30AM

Hollywood & Verdugo Starbucks

3714 W Verdugo Ave, Burbank



Support starbucks workers fighting for a fair first contract!

Union busting is **SCARY**, costumes highly encouraged

NOVEMBER 6 | 4:00 PM

REGIONAL RALLIES

UTLA
UNITED TEACHERS LOS ANGELES

For our schools. For our healthcare. For fair contracts.

SEIU LOCAL 99

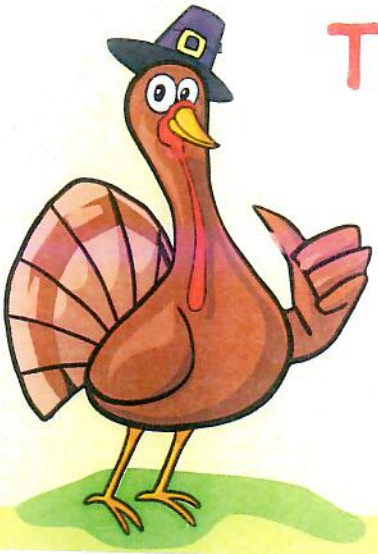
NORTH/EAST/CENTRAL
LAUSD HQ
333 S Beaudry Avenue
Los Angeles, CA 90017

HARBOR
Harry Bridges Span School
1235 Broad Avenue
Wilmington, CA 90744

SOUTH
Firestone Blvd. &
Atlantic Ave.
South Gate, CA 90280

VALLEY
LAUSD Local District NW
Balboa Av & Haynes St
Van Nuys, CA 91406

WEST
Webster Middle School
11330 Graham Place
Los Angeles, CA 90064



TURKEYS AND TOYS!

LABOR COMMUNITY SERVICES PROGRAM OF LOS ANGELES

The holidays are approaching rapidly and thousands of families will have to decide whether to buy food, pay rent, or keep the heat on in their homes during the winter nights. Without our help, many of our union sisters and brothers will be unable to afford a Thanksgiving meal, or holiday presents for their children.

These families need your support, and we need your help!

Please join Labor Community Services in providing a Happy Holiday season to those who need our assistance. Your kindness will make a real difference in the lives of many.

Thank you on behalf of the families and children that will benefit from your contribution this Holiday Season!





I would like to help make the world a little brighter by contributing $_____
(Please make checks payable to Labor Community Services.)

I would love to donate _____ unwrapped toys for children.

Name & Title: _____ Union/Local: _____

Address: _____

Phone: _____ Email: _____

For more information please contact : Marcos Juan, Program Manager (p) 323.620.3030 (e) marcos@lcs-la.org

PLEASE SEND ALL DONATIONS TO:

Labor Community Services
2130 W. James M. Wood Blvd., Los Angeles, CA 90006
www.lcs-la.org

Labor Community Services


Thanksgiving
Community
FOOD
DISTRIBUTION
Helping Families in Need in Our Community
NOVEMBER 22, 2025
9:00 AM - 12:00 PM
ELECTRICAL TRAINING INSTITUTE
6023 GARFIELD AVENUE, COMMERCE, CA 90040
FREE TURKEYS WHILE SUPPLIES LAST
DRIVE THRU DISTRIBUTION ONLY
LOCAL UNION 11
GREATER LOS ANGELES
Labor
Community
Services
LOS ANGELES
LOS ANGELES COUNTY
FEDERATION
OF LABOR
AFL-CIO
EXCELLENCE THROUGH EDUCATION
ETI
OF SOUTHERN CALIFORNIA
SPONSORED BY IBEW & NECA

THE LOS ANGELES COUNTY FEDERATION OF LABOR PROUDLY PRESENTS

MLK DAY 2026
BACK TO OUR ROOTS

SATURDAY, JANUARY 17, 2026

LOS ANGELES CONVENTION CENTER | CONCOURSE HALL
1201 S. FIGUEROA ST, LOS ANGELES, CA 90015

VIP RECEPTION 8:00 AM
BREAKFAST 9:00 AM

SPECIAL GUESTS:



REV. EVERETT B. KELLEY
President of the American Federation of Government Employees (AFGE)



CAPTAIN ROBERT HAWKINS
LAFD Fire Captain & President of the Los Angeles City Stentorians

THE LOS ANGELES COUNTY FEDERATION OF LABOR PROUDLY PRESENTS

MLK DAY 2026
BACK TO OUR ROOTS

CIVIL RIGHTS PIONEER: $50,000
- 3 Tables (30 seats) at the Breakfast
- 10 Tickets to VIP Private Reception before Breakfast
- Exclusive LA Fed Merchandise
- Logo spotlight on event materials
- Social media acknowledgement on relevant platforms

WORKER HERO: $25,000
- 2 Tables (20 seats) at the Breakfast
- 5 Tickets to VIP Private Reception before Breakfast
- Exclusive LA Fed Merchandise
- Logo spotlight on event materials
- Social media acknowledgement on relevant platforms

WORKING FAMILIES: $15,000
- 2 Tables (20 seats) at the Breakfast
- 3 Tickets to VIP Private Reception before Breakfast
- Logo spotlight on event materials
- Social media acknowledgement on relevant platforms

WORKER POWER: $5,000
- 1 Table (10 seats) at the Breakfast only
- Logo spotlight on event materials
- Social media acknowledgement on relevant platforms

TABLE SPONSOR: $2,500
- 1 Table (10 seats) at the Breakfast only

INDIVIDUAL TICKET: $300
- Individual Ticket to Breakfast only

EARLY BIRD SPECIAL INDIVIDUAL TICKET: $275
- Deadline for payment is Friday, October 24, 2025

REGISTRATION
Please register online at
www.thelafed.org/events/mlk-day-2026/

OR
Scan the code to access the complete event page which includes information on registration, payment options, and more!

SCAN FOR MORE INFO

FOR ADDITIONAL INFORMATION, PLEASE CONTACT OUR EVENTS TEAM AT EVENTS@THELAFED.ORG OR (213) 381-5611

DEADLINE TO RSVP IS NOVEMBER 21, 2025

Resolution in Support of WNBPA Members in Their Contract Fight

Whereas, the Women's National Basketball Players Association (WNBPA) is the first professional sports union for women and has promoted the interests, aspirations, and long-term visions of WNBA players since 1998;

Whereas, the members of the WNBPA are professional athletes who are employed across thirteen teams in thirteen cities within the United States, including the **Los Angeles Sparks** in **Los Angeles, CA**, and four additional teams in the coming years, in Portland, Oregon, Cleveland, Ohio, Detroit, Michigan, and Philadelphia, Pennsylvania.

Whereas, the members of the WNBPA are professional athletes who are currently employed across thirteen teams in thirteen cities within the United States and will be in **EXPANSION** with three additional teams in the coming years.

Whereas, the members of the WNBPA is currently engaged in their contract fight for fair wages, benefits, and working conditions that reflect their contributions and sacrifices for the growth and prosperity of women's athletics and prioritize their health, safety, compensation, and the right to self-determination.

Whereas, the WNBPA, and by extension the WNBA, comprises mostly Black women, members of the LGBTQ+ community and their allies;

Whereas, economic justice is inherently tied to racial and gender justice, and ensuring employers provide fair compensation and working conditions for the players is a step toward dismantling systemic and gendered racism and the continued devaluation of women's contributions within professional sports and beyond;

Whereas, the **Los Angeles County Federation of Labor**, AFL-CIO is committed to creating an anti-racist labor movement that supports workers' rights and promotes economic justice for all, especially marginalized communities;

Whereas, the **Los Angeles County Federation of Labor** is committed to creating a labor movement that champions women workers for their contributions to the growth and success of their industries and supports their contract fights to attain what is deserved but has been traditionally denied;

Whereas, the **Los Angeles County Federation of Labor** recognizes that the struggle for fair labor practices within the WNBA is a critical part of the broader fight for fair labor practices elsewhere in this state, now, therefore, be it
Resolved, that the **Los Angeles County Federation of Labor** stands in full support of the WNBPA members in their contract negotiations and calls on the WNBA to address the players' demands for fair wages, improved working conditions, and greater investment in their health, safety, and well-being; and be it further

Resolved, that the **Los Angeles County Federation of Labor** urges all affiliated unions and allies to support the players by raising awareness, participating in solidarity actions, and advocating for policies that advance racial, gender, and economic justice within the sports industry; and be it further

Resolved, that the **Los Angeles County Federation of Labor** reaffirms its commitment to building an anti-racist labor movement that fights for the rights and dignity of all workers, particularly those who have been historically marginalized, oppressed, and traditionally excluded from organized labor; and be it finally

Resolved, that the **Los Angeles County Federation of Labor** will forward this resolution to the AFL-CIO, urging all federated bodies in cities and states with WNBA teams to join in supporting the WNBPA members, thereby ensuring solidarity in the fight for fair wages, benefits, and working conditions, in alignment with our shared values of justice, equity, and dignity for all workers.

Resolution on the Impact of the Federal Government Shutdown on State and Local Governments

WHEREAS, the current federal government shutdown is causing immediate and cascading harm to states, local governments, workers and communities;

WHEREAS, Medicaid, SNAP food assistance and other essential programs are disrupted, leaving state agencies and caseworkers to manage overwhelming backlogs while families face unnecessary delays;

WHEREAS, federal dollars for health care, education, infrastructure and public safety are stalled, forcing governors and legislatures into the untenable choice of covering for federal failure with reserves, borrowing schemes, or passing the pain onto workers and communities;

WHEREAS, *[insert state number]* federal employees and contract workers in Los Angeles County many of whom are union members—are being forced to work without pay or are furloughed, causing great personal financial stress;

WHEREAS, Black, Brown, immigrant and low-income workers are disproportionately harmed when benefits are delayed, services are shuttered and paychecks are withheld;

WHEREAS, counties and municipalities rely heavily on federal pass-through dollars for essential services such as public health, transportation, housing and education, and the shutdown forces them to make devastating choices—cutting services, borrowing or depleting reserves;

WHEREAS, shutdown-driven delays in housing assistance, infrastructure projects and public health funding destabilize local economies, increase pressure on municipal budgets and erode trust in government at the community level;

WHEREAS, as local leaders, we are always accountable to our constituents for service disruptions caused by federal inaction, which strains state and local resources and undermines our ability to serve our communities;

WHEREAS, governors and state legislatures will need to take emergency measures during the shutdown to protect working families—including temporary backfills for Medicaid, SNAP, child care and other essential programs; guarantees of back pay and job protections for state employees who are furloughed or forced to work without pay; and transparent, real-time reporting on program disruptions and those who are affected;

WHEREAS, the One Big Beautiful Bill Act has created a mounting health care crisis by cutting more than $900 billion in federal Medicaid funding and failing to extend the Affordable Care Act (ACA) premium tax credits, all of which will result in health care cost spikes, hospital closures, loss of coverage for some 15 million people and the loss of more than 600,000 health care jobs; and

WHEREAS, health insurers will begin announcing next year's ACA marketplace premiums throughout October, which are expected to increase by 114% for 22 million people if there is no clear extension of the premium tax credits before then;

THEREFORE BE IT RESOLVED, that the Los Angeles County Federation of Labor, AFL-CIO, *calls* on federal leaders to fund the government, fix the health care crisis, and put working people first.

RESOLUTION OF THE LOS ANGELES COUNTY FEDERATION OF LABOR

IN SUPPORT OF THE YOUTH REHABILITATION AND OPPORTUNITY ACT

SENATE BILL 672

WHEREAS, the state of California incarcerates a higher percentage of its people than almost any democratic country in the world, with young people—especially youth of color and indigenous youth—disproportionately harmed by long prison sentences that do not reflect their capacity for rehabilitation;[1] and

WHEREAS, the state of California spends an estimated $133,000 each year to incarcerate one person—funds that could be reinvested in schools, housing, healthcare, job training, and other community needs that working families rely on;[2] and

WHEREAS, data collected since the enactment of California's Youth Offender Parole program in 2014 demonstrates that youth who are released under this program are able to successfully rehabilitate and reintegrate into our communities and have an exceptionally low recidivism rate;[3] and

WHEREAS, the current Youth Offender Parole law does not apply to 18- through 25-year-olds who were sentenced to life in prison without the possibility of parole (LWOP); and

WHEREAS, numerous California Supreme Court justices and Appellate Courts have questioned the constitutionality of LWOP sentencing when applied to youth between the ages of 18 through 25, and have called upon the State Legislature to correct the Youth Offender Parole law to include 18- to 25-year-olds sentenced to LWOP; and

WHEREAS, the Youth Rehabilitation and Opportunity Act, SB 672, provides a pathway for review and potential release of individuals who were 25 or younger at the time of their offense, recognizing modern brain science that shows that young people have extraordinary potential for change and growth; and

---

[1] Prison Policy Initiative, California Profile, *available at* https://www.prisonpolicy.org/profiles/CA.html; *see, e.g.* National Association of Criminal Defense Lawyers, *available at* https://www.nacdl.org/Content/Race-and-Sentencing.

[2] Legislative Analyst's Office, How much does it cost to incarcerate a person, *available at* https://www.lao.ca.gov/policyareas/cj/6_cj_inmatecost.

[3] *See, e.g.,* Human Rights Watch, "I Just Want to Give Back": The Reintegration of People Sentenced to Life Without Parole, *available at* https://www.hrw.org/report/2023/06/28/i-just-want-to-give-back/reintegration-of-people-sentenced-to-life-without-parole; California Department of Corrections and Rehabilitation, Recidivism Rates for Individuals Released Through Board of Parole Hearings Processes in Fiscal Year 2018-19, *available at* https://www.cdcr.ca.gov/research/wp-content/uploads/sites/174/2024/11/FY-2018-19-BPH-Supplemental-Recidivism-Report.pdf.

Service and Care Union Families Deserve!

UNION PERKS

855-PERK-4-US
855-737-5487
WWW.UNIONPERKS.COM

FOLLOW US @UNIONPERKS

Join the Largest UNION Discount Plan!

Union Perks is thrilled to introduce, a program designed exclusively for union members like you to save big while enjoying a variety of services and experiences.

With Union Perks, you can access special discounts on:
- Hotels
- Flights
- Theme parks & Zoos
- Vacation spots
- Dining
- And so much more!

Sign up today for just **$1.97** for the first year with promo code **UnionSavings2** and unlock access to **exclusive discounts and deals!**

Scan the QR code to get started!















2026 MEETING SCHEDULE

Executive Board (10AM) via Zoom	House of Labor (7PM) In-Person Location: NetZero Plus Electrical Training Institute - IBEW 11
JANUARY 22	JANUARY 26
FEBRUARY 19	FEBRUARY 23
MARCH 12	MARCH 14* **WORKERS CONGRESS SHERATON GATEWAY LAX**
APRIL 16	APRIL 20
MAY 14	MAY 18
JUNE 11	JUNE 15
JULY – NO MEETING	JULY – NO MEETING
AUGUST 13	AUGUST 17
SEPTEMBER 17	SEPTEMBER 21
OCTOBER 15	OCTOBER 19
NOVEMBER 12	NOVEMBER 16
DECEMBER 10	DECEMBER 14

Subject to change
Updated as of 10/20/2025
YW/mg

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.

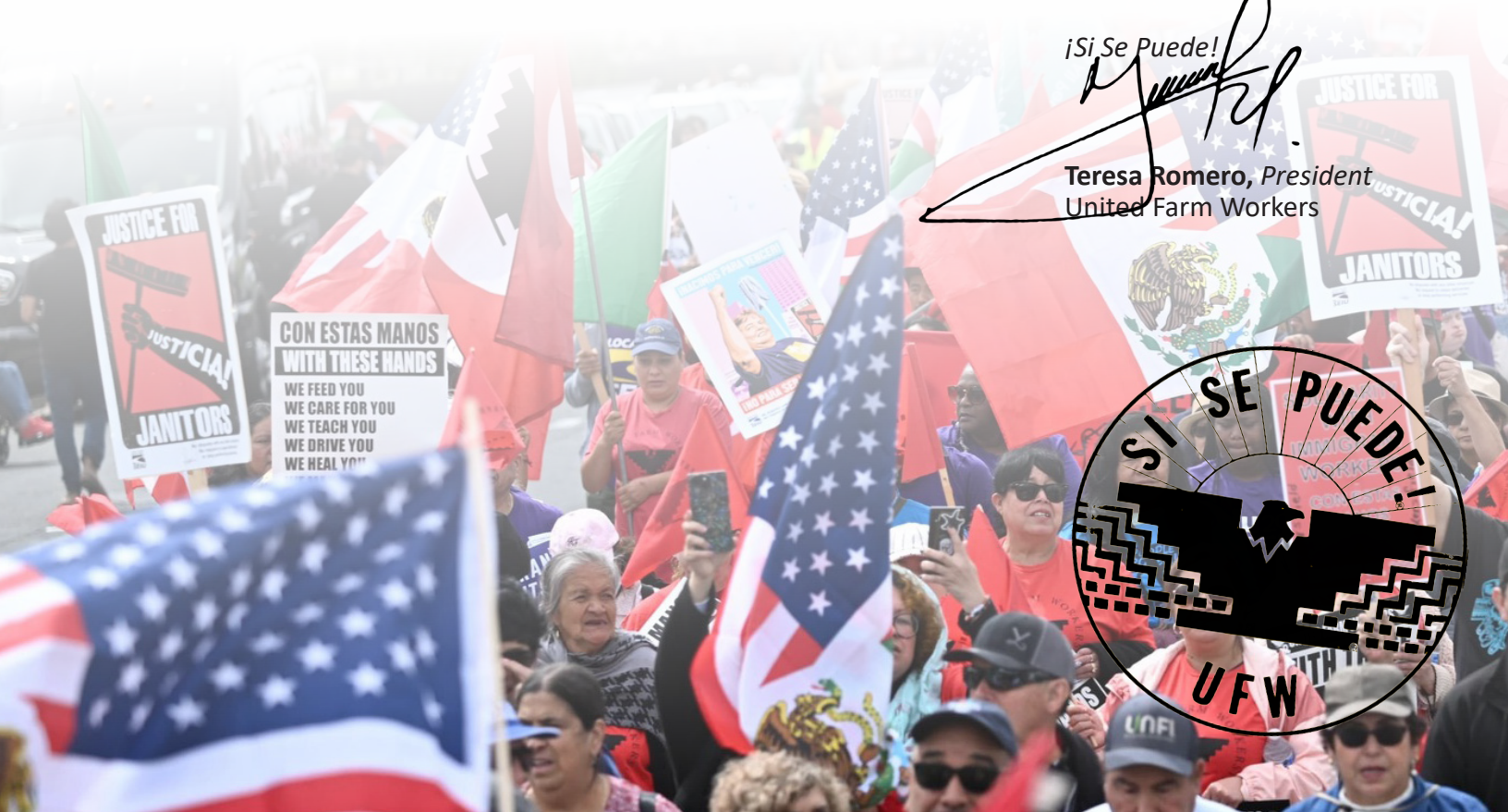
Even as farmworkers are being threatened, detained and removed from the country, the UFW continues to organize successfully under the 2022 state law letting them vote in a union the same way nearly all California political voters vote—from the safety and security of their homes by sending in their ballots. 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



CHAIR

Teresa Romero

President, United Farm Workers

CO-CHAIRS

Michael Avant
President, AFSCME 3299

Hortencia Armendariz
Director, SEIU UHW

Manuel H. Bernal
President, Cesar Chavez Foundation

Lupita Sanchez Cornejo
Regional Vice President, External Affairs – Los Angeles Region, AT&T

Abigail Dillen
President, Earthjustice

Lorena Gonzalez
President, California Labor Federation

David Huerta
President, California SEIU State Council

Bill Karns
Trial Attorney / Co-Founder, Karns & Karns

Marco Lizarraga
Executive Director, La Cooperativa Campesina

Kathryn Lybarger
Executive Vice President, California Federation of Labor

Pete Rodriguez
Western District Vice President, United Brotherhood of Carpenters

Hermelinda Sapien
Executive Director, Center for Employment Training

Deacon Rubén Solorio
President, Center for Employment Training

April Verrett
President, SEIU

Yvonne Wheeler
President, Los Angeles Federation of Labor

HOST COMMITTEE

Ada Briceño, *Co-President, UNITE HERE Local 11*
Bonnie Castillo, *Executive Director, California Nurses Association*
Robert Corona, *Business Manager and FInancial Secretary, IBEW 11*
Dave Cortese, *California State Senator*
Arnulfo De La Cruz, *President, SEIU 2015*
Kathy Finn, *President, UFCW #770*
Ira L. Gottlieb, *Partner, Bush Gottlieb*
Lourdes M. Garcia, *Secretary Treasurer, Teamsters Local 572*
Andrea LaRue, *Managing Partner, NVG*
Dolores Leal, *Partner, Allred, Maroko & Goldberg*
Mercedes Martinez, *Administrator RFK/JDLC*
Robert (Bobby) Olvera, Jr., *International President, ILWU*
Kurt Petersen, *Co-President, UNITE HERE Local 11*
Diane Worley, *Executive Director, California Applicants' Attorneys Association*



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: _____

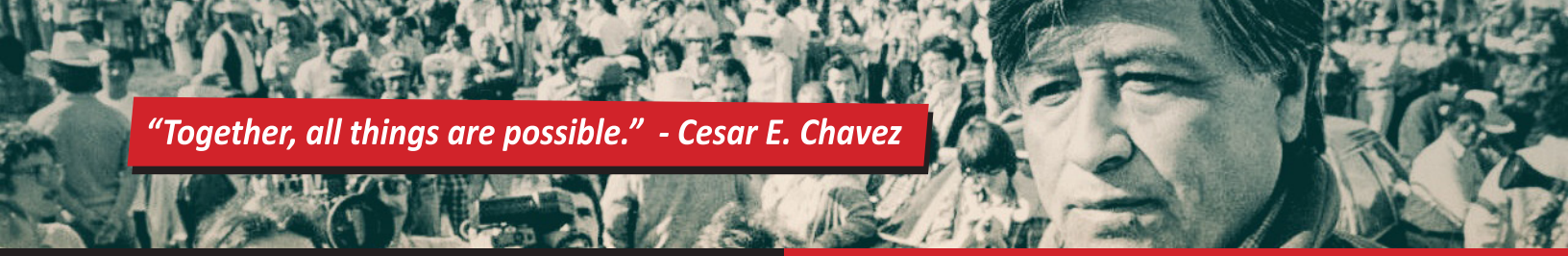
Visa ☐ Mastercard ☐ AMEX ☐ Discover ☐

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

Committees Reports

A Union of Professionals
Staff Guild
Local 1521A

Elections Committee

November 20, 2025

To: AFT 1521A Staff Guild Executive Board

Re: Elections Committee Report for November 2025

* *

1. 2025 Special Election for District-wide Officer vacancies – In Progress !
Please see Timeline & Election Rules.
Mode of Election APPROVED by Constitutional Amendment Process. November 1, 2025.

2. 2026 AFT National Convention Delegates Election
Mode of Election APPROVED by Executive Board, November 3rd, 2025.
Please see Notice of Nomination & Election and Election Rules.

3. 2026 District-wide Officers Election.
Mode of Election APPROVED by Executive Board, November 3rd, 2025.
Timeline & Election rules will be presented in 2026.

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.

A Union of Professionals
Staff Guild
Local 1521A

ATTENTION MEMBERS:

Notice of Nomination and Elections

AFT College Staff Guild Local 1521A

2025 Special Election for District-wide Officers

The AFT Staff Guild Local 1521A is conducting a Special Election for District-wide Officers, namely 1st Vice-President, 2nd Vice-President, and Grievance Secretary. Members may only run for one District-wide Officer seat at a time. Election details are on page two.

District-wide Officer Elections

Those elected to District-wide Officer seats will serve a term ending on June 30, 2026. Dues-paying members can participate in the District-Wide Officer elections as voters. See eligibility details to the right.

Your Chapter Designation

On the mailing label used to send you this postcard notification, we printed the chapter/ home office assignment the Guild has on file for each member; this is the chapter you will receive a ballot for. If the location is not accurate, please notify the Staff Guild office by calling the Guild office at 213-341-1533 or email: gheidenreich@aft-1521a.org

For Members with Multiple Assignments

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

If you work multiple assignments that are equally distributed across multiple worksites, you must contact the Guild office at 213-341-1533 or via email to Glen Heidenreich, gheidenreich@aft-1521a.org to declare which chapter you wish to participate in. ONLY members with assignments that are equally distributed across multiple chapters may declare which chapter they will participate in.

Nominations

Must Be Received No Later than 11:59 p.m., Sunday, November 23, 2025.

Members interested in running for a District-wide Officer position or nominating another member must notify the Staff Guild of their intent for self-nominations or nomination information if nominating someone in writing via Courier, U.S. Mail, email Glen Heidenreich, gheidenreich@aft-1521a.org

When submitting a nomination include your full name, your email, your phone number, the name of the person you are nominating (with their email and phone number) or if you are nominating yourself, your chapter, and the position you are nominating them for (First Vice President, Second Vice President, or Grievance Secretary) .
Please secure the approval of the member nominated prior to submitting the nomination.

Eligibility Rules

To Make Nominations: Dues-paying members may make nominations for all open seats. Unit 1 employees must have a membership application on file by Friday, October 31st, 2025 at 11:59 p.m., to be eligible to nominate someone.

To Be a Nominee/Candidate

Members in good standing, defined as having fully paid on all financial obligations to the Staff Guild for one year preceding the election are eligible to be nominated and run for a position. Nominees must be members in good standing between October 31, 2024 through October 31, 2025 to be a nominee/candidate. Guild members providing a written statement declaring their intention to be a candidate may request a redacted copy of the Guild Membership list from Guild Staff starting November 10, 2025.

To Vote

Dues-paying members are eligible to vote in the District-Wide Officers Special election. Unit 1 employees must have a membership application on file with the Staff Guild by 11:59 p.m. on Friday October 31, 2025 to be eligible to vote.

Electronic Election Process

The AFT 1521A Election Committee is using SimplyVoting.com as the vendor for conducting an online election process.

Ballots shall be placed using electronic voting via LACCD email addresses. There will be a 4 day window to cast your electronic vote! To be counted, ballots MUST be received by 11:59 p.m., Thursday, December 18, 2025.

Ballots will be counted on December 19, 2025, and uncertified results published that same day. A certification vote on the results will be held by the Executive Board at the next Executive Board meeting.

If you have any questions, please contact the AFT College Staff Guild at (323) 851-1521. Election rules can be found on AFT-1521A.org. Election Committee Members: Robin King, Grisel Garcia, Ana Maria Saray Olivares-Diaz, Natalie Embrey, co-chair, Mark Bergquist, co- chair.

2025 District-wide Officers Special Election Timelines

Saturday, November 3, 2025	Executive Board approves mode of election.
Tuesday, November 4, 2025	Notice of Nomination & Elections mailed and emailed to members and posted on Guild website.
Tuesday, November 18	Nominations Open
Tuesday, November 18 through Sunday, November 23	Nominations: Members interested in running for office must notify the Staff Guild of their intent in writing via email to Glen Heidenreich, gheidenreich@aft-1521a.org , by Courier or U.S. Mail, no later than 11:59 p.m., Sunday, November 23, 2025
Friday, October 31	Deadline to file a Staff Guild membership application and be eligible to vote.
Monday, December 1	Deadline at 11:59 p.m., for receipt of candidate nomination acceptance and signing of election rules.
Tuesday, December 2	Notice/Posting of candidate names (guild website, etc.)
Monday, December 15	Electronic Ballots emailed to the District Email of each member. Ballots must be received prior to 11:59p.m., Thursday, December 18, 2025
Friday, December 16	Ballots received and counted, uncertified election results announced and posted on the guild website, etc

Descriptions of District-wide Officer Positions Open for Nomination and Election

The following positions, including responsibilities, are open for nominations and election during this Election Period.

FIRST VICE PRESIDENT: The First Vice-President shall….

- assume the duties of the President in the event of absence, illness, or death of the President
- oversee and assist the executive board in their duties
- oversee the work of and receive regular reports from the various standing committees of the local
- perform other duties as delegated by the President or assigned by the Executive Board

SECOND VICE PRESIDENT: The Second Vice President shall….

- assume the duties of the President in the event of absence, illness, or death of the President and the First Vice president declines the line of succession
- assume the duties and roles of the First Vice President in the event of absence, illness, or death of the First Vice President
- serve as the Staff Guild representative on Board of Trustee Committees
- oversee the work of and receive regular reports from the COPE and Professional Development Committees
- perform other duties as delegated by the President or assigned by the Executive Board

GRIEVANCE SECRETARY: The Grievance Secretary shall….

- work with parties involved in a dispute to try to resolve it at the lowest level possible
- represent Unit 1 Clerical/Technical employees, upon request irrespective of union membership, in grievances against the District if the Staff Guild collective bargaining agreement has been violated
- advise the Grievance Review Committee on decisions such as whether to pursue grievances to arbitration
- act as grievance training mentor for local representatives and chapter chairs
- be responsible for conducting grievance trainings onsite and at executive board meetings
- act as chief consultant on all grievance matters in the Local
- maintain records of complaints and grievances, and their disposition; for at least three years from grievance resolution unless a longer period of time is adopted by the Executive Board
- enforce the contract and educate staff of their rights, including conducting trainings on each campus at least annually

A complete list of duties and responsibilities for 1st Vice-President, 2nd Vice-President, and Grievance Representative, can be found in the AFT College Staff Guild Local 1521A Constitution and Bylaws, Article IV. A copy of the Constitution and Bylaws can be found at AFT-1521A.org under the Member Resources tab.

AFT 1521A College Staff Guild

2025 District-Wide Officers SPECIAL Election

Rules and Nominee Acceptance form

I. Election Rules & Procedures

1. **Election Timeline**
   The Executive Board shall vote on the mode of election and adopt an election timeline for each election.

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

3. **Availability of District-Wide Officer Candidate Names**
   The names of District-wide officer candidates shall be posted in the AFT 1521A Guild Office and on the Staff Guild website effective Tuesday, December 2, 2025. No official announcement of information on Guild candidates shall be available before this date.

4. **Term of Office**
   Those elected to District-wide Officer seats will complete the current term of service ending on June 30, 2026.

5. **Ballot Order**
   The names of District wide officer candidates shall be listed in a randomized order.

6. **Filing for Multiple Positions**
   Candidates shall not run for multiple positions in the District-Wide Officer Special election. If a member is nominated for multiple positions, they can only accept one nomination.

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

8. **Candidate Eligibility Rules**
   Candidates must be an active member, in good standing per Constitution and Bylaws Article VI(1)(a), for at least one (1) year. Nominees must be members in good standing between November 2024 through October 2025 to run for office.

9. **Contact Information**
   Nominees agree to provide updated contact information to the Guild office and must confirm these details on their Nominee acceptance signature page.

Nominees must provide the following:

a. A primary, non-district phone number where they can be reached.
b. A district work number where they can be reached if one exists.
c. A primary, non-shared, non-district, and non-guild personal email address where they can be reached.

The information provided will be used during the nomination and election periods with the purpose of contacting the nominees/candidates regarding Election business.
Failure to respond to communication in a timely manner from the Elections Committee may result in disqualification as a nominee/candidate.

10. Nominations

Nominations must be made by an active member in good standing with a membership card signed on file by 11:59 pm on Friday, October 31, 2025.

Nominations must be received beginning Tuesday, November 18, 2025 and nominations close 11:59 pm on Sunday, November 23, 2025 in writing, by email to Glen Heidenreich (gheidenreich@aft-1521a.org), by courier, or U.S. mail.

Nominees will be notified of their eligibility by email no later than Monday, November 24, 2025.

Nominees have until Monday, December 1, 2025, at 12:00pm/noon, to accept/decline nomination in writing to the Staff Guild office by email to Glen Heidenreich (gheidenreich@aft-1521a.org courier, or U.S. mail.

If no written response is received by the deadline, it will be treated as a decline of the nomination.

Nominees accepting their nomination will also sign and return the Election Rules.

11. Voter Eligibility

Any member in good standing is eligible to vote. For non-members, Friday, October 31, 2025, is the deadline to file a Staff Guild membership application and be eligible to vote in the 2025 District-Wide Officers Special Election.

* Retiree members are excluded from participation in the District-Wide Officers Special Election per Guild Constitution.

12. Candidates

On Tuesday, December 2, 2025 candidate names will be posted on the Staff Guild website and sent via email to all members where the Staff Guild has non-LACCD emails on file.

Candidates will receive a copy of these rules to review and sign when accepting their nomination for District-wide officer. Nominees have until 11:59 pm, Monday, December 1, 2025, to accept their nomination and sign and return the Election Rules, in order to remain eligible.

A candidate who has accepted their nomination may withdraw their candidacy at any time before 12:00 pm, December 11, 2025 by submitting their withdrawal in writing to the Staff Guild office by

email to Glen Heidenreich (gheidenreich@aft-1521a.org), courier, or U.S. mail.

13. Balloting

The election will be conducted by secret electronic emailed ballot using the election vendor SimplyVoting. Ballots will be sent via district work email addresses for each eligible voter on file with the Staff Guild and counted December 19, 2025.

14. Observers

The candidate is entitled to observe the review of ballots **or** to have an observer at the review of the ballots which will occur on Zoom. The candidate or their alternate observer must be identified in advance by the candidate via email in writing to Glen Heidenreich (gheidenreich@aft-1521a.org), no later than Thursday, December 11, 2025.

15. Run-off Election or Tie-breaker

In the event of a tie for the Special Election, a Run-Off will be held immediately in the following week. The run-off will be announced via email and posting on the Guild website the ballots will be available no less than 3 days after the run-off announcement.

In the event of a tied outcome in the run-off election, a random name pick will be utilized to break the tie.

16. Parameters to determine election winners

The District-wide officer candidates with the most votes shall be declared the winners.
If the run-off election results in a second tie between those two candidates, the Election Committee members will randomly draw the tie winner.

17. Posting of results

The uncertified election results will be posted on December 19, 2025 on the Staff Guild website and sent via personal email and district email to members. The Election Committee will submit the uncertified election results at the next Executive Board meeting for a vote to certify immediately following the December 19, 2025 ballot count, unless a challenge to the election is submitted.

18. Challenges

Article VI of the Constitution and Bylaws provides that any member may challenge the election by filing a protest in writing, notarized, and delivered to the Staff Guild office and addressed to the Election Committee within ten (10) calendar days of the publishing of the uncertified results. The Elections Committee shall review each timely-received challenge in accordance with the Constitution and Bylaws and Election Rules.

19. Questions or problems

Candidates and members with questions about the nomination or election procedures should contact a member of the Election Committee via email to Glen Heidenreich (gheidenreich@aft-1521a.org), Any violation of these rules should be reported promptly to the Election Committee so that appropriate action can be taken, if necessary.

20. Elections Committee for the 2025 Special District-Wide Officers Election

Robin King, Grisel Garcia, Ana Maria Saray Olivares-Diaz, Natalie Embrey co-chair, Mark Bergquist co-chair Dashiel Johnson, Executive Director / non-voting member & advisor to elections committee.

II. Candidate Rights and Restrictions

1. Impartiality

The use of Staff Guild resources, or the resources of any other union or employer, by any candidate, Staff Guild member, or any other person, for the purpose of campaigning for or against any candidate for office in this election, is prohibited. This prohibition includes the use of facilities, equipment or property (including official union or employer email accounts), official endorsements, and campaign activity done on paid time. Candidates' campaigns must use only their own time and resources for campaigning.

Additionally, candidates must be treated equally regarding the opportunity to campaign, and members may support the candidate of their choice without being subject to penalty, discipline, or reprisal of any kind.

2. Access to Membership Lists

Upon request, after Monday, November 10, 2025, any candidate for office shall be provided with a list of the unit members who comprise the potential electorate for their office. The list will not include the phone numbers, emails, or addresses of the unit members. The redacted list provided to the candidate via email will include only the names and worksite location.

If candidates want to inspect a list including contact information, they can request an appointment within Staff Guild office operating hours via email to Glen Heidenreich (gheidenreich@aft-1521a.org) Candidates do not have the right to copy the membership list, only the right to inspect and or compare it with a personal list of members (per LMRDA, Conducting Local Union Officer Elections, Chapter 7: Inspecting the Membership List).

No Guild members in possession of member data due to their positions in the union are to employ this data for campaign purposes on behalf of any candidates.

3. Candidates' Statements – District Wide Officer Candidates

The Staff Guild will distribute a postcard with link and QR code to all dues paying unit members at its own expense which will link to a 300-word statement and photo by all candidates to be submitted in a word or PDF file. Candidate statements must be received at the Staff Guild Office by December 5, 2025 at noon.

A postcard linking to these statements will be mailed via USPS to all dues-paying unit members in the respective chapters to their last known home address, emailed to non-work emails on file for dues-paying members and posted on the Guild website. These statements will be issued as content (spelling, grammar, fact, etc.). No changes will be made from the Guild Office. The Guild Office will format and conclude at 300 words (the sentence will be completed). Statements can be emailed to Glen Heidenreich (gheidenreich@aft-1521a.org), or put on a flash drive and delivered to the Staff Guild Office.

Candidates who miss the deadline above will not have their statements mailed to the membership via USPS or email, but those statements will be posted on the Guild website after they are received.

Candidates who miss the deadline above may still use the distribution options provided for in paragraphs 4 and 5 of these Rights and Restrictions, below.

4. Distribution of Campaigning materials by mail

AFT 1521A will honor any reasonable request by a candidate to distribute campaign literature by mail to members at the candidate's expense. Requests will be honored in the order received.

Mailers: Campaign literature must be provided to the Guild Office staff in sealed, stamped envelopes which are ready for mailing. Each candidate should check with postal officials to determine the proper postage. Arrangements must be made for AFT 1521A office staff to put address labels on the envelopes containing campaign literature at a rate of $50.00 per mailer. Candidates should contact Glen Heidenreich (gheidenreich@aft-1521a.org) to arrange a mailing. Candidates should bring materials to the Guild office at least five working days before they would like them to be mailed.

5. Email distribution of Campaign Literature

AFT 1521A will honor any reasonable request by a candidate to distribute campaign literature by email to members at the candidate's expense. Requests will be honored in the order received. Campaign literature must be provided to the Election Committee in a text only format for email distribution.

The Guild will send the email to the non-work emails on file at the Guild office to dues paying members of the Guild. The campaign literature to be emailed must be provided to Glen Heidenreich (gheidenreich@aft-1521a.org). Candidates will be charged $10 per distribution. Candidates should send the campaign literature to the Guild office at least two working days before they would like it to be emailed.

6. Posters and flyers

Posters and flyers placed on campus must adhere to that campus' rules for posting.

7. Campaigning

Candidates must use their own time and resources for any campaigning, and follow the prohibitions on using union or employer resources described in paragraph 1 of these Rights and Restrictions, above.

8. Prohibited election activity

If a candidate knows of prohibited election activity taking place in support of his/her/their candidacy, the candidate is expected to take reasonable steps to ensure the activity is stopped. Candidates should notify the Elections Committee of these incidents.

9. Observing the Ballot Count

Candidates are entitled to have one observer present at the election committee meeting where election results will be reviewed. The observer may be the candidate themselves, or an AFT 1521A member in good standing.

10. Review of Elections Rules with the Candidates

The Elections Committee strongly encourages all candidates to attend the review of election rules. This will be conducted online in a Zoom format. The meeting will be on Tuesday, November 25, 2025 at 6:00 pm. Invitations will be sent to the primary email address provided by the candidates.

11. Clarifications of the Rules

Because it is not possible to anticipate every scenario in advance, the Election Committee may publish additional clarifications or reminders of these rules as appropriate during the nomination and election period. The Election Committee has full discretion and authority to interpret and apply these Rules.

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

Nomination Acceptance and Pledge to follow the District-Wide Officers Election Rules

A primary, non-district phone number:	
A district work number:	
A primary, non-shared, non-district, non-guild, personal email:	

I, (print first name and last name) _____by signing, **ACCEPT** the nomination to run for the office of _____ for the AFT 1521A, and pledge to serve if elected.

As a nominee/candidate, I agree and pledge to abide by the Election Rules governing this District-Wide Officers Election, and have provided contact information where I can be reached.

Signature: _____

Date: _____

*** Continue review and consider the following rules for Observers below. ***

RULES FOR OBSERVERS

Rules for Remote Viewing

1. Zoom Chat will be disabled.
2. Observers must use the "raise hand" feature so they may be recognized and called upon by an Election Committee member to ask a question or raise a challenge.
3. Observers must promptly clarify if they are asking a question about the current Election process - or raising a Challenge.
4. Informational questions regarding Election processes will not be a reason to halt the ballot count.
5. Observers raising a Challenge must say so at the beginning so that Election Committee members may call a temporary halt to the Ballot Count.
6. The Observer must concisely state the reasons and basis for the challenge.
7. If there is a challenge on a ballot, that ballot will be set aside and will be dealt with before finalizing results.
8. Once the Challenge has been heard by the Election Committee, the Ballot Count will immediately resume.
9. Election Committee members will make note of the raised challenge and seek to address the issue.
10. Questions irrelevant to the ballot count will be noted and may be answered after the counting has been completed – if time allows. Candidates will appreciate that the priority of the Election Committee is to focus on and enable the Ballot Count to be completed.
11. If anyone other than a candidate or an assigned observer appears in the zoom meeting, they will be removed to a Zoom waiting room.
12. Observers or candidates who attempt to disrupt proceedings may be summarily ejected from participation at the discretion of the EC.

A Union of Professionals
Staff Guild
Local 1521A

ATTENTION MEMBERS: Notice of Nomination and Elections

AFT National Convention 2026 Delegates

The AFT Staff Guild Local 1521A is conducting elections district-wide for AFT National Convention delegates. Nomination and Election details are on page two.

AFT National Convention Delegates Election:

AFT National Convention Delegates will serve as delegates at the AFT convention in July 2026. The election for convention delegates will be conducted on a district-wide basis; for example any member may nominate another regardless of chapter in accordance with eligibility rules.

Those elected to serve as AFT Delegate will represent AFT Staff Guild 1521A members at the American Federation of Teachers (AFT) Convention scheduled for Thursday, July 16, 2026 through Sunday, July 19, 2026, at the Walter E. Washington Convention Center, Washington, DC. Elected delegates must travel to the conference site on Wednesday, July 15th, 2026 to represent Local AFT 1521A IN PERSON. The AFT convention is the highest authority of our union and demonstrates union democracy at work.

The number of voting delegates is determined according to the AFT National Constitution. The number of delegates representing the Staff Guild will be determined by an Executive Board vote. The delegates will include the President who is an automatic delegate to the convention (Constitution Article III, Section 1A).

ELIGIBILITY RULES:

To Make a Nomination and/or To Be a Nominee/Candidate:

Dues-paying members may make nominations for convention delegates. Unit 1 employees must have a membership application on file by December 31, 2025 at 11:59 p.m. to be eligible to nominate someone or be a nominee.

To Vote:

Dues-paying members are eligible to vote for national convention delegates. *Unit 1 employees must have a membership application on file with the Staff Guild by 11:59 p.m. on December 31, 2025 to be eligible to vote.*

NOMINATIONS:

Nominations begin Monday, January 19, 2026.

Members interested in running as a delegate for the AFT national convention or nominating another member must notify the Staff Guild of their intent for self-nominations or nomination information if nominating someone in writing via email to Glen Heidenreich (gheidenreich@aft-1521A.org) **no later than 11:59 p.m., Thursday, January 22, 2026.**

When submitting a nomination include your full name, your contact email address and phone number, the name of the person you are nominating (or if you are nominating yourself), the nominees contact email and phone number, and your chapter. Please secure the approval of the member nominated prior to submitting the nomination. Incomplete nomination information could cause a failure to successfully nominate and confirm if nominees cannot be reached.

ONLINE ELECTION PROCESS: The AFT Delegate election will be tabulated by SimplyVoting.com online. If you have any questions, please contact the AFT College Staff Guild at (323) 851-1521.
Election information can be found at AFT Convention 2026.

Election Committee Members: Robin King, Ana Maria Saray Olivares-Diaz, Grisel Garcia, Natalie Embrey co-chair, Mark Bergquist, co-chair

2026 Election for AFT National Convention Delegates Timeline

Wednesday, 12/31/25	Deadline to file a Staff Guild membership application and be eligible to vote
Tuesday, 1/6/25	**Notice of Nomination & Elections** sent to members by email and mail
Monday, 1/19/26 through Thursday, 1/22/26	**Nominations**: Members interested in running for office must notify the Staff Guild of their intent in writing via Email to gheidenreich@aft-1521A.org **no later than 11:59 p.m., Thursday, January 22, 2026**
Monday, 1/26/26	Deadline at **11:59pm** for receipt of candidate nomination acceptance, agreeing to attend the AFT Convention in Washington, DC in person.
Monday, 2/2/26 through Thursday, 2/5/26	Online Voting window
Friday, 2/6/26	Announcement of voting results

Descriptions of Positions Open for Nomination and Election

AFT NATIONAL CONVENTION DELEGATE: Delegates to the AFT National Convention will serve as voting delegates to the AFT National Convention in July 2026.

Delegates are voting members at the Convention. Delegates participate in convention committees and will vote on resolutions, national constitution and bylaws amendments, and the election of the AFT President, Secretary Treasurer, Executive Vice President, and Vice Presidents. For additional information see the AFT website at AFT Convention 2026.

Expense Reimbursement Details
Elected Delegates are expected to pay for airfare, lodging, meals, and travel expenses up front. See the AFT 1521A Business Expense Reimbursement Policy for details on the types of expenses that are eligible for reimbursement.

2026 Election for Convention Delegates
AFT Staff Guild, 1521A Procedures

1. Election Timeline
   The Executive Board shall vote on the mode of election and adopt an election timeline for each election.

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

3. Availability of Candidate Names
   The names of candidates shall be posted in the AFT Guild Office and on the Staff Guild website effective January 28, 2026. No official announcement of candidates from the Guild shall be available before this date.

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

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

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

7. Candidate Eligibility Rules
   Candidates must be an active member, in good standing by 11:59pm Wednesday, December 31, 2025.

8. Nominations
   Dues-paying members may make nominations for CFT delegates. Unit 1 employees must have a membership application on file by Wednesday, December 31, 2025 at 11:59 p.m.to be eligible to nominate someone.

   Nominations must be received between Monday, January 19, 2026 and 11:59pm Thursday, January 22, 2026 in writing by email (gheidenreich@aft-1521a.org), courier, or U.S. mail.

   Nominees will be notified by email and phone no later than Friday, January 23, 2026.

   Nominees have until 11:59 pm, Monday, January 26, 2026 to accept/decline nomination in writing by email (gheidenreich@aft-1521a.org), courier, or U.S. mail. If no written response is received by the deadline, it will be treated as a decline of the nomination.

9. Voter Eligibility
   Any member in good standing is eligible to vote. For non-members, Wednesday, December 31, 2025 is the deadline to file a Staff Guild membership application and be eligible to vote in the 2026 AFT convention delegate election.

10. Nominees
    On Wednesday, January 28, 2026, candidate names will be posted by the Staff Guild on the website, Staff Guild office and sent via email to all members where the Staff Guild has non-LACCD emails on file.

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

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

12. Balloting
    The election will be conducted by online ballot. Ballot details shall be sent to members' work email addresses. There will be a four day window to cast your electronic vote! To be counted, ballots MUST be received by 11:59p.m., Thursday, February 5, 2026. Ballots will be counted on Friday, February 6, 2026, and uncertified results posted that day.

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

14. Posting of results
    The uncertified election results will be posted on Friday, February 6, 2026, on the Staff Guild website and sent via personal email to members.

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

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

Nominee RIGHTS AND RESTRICTIONS

1. Impartiality

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

2. Campaigning

Candidates must use their own time and resources for the forum(s) and any campaigning.

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

Except as provided in this code, the Election Committee shall be guided in its decisions by the publication entitled "Conducting Local Union Officer Elections: A Guide for Election Officials", issued by the Office of Labor-Management Standards of the U.S. Department of Labor. Election information can be found at AFT Convention 2026.

Rules Issued By: AFT 1521A Election Committee
Date: November 7, 2025
Committee Members: Mark Bergquist, Co-Chair, Valley; Natalie Embrey, Co-chair, City; Ana Maria Saray Diaz, Harbor; Robin King, Trade Tech; Grisel Garcia, District Office

Officer Reports

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: November 21, 2025

Executive Board Report, Interim First Vice President – October 2025 & November 2025

Standing	October	November
Officers Meetings	10/21/25	11/10/25
Worksite Support Meeting		11/14/25
Executive Board		11/3/25
Constitution & By Laws	(Rescheduled to 11/7/25)	11/7/25
District Shared Governance		
District Management Consultation		11/4/25
Chancellor Consultation		11/4/25
PC Consultation		11/17/25
Other		
Member Representation		
Membership Meeting		November 1, 2025

November 5, 2025
Board of Trustees
See link below for meeting details.
https://go.boarddocs.com/ca/laccd/Board.nsf/goto?open&id=DERP4V62DB26#

Constitution & By-Laws Agenda/Notes
See attached

And other duties as assigned.

Jo-Ann Haywood
Interim 1st VP

CONSTITUTION & BY-LAWS (CBL) AGENDA

November 7, 2025 | 1:00pm – 2:00pm | Zoom Meeting

1. Article III – Districtwide Officers
   Sections 6b
   Other Elected Officers: If any other elected office becomes vacant with six (6) or more months remaining in the term of office, the will be a call for a special election and majority vote to elect a member to serve for the remainder of the term. An appointee (appointed by the executive board) may be temporarily placed while the special elections are conducted. All voting on vacancies defined in this section shall be conducted by **Electronic Vote** ~~mailed secret ballot~~ with at least 15 days' advance notice.
   (Change was adopted at our Membership meeting on Saturday, November 1, 2025)

   An updated copy of the CBL will be posted to the Staff Guild website.

2. Election's Committee Update/Questions – Mark Bergquist, Election Committee Co-Chair
   - *Special elections timeline – does it work?*
   - *Once the process starts not allowed to change/stop timeline*
   - *LMRDA does not always give directions specific to the Staff Guild (e.g. Resign to run)*
   - *We should address some issues with legal, and is this feasible*
   - *Some of the recommended amendments could be modify and look as possible building blocks to strengthen the current document.*
   - *The elections committee will submit languages for consideration when necessary.*

3. Special Elections Timeline
   Can you float the idea of extending the time required to call for special elections should an e-board member step down? In Solidarity, Dash

   - *The consensus of the committee is for the timeline to remain as stated in the CBL. With the passage of electronic vote, it would not be as cost prohibitive as before. The committee also discussed the special circumstances which presents the tight timeline for the special elections and the upcoming regular elections. This is not a regular occurrence and therefore does not justify the modification of the timeline.*

4. Other
   a. Committee reporting: Possible update to how each committee reports to the e-board. Future CBL discussion.
   b. Draft of previous recommended changes to the CBL will be forwarded to the committee by Monday, November 17, 2025 in preparation for our scheduled meeting on Friday, November 21, 2025.
   c. COPE – Understanding restrictions, if any.

Committee:
Aleta Campbell
Jasminee Haywood-Daley
Richard Nwaogu
Edith Villavicencio
Nadine Muro
Rosalba Villalobos
Maritza Medina, Co-Chair
Jo-Ann Haywood, Co-Chair

Guest:
Mark Bergquist, Co-Chair
Election Committee

Meeting Schedule: 3rd Friday of Each Month
Co-Chairs: Jo-Ann Haywood |Maritza Medina

Committee Charge:
Responsible for maintaining the Constitution and By-Laws document and updating the information should the need arise due to ever-changing state or local mandates at the Union level. Committee has the ability to make appropriate changes to the Constitution at the direction of the Executive body.

Code of Conduct (Article 4, Section 7):
Respect others and their views. Recognize and value individual differences. Do not engage in aggressive, bullying, or intimidating behavior. Do not engage in discriminatory or harassing behavior.

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

AFT1521A Standing Meetings:

- Executive Board Meeting – 10/16/2025
- Executive board Planning – 10/13/2025
- Officers Meeting – 10/29/2025

AFT1521A Membership Meetings:

- N/A

Campus Site Visits

- N/A

District Shared Governance Meetings

- Management Consultation – 10/7/2025 – Cancelled
- Chancellor Consultation – 10/7/2025
- Personnel Commission Consultation – 10/6/2025
- Student Affairs Committee – 10/10/2025 – Cancelled
- Institutional Effectiveness/Student Success Committee – N/A

Conference/Training

- OSHA Safety Training – 10/3/2025

Other

- LA Labor Fed – 10/20/2025
- Hiring Committee – 10/15/2025 & 10/16/2025
- COPE Contributor meeting - 10/10/2025
- COPE Committee meeting – 10/1/2025
- Tuition Reimbursement – 10/1/2025, 10/2/2025, 10/4/2025, 10/10/2025, 10/13/2025, 10/20/2025, 10/24/2025, 10/27/2025

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, September 2025

AFT1521A Standing Meetings:

- Executive Board Meeting – 9/18/2025
- Executive board Planning – 9/15/2025
- Officers Meeting – 9/24/2025

AFT1521A Membership Meetings:

- N/A

Campus Site Visits

- N/A

District Shared Governance Meetings

- Management Consultation – 9/2/2025 – Cancelled
- Chancellor Consultation – 9/2/2025
- Personnel Commission Consultation – 9/15/2025
- Student Affairs Committee – 9/12/2025
- Institutional Effectiveness/Student Success Committee– 9/17/2025

Conference/Training

- N/A

Other

- N/A

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 October 2025

Meetings

- Executive Board Meeting – 10/16/25
- Officer's Meeting 10/13/25
- Officer's Meeting 10/22/25

Office Hours

- 10/1/25 -3:45-7pm
- 10/3/25 -1:00-5pm
- 10/6/25 -12:00-7pm
- 10/8/25 -3:45-7pm
- 10/10/25 -1:00-5pm
- 10/13/25 -12:00-7pm
- 10/15/25 -3:45-7pm
- 10/17/25 -1:00-5pm
- 10/20/25 -12:00-7pm
- 10/22/25 -3:45-7pm
- 10/24/25 -1:00-5pm
- 10/27/25 -12:00-7pm
- 10/29/25 3:45-7pm
- 10/31/24 1:00-5pm

Special Projects

- Working with Accountant - Tax year 2024
- Working on Audit

A Union of Professionals
Staff Guild
AFT Local 1521A

Melinda Ung, *Recording Secretary*

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

November 6, 2025

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

Hello everyone,

Standing	October Meetings	Notes
Officers Meetings	Monday, October 13, 2025 Wednesday, October 22, 2025	
Officer Hours, Member Representation, Site Visits	October 3, 13, 16, 20, 23,	
Sharepoint	October 2, 6, 9, 17, 24	
Executive Board	October 16, 2025	
District Shared Governance		
District Management Consultation	Canceled: Tuesday, October 7th, 2025	Everyone except Director Biggers showed up. When Gigi messaged her, Direct Biggers said she didn't respond to the outlook invite.
Chancellor Consultation	Tuesday, October 7th, 2025	
PC Consultation	October 15, 29, 2025	
JLMBC	Tuesday, October 14, 2025	
LAPC Budget Committee	Tuesday, October 7th, 2025	
Tuition Reimbursement Committee	October 1, 2025	

LAPC Budget Committee Meeting Report

1. Election for Committee Co-Chair
    a. Election held to fill the co-chair position: Nomination Kalynda McLean
2. Dual Enrollment & Student Enrollment Strategies
    a. Ongoing efforts to improve dual enrollment and overall student enrollment.
    b. Identified goal: increase total student enrollment and class averages (currently mid-20s).
    c. Dual enrollment started in Fall 2022, with mixed results due to a trial-and-error process.
    d. Collaboration with high school partners is crucial; transparency helps strengthen recruitment.
    e. Some schools (e.g., Cleveland HS) canceled classes last minute or reported inflated numbers ("shell games"), while new coordinators at other schools are more collaborative.
    f. LAUSD schools face staffing shortages despite having grants and resources.
    g. Noted success: prior Spanish classes at Taft (five per semester), though staffing changes have impacted offerings.
    h. Schools like Balboa and Canoga are more self-sufficient and require less assistance.
    i. Dual enrollment receives more funding than standard college classes.
    j. Growth observed at Pierce College, with 2,000 more students attempting to enroll.
    k. Concern raised about the vacated Dual Enrollment Coordinator position—previously Title V-funded—discussion on how to institutionalize the role moving forward.
3. Monthly Adjustments to Preliminary Forecast
    a. Regular monthly financial adjustments continue.
4. District Budget Committee (DBC) Report & Budget-Saving Ideas
    a. Discussion of September 2025 DBC updates and ongoing cost-saving measures.

b. Vacancies amidst SRP: Acknowledged that the SRP rollout contributes to both budget savings and operational strain, requiring careful coordination with the District Budget Committee (DBC) to manage workload redistribution and hiring needs.

5. Revive New Classified Position Control / CPIP
    a. In 2022, the committee requested development of a Classified Professional Position Prioritization (CPIP) process and brought to PCC a taskforce that was established in 2023.
    b. Continued discussion on managing and prioritizing new classified positions.

Sincerely,
Melinda Ung
Recording Secretary

AFT 1521A EXECUTIVE BOARD REPORT
OFFICER REPORT – Interim Grievance Secretary

A Union of Professionals Staff Guild Local 1521A

OCTOBER REPORT

FILED BY: KIMBERLY DAVILLIER, INTERIM GRIEVANCE SECRETARY

REPORT MONTH		
OCTOBER 2025		

CONSULTATIONS HELD:

DATE	EVENT	LOCATION	DESCRIPTION	NOTES
10/7/2025	Chancellor Consultation Meeting	Zoom	Per agenda	

MEETINGS ATTENDED:

DATE	EVENT	LOCATION	DISCRIPTION	NOTES
10/1/2025	Union Office Meeting	AFT Guild	Meeting with President & GR	
10/13/2025	Officers/Steering Committee Meeting	Zoom	Discuss topics	
10/16/2025	Monthly E-Board Meeting	Zoom	Per Agenda	*In person canceled*

TRAININGS:

TRAINING TOPIC	LOCATION	DATE
OSHA Training & Street Medic Techniques	WLAC	10/3 & 10/4/2025
ODEIA Required District Employee Training	Via Zoom	10/7/2025

OTHER ACTIVITIES

10/22/2025	PC Meeting – In person attendance	
*GR Support	Support GR's as needed and/or requested	
*Research	On-going research and GR development tasks	