AFT College Staff Guild, Local 1521A

Executive Board Meeting Agenda

Hybrid:

Location: Los Angeles Valley College

Thursday, December 18, 2025 • 3:00 pm – 6:00 pm

1. **Call to Order** (2 minutes)
2. **Flag Salute** (2 minutes)
3. **Meeting Protocols** (2 minutes)
4. **Approval of Agenda** (5 minutes)
5. **Approval of Minutes** (5 minutes)
6. **Action Items** (15 minutes)
    a. Bush Gotlieb, Legal Bill
    b. March in March
    c. Appointment of Interim Executive Director
    d. OPEIU Holiday Employee Appreciation Bonus

    Closed Session: Items

    a. Appointment of Interim Treasurer
7. **New Business**
    a. Profit & Loss Statement – November 2025
    b. Negotiations Committee
    c. Hiring Committee for Executive Director
8. **Old Business** (8 minutes)
    a. Communications Committee
    b. Grievance Manager Software
    c. 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
    c. Health and Wellness Coordinator
    d. Employee Equal Opportunity (EEO)
    e. COPE Committee
    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.
15. **Adjournment**

Next Executive Board Meeting:
Thursday, January 15, 2026

American Federation of Teachers College Staff Guild Local 1521A, AFL-CIO

Representing the clerical and technical professionals of the Los Angeles Community College District

3356 Barham Blvd
Los Angeles, CA 90068
(213) 341-1533

Staff Guild

Andrea Edwards
President

Jo-Ann Haywood
Interim First Vice President

Sergio Becerra
Interim Second Vice President

James “Phillip” Highley
Treasurer

Melinda Ung
Recording Secretary

Kimberly Davillier
Interim Grievance Secretary

Dashiel Johnson
Executive Director

Minutes

Action Items

Staff Guild
Local 1521A

Executive Director
Based in Los Angeles

Position:	**Executive Director – Local, AFT 1521A**
Job Classification:	*Full-time, Permanent, Exempt*
Employment Date:	**Approximate Start Date – 02/22/ 2026**
Salary range:	**$100,000 to $125,000**
Location:	**Los Angeles Office**
Deadline to apply:	**February 02, 2026**

Who We Are:
The AFT College Guild, Local 1521A, is an affiliate of the AFT, CFT, and the AFL-CIO. We represent approximately 1,300 clerical and technical employees at the nine-campus Los Angeles Community College District (LACCD). We are a dynamic, member-driven union fighting for our jobs, families, students, and community.

Leadership Qualities & Characteristics:
The AFT College Staff Guild, AFT Local 1521A, seeks an Executive Director who will assist with, implement, and advance the union organization's membership and goals while displaying confidentiality, integrity, dedication, and hard work.

Executive Director Job Descriptions:

1. Advise and assist elected Guild officers, Board members, and professional staff in all union matters, including negotiations, contract enforcement, organizing, and legislative and political affairs.
2. Works closely with the Treasurer on the preparation of the Budget, attends Budget Committee meetings, and reviews and pays the Staff Guild bills.
3. Oversees Staff Guild Elections in conjunction with the Elections Committee as outlined in the Constitution & Bylaws
4. Develop and implement organizing campaigns for membership recruiting and contract campaigns.
5. Work with the Administrative Assistant to design, maintain, and update the Guild website and social networks as needed.
6. Work with the Administrative Assistant to design newsletters and event-specific fliers and write literature for distribution to members and the District community.
7. Develop and implement Staff Guild policies and procedures with outside counsel and the Executive Board.
8. Oversee the general office operation.
9. Supervises office staff, assigns tasks, and conducts regular staff meetings.

Staff Guild
Local 1521A

10. Attends meetings of the Executive Board, District Board of Trustees, Personnel Commission, LA County Federation of Labor, CFT State Council, Council of Classified Employees (CCE), CFT and AFT Conventions, conferences, training, and any other meetings assigned by the President.
11. Works closely with and directs Staff Guild Grievance Secretary; meets and consults with Grievance Representatives; assists with arbitrations and unfair labor charges.
12. Remain current with all appropriate state laws, administrative rules, and regulations that impact the Staff Guild's operations and responsibilities, such as the California Education Code, PERB decisions, EERA regulations, etc.
13. Assist in interpreting, enforcing, and maintaining the Collective Bargaining Union Contract.
14. Develop contract proposals for District and OPEIU negotiations in collaboration with the Negotiations Team (i.e., research, analyze).
15. Analyze and evaluate the LACCD District's Budget in support of negotiation activities, with some assistance from the CFT Research Department.
16. Assist with political activities (national, state, and local) affecting the interests of the bargaining unit, including "Get-out-the-vote" and other COPE-related political activities.
17. Produce reports, compose correspondence, and draft new vendor contracts.
18. Monitor the work of all outside vendors, including but not limited to legal, IT, auditors, and website development.
19. Performs other related duties as assigned

Minimal Qualifications

Knowledge, Skills, and Abilities:

1. Knowledge of public sector employee collective bargaining experience; organizing, contract development and negotiations, budget analysis, grievance administration, and arbitration procedures; working knowledge of public employee collective bargaining laws and practices; membership recruitment, representational campaigns, and elections training. State and federal laws regarding collective bargaining for union organizations.
2. Public employee collective bargaining laws.
3. Grievance administration, contract negotiations, and contract enforcement.
4. Office software and technology for fliers, newsletters, and web design.
5. Current California driver's license
6. Prior supervisory experience.
7. Must be willing to work out of the Los Angeles office.
8. Willingness to work long and irregular hours and weekends.
9. Must be willing to travel.

Competitive salary, benefits, and field package included. Selected candidates will work from the LA office.

To Apply:

Interested applicants should send a cover letter, résumé, and three references with the **Executive Director** in the subject line to **Ms. Irene Lopez**: ilopez@aft-1521a.org

The AFT 1521A is an equal opportunity, affirmative action employer.

New Business

Chapter Reports

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: November 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 new General News and Announcements page on Teams.

Chapter Meeting:

No meeting held. Next meeting scheduled for 12/11/2025 in Student Union MPR.

Consultation:

11/24/2025: Consultation with President Gebru postponed due to no available Vice Presidents. Items submitted, including: 1) Follow up on progress of creating a Classified Hiring Prioritization Committee, 2) What are priorities for emergency hiring for Classified Staff in the wake of SRP and will there be consideration for departments that suffered departures irrespective of the SRP, 3) Follow up on our request for Active Shooter and Emergency Training, and 4) Is there a procedure in place for completing the TB Risk Assessment Form and is there a procedure in place for Classified Staff who don't have a history of TB or risk factors? This question was answered by subsequent email to staff.

Unit member issues/updates:

11/06/5025: Phone meeting with Classified Staffer to discuss possible violations of Article 3.E.1,2 and 3 for Harassment (Non-Sexual, Non-Collegiality) in Noncredit Office in Chem Building. Follow up meetings in progress.

Shared Governance /Other Committees:

11/03/2025: College Council meeting topics included: 1) Follow up discussion on SEA Budget of $5.7 million that effects 31 Classified Staff members and 2) Annual Priorities discussed.

11/05/2025: EPPIC meeting included: 1) Approval of Certificates of Achievement in Food Science and Economics and History ADT, 2) Update on Prerequisite Challenge form.

11/13/2025: WEC meeting topics included: 1) Discussion of SRP numbers and suggestion to bring emergency hire issue to consultation, 2) Confirming SRP numbers.

11//15/2025: EPPIC meeting discussed: 1) Approval of multiple certificates including in Production Design, 2) Final reminder about deadlines for completing Program Review.

Classified Hiring Committee

11/18/2025:Hiring committee and interviews for SFP Program Technician in Academic Affairs/Learning Center via Zoom.

Classified Hiring:

None reported.

Other:

11/04/2025: Budget Town Hall meeting at MPR in Student Union included: 1) Discussion about projected $5.3 million budget deficit and talk about possible solutions to resolve shortfall.

11/14/2025; Campus Support Meeting included: 1) Discussion with Kimberly about possible CBA violations regarding two members who are hesitant to file incident reports.

11/20/2025: Coffee With President Meeting: Discussed issues with members and met with President and Vice Presidents during meeting at MPR.

11//202025: E-Board Meeting at Trade Tech: 1) Votes to approve agenda, minutes and legal bill, 2) Motion to move to closed session to discuss financial and internal issues.

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: November 2025

Worksite: **ESC**

Chapter E-Board

Meeting held while on vacation with E-Board | 11/25/2025 @ 11 AM – 12 PM

Chapter Meeting:

Attended districtwide E-Board Meeting held at LATTC (in-person) on 11/20/2025 @ 2 PM – 6:30 PM.

Consultation:

Unit member issues/updates:

Shared Governance /Other Committees:

N/A

Classified Hiring Committee

Classified Hiring:

Other:

Coordinated & hosted the following: **Understanding Money Course Planning with Bruce Miller** on 11/4/25 @ 2 PM

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: October 2025

Worksite: **ESC**

Chapter E-Board

Open Enrollment Health Fairs | E-Board meeting postponed

Chapter Meeting:

Open Enrollment Health Fairs | E-Board meeting postponed

Attended districtwide E-Board Meeting held at LASC (in-person) on 10/16/2025 @ 2 PM – 6:30 PM.

Consultation:

Unit member issues/updates:

AFT1521A Representation for L. Cruz for disciplinary meeting with A. Mullen (Manager) on 10/21/2025 @ 9:30 AM – 1 PM. Upon arrival, Mullen had cancelled the meeting.

AFT1521A Representation for T. Murphy (in Assisted Living Facility, Lancaster, CA) for SRP Retirement. Traveled with L. Murphy (Mission College) 10/23/25 to met notary, completed SRP packet.

Shared Governance /Other Committees:

N/A

Classified Hiring Committee

Classified Hiring:

Other:

Attended the following: **Campus Support** – Zoom, 10/22/2025 @ 1 PM – 3 PM |

Coordinated & hosted the following workshop: **SRP Workshop-Dinners –** Southwest College on 10/7/25 @ 3 PM – 7:30 PM

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: September 2025

Worksite: **ESC**

Chapter E-Board

Open Enrollment Health Fairs | E-Board meeting postponed

Presented SRP training at LATTC Membership meeting 9/9/25 @ 2 PM – 6:30 PM

Chapter Meeting:

Open Enrollment Health Fairs | E-Board meeting postponed

Consultation:

ESC Chapter Officers' Chancellor Consultation – Met with Chancellor Román on 9/4/2025 @ 2:00 PM – 3:00 PM

Unit member issues/updates:

ADA Accommodation Meeting with L. Cruz (member), A. Lott (ADA Coordinator), A. Mullen (Manager), Teamster rep on 9/3/25 @ 11 AM | Denied

~~ADA Accommodation denied – Appeal submitted to Chancellor Román~~

Meeting with L. Cruz and S. Rosero on 9/15 re ADA Accommodation and W/C denials.

Shared Governance /Other Committees:

N/A

Classified Hiring Committee

Classified Hiring:

Other:

Attended the following: **Campus Support** – Zoom, 9/24/2025 @ 1 PM – 3 PM |

Coordinated & hosted the following workshops: **SRP Workshop-Dinners –** ELAC on 9/15/25 @ 3 PM – 7:30 PM and Valley College on 9/30/25 @ 3 PM – 7:30 PM

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: August 2025

Worksite: **ESC**

Campus E-Board:

ESC Chapter Executive Board Meeting held on August 19, 2025 @ 9 AM – 10 AM via Zoom.

Chapter Meeting:

In lieu of a Chapter Meeting, hosted a professional development meeting in ESC Board Room, professional photoshoot, and CFT training on "Know Your Rights" on August 27, 2025 @ 11 AM – 1:00 PM (set up 8 AM, breakdown 2 PM). Presenters: Christopher Arellano and Martha Figueroa (Trainer & Field Rep, California Federation of Teachers)

Consultation:

AFT1521A Districtwide Officers' Chancellor Consultation – Presented FMLA-ADA violations on August 13, 2025, ESC @ 9 AM-10AM

AFT1521A Grievances Review with Erica Deutsch, AFT1521 Faculty Grievance Rep and Bush-Gottlieb Attorneys – August 21 @ 2:30 PM

Unit member issues/updates:

ADA - FMLA denials: Chancellor to work with HR to resolve issues for Hernandez, Cruz, and Rosero.

Meeting with Christine Dagdagan re: SRP offer on August 20, 2025 @ 4:30 PM

Shared Governance /Other Committees:

N/A

Classified Hiring Committee

Classified Hiring:

8/13/25 @ 9 AM – 12 PM | Interview Panel for Asst. Financial Analyst

7/9/2025 @ 8:30 AM – 3:00 PM | Interview Panel for Financial Aid Specialist

Other:

Attended the following: **AFT1521A Team Meeting** –August 7, 2025 @ 10:00 AM | **Understanding Money Course, Part 1 –** Hosted on August 13 @ 12 PM – 2 PM | **Understanding Money Course, Part 2 –** Hosted on August 20, 2025 @ 12 PM – 2 PM | **Retirement Readiness Workshop for AFT1521A members –** ELAC Flex Day, hosted on August 28, 2025 @ 1 PM – 2:15 PM and 2:30 PM – 3:45 PM

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: July 2025

Worksite: **ESC**

Campus E-Board:

N/A

Chapter Meeting:

Attended emergency districtwide E-Board Meeting held via Zoom on July 10, 2025.

Consultation:

Attended follow-up Management Consultation with Vice Chancellor of Information Technology (Carmen Lidz) on July 11 & 21, 2025

ADA Compliance Meeting with Bush-Gottlieb Attorneys and President Edwards on July 16, 2025 @ 3:00 PM – 4:00 PM

ADA Compliance Meeting at AFT Guild Office with President Edwards on July 17, 2025 @ 10:00 AM – 6:30 PM

Unit member issues/updates:

Member Yung Kim issues regarding non-compliance to OT assignments in I T

~~was addressed by VC Lidz during consultation on July 21, 2025.~~

Shared Governance /Other Committees:

N/A

Classified Hiring Committee

Classified Hiring:

7/2/205 @ 10 AM – 4:30 PM | Interview Panel for IT Project Leader

7/9/2025 @ 8:30 AM – 3:00 PM | Interview Panel for Financial Aid Specialist

Other:

Attended the following: **CFT Leader Training** – Zoom, July 9, 2025 @ 4:30 PM – 6 PM | **CFT Worksite Leader Training (Costa Mesa) –** Saturday, July 15, 2025 @ 2 PM – 6:30 PM | **Understanding Money Course Planning –** Zoom with Bruce Miller & President Edwards | **AFT1521A Onboarding Intensive Training –** July 29 – 31, 2025 @ 8:30 AM – 5 PM

Benjamin Horowitz - ESC Chapter Grievance Rep

ESC Chapter Report
November 2025

Chapter Meeting – Chapter E-Board meeting

Executive Board – Monthly meeting

Consultations

Unit Member Issues/Updates

Shared Governance/Other Committees

Hirings

Other – General Membership Meeting, Mapping Membership list at ESC.

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: November 25,2025

Campus: ELAC

Campus E-Board:

Our Board met we discussed our campus and our plans for the Holidays

Chapter Meeting:

We had our monthly membership meeting

Consultation:

We had our consultation with our President

Unit member issues/updates:

N/A

Shared Governance /Other Committees:

. All committees were attended by AFT 1521A

Classified Hiring Committee

N/A

Classified Hiring:

Other:

ELAC is alive and well

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date November 2025

Campus: LAHC

Campus E-Board:

Much quieter month, probably because of holiday. One chapter meeting, two representation meetings, but mostly follow-ups. We had one Consultation Meeting, and 1 chapter meeting. I held office hours as usual.

Chapter Meeting:

Consultation:

Unit member issues/updates:

Shared Governance /Other Committees:

Classified Hiring Committee

Classified Hiring:

Other:

AFT Staff Guild Officers

President Andrea Edwards | Interim First Vice President: Jo-Ann Haywood |
Interim Second Vice President: Sergio Beccera I Recording Secretary: Melinda Ung
Treasurer: James Highley I Grievance Secretary: Kimberly Davillier

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date October 2025

Campus: LAHC

Campus E-Board:

We are still dealing with complaints between a couple of employees and managers, especially VPs. Most deal with responsibilities and attendance or Tardy issues. We have had two CPC meetings and one President's Consultation. We had a Chapter meeting. I held office hours as usual.

Chapter Meeting:

Consultation:

Unit member issues/updates:

Shared Governance /Other Committees:

Classified Hiring Committee

Classified Hiring:

Other:

AFT Staff Guild Officers
President Andrea Edwards | Interim First Vice President: Jo-Ann Haywood |
Interim Second Vice President: Sergio Beccera I Recording Secretary: Melinda Ung
Treasurer: James Highley I Grievance Secretary: Kimberly Davillier

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date September 2025

Campus: LAHC

Campus E-Board:

We are seeing an uptick in meetings with management which we are trying to get under control. Lots of questions about roles and responsibilities. We Had two CPC meetings and one President's Consultation. We also had a chapter meeting. I held office hours as usual.

Chapter Meeting:

Consultation:

Unit member issues/updates:

Shared Governance /Other Committees:

Classified Hiring Committee

Classified Hiring:

Other:

AFT Staff Guild Officers
President Andrea Edwards | Interim First Vice President: Jo-Ann Haywood |
Interim Second Vice President: Sergio Beccera I Recording Secretary: Melinda Ung
Treasurer: James Highley I Grievance Secretary: Kimberly Davillier

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date August 2025

Campus: LAHC

Campus E-Board:

We had a few chapter events including a Chapter meeting and social event on campus. We also are seeing more members meeting with management.

We had two CPC meetings with no President Consultation. I held office hours as usual.

Chapter Meeting:

Consultation:

Unit member issues/updates:

Shared Governance /Other Committees:

Classified Hiring Committee

Classified Hiring:

Other:

AFT Staff Guild Officers
President Andrea Edwards | Interim First Vice President: Jo-Ann Haywood |
Interim Second Vice President: Sergio Beccera I Recording Secretary: Melinda Ung
Treasurer: James Highley I Grievance Secretary: Kimberly Davillier

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date July 2025

Campus: LAHC

Campus E-Board:

Due to summer, activities on the LAHC campus have been limited. We had two meetings representing members, two College Planning Council meetings (CPC). and our monthly meeting with the college president. I held office hours as usual.

Chapter Meeting:

Consultation:

Unit member issues/updates:

Shared Governance /Other Committees:

Classified Hiring Committee

Classified Hiring:

Other:

AFT Staff Guild Officers
President Andrea Edwards | Interim First Vice President: Jo-Ann Haywood |
Interim Second Vice President: Sergio Beccera I Recording Secretary: Melinda Ung
Treasurer: James Highley I Grievance Secretary: Kimberly Davillier

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: December 2025

Campus: LAMC – Cesar Contreras Chapter Chair

Campus E-Board:

Continue to set up for the holiday party. End the of the year wrap up meeting.

Chapter Meeting:

The chapter meeting will be a holiday party on December 18th from 12 PM to 2 PM.

Consultation:

December 10th is the president's consultation. A petition to work remotely will be circulated in hopes to move the president on this issue.

Unit member issues/updates:

Petition to work remotely will be circulated.

Shared Governance /Other Committees:

None.

Classified Hiring Committee

None.

Classified Hiring:

No hirings.

Other:

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: November 2025

Campus: LAMC – Cesar Contreras Chapter Chair

Campus E-Board:

Began planning for the holiday party. CAT team started text scraping old CBA since 2002. E Board began reviewing Democracy in the workplace draft provisions.

Chapter Meeting:

Problem Solving training hosted by CFT. Members were presented with case scenarios and what they could do collectively to resolve issues in the workplace.

Consultation:

Request for remote work one day during the winter denied. Remote work only approved for ADA accommodations. Informed the president of safety concerns and SSAB monitors.

Unit member issues/updates:

Member dropped out of the union – did not want to state a reason. Gathered data on SSAB monitors which are compliant.

Shared Governance /Other Committees:

College Council reaffirmed our Article 17 of our CBA which states we have a right to two seats in the professional development committee.

Classified Hiring Committee

None.

Classified Hiring:

No hirings.

Other:

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: October 2025

Campus: LAMC – Cesar Contreras Chapter Chair

Campus E-Board:

Met with CFT regarding contract training. Checked-in with various members regarding issues they face. Recruited new members. Formed a Contract Action Team.

Chapter Meeting:

CFT presented a Contract 101 workshop where members engaged with other members in a group activities and case scenarios.

Consultation:

President had to reschedule due to a time conflict.

Unit member issues/updates:

Members would like to go back to their original B-Shift time, however, admin won't approve. Investigating parking solutions in coordination of Admin Services Planning Committee.

Shared Governance /Other Committees:

WEC request for crime alerts via Everbridge denied. Will follow up. Professional Development Committee accepted terms to leave both of our seats alone.

Classified Hiring Committee

None.

Classified Hiring:

No hirings.

Other:

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: September 2025

Campus: LAMC – Cesar Contreras Chapter Chair

Campus E-Board:

Reviewed Emergency Action Plan, Shared Governance Updates, Contract and Collective action training as well as plans going into negotiations period.

Chapter Meeting:

Reviewed various issues on campus such as parking, tuition reimbursement, and trainings. Gathered ideas from members on how to resolve these issues.

Consultation:

Canceled due to no agenda.

Unit member issues/updates:

Potential retaliation from a Dean to a Member – addressed with VPSS. SS Dean wanted member to work in two departments Transfer and Career Center – problem resolved with Dean.

Shared Governance /Other Committees:

Professional Development: Classified have funding for trainings. However, our 2 seats in the committee are being called into question. Why two and under whose authority.

Classified Hiring Committee

Instructional Assistant – Culinary Arts Department. Appointed Kari Golden.

Classified Hiring:

No hirings.

Other:

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: August 2025

Campus: LAMC – Cesar Contreras Chapter Chair

Campus E-Board:

Recruited new members. Researched Contract and OHSA regarding work environment. Met with Executive to find resolutions to issues on campus. Planned future meetings and trainings.

Chapter Meeting:

First Delegate Laura Murphy facilitated our chapter meeting. I was out on bereavement.

Consultation:

Did a meet and greet with the president and her team to discuss how to effectively collaborate.

Unit member issues/updates:

Campus shut down due to power outage. Member issues with other members. Resolved a grievance at step 3.

Shared Governance /Other Committees:

Began appointing members to various members to our various shared governance.

Classified Hiring Committee

None.

Classified Hiring:

No hirings.

Other:

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: July 2025

Campus: LAMC – Cesar Contreras Chapter Chair

Campus E-Board:

E-Board Retreat: We discussed topics such as recruiting membership, identifying and growing leader. Our main objective to build collective power in our union.

Chapter Meeting:

Postponed to due trainings.

Consultation:

Postponed due to trainings.

Unit member issues/updates:

Held a good faith meeting regarding removing a letter of reprimand for canceled vacation. Discussed working out of class with members.

Shared Governance /Other Committees:

Began reading up on Shared Governance Committees and asking members if they would like to participate.

Classified Hiring Committee

Appointed Laura Murphy to CDC Assistant Hiring Committee.

Classified Hiring:

No hirings.

Other:

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: November 2025

Campus: LAMC – Veronica Enríquez Grievance Rep

Campus E-Board:

Met to discuss chapter meeting and president consultation and holiday party.

Chapter Meeting:

Considering a holiday party, date TBD.

Consultation:

Updated request for the computers in SSAB as they are currently violating our CBA

Unit member issues/updates:

None at this time

Shared Governance /Other Committees:

Will attend the Budget and Finance Committee.

Classified Hiring Committee

None that I was aware of.

Classified Hiring:

No hirings.

Other:

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: November 2025

Campus: LAMC – Veronica Enríquez Grievance Rep

Campus E-Board:

Met to discuss chapter meeting and president consultation

Chapter Meeting:

Had a training on knowing your CBA, round 2. Training was done by CFT representatives. Had to leave early to attend the Executive Board Meeting at LATTC

Consultation:

Discussed computers in the SSAB building, asked about work from home option, good meeting all around

Unit member issues/updates:

Vacation requests came up, but no one really asked for assistance

Shared Governance /Other Committees:

Attended the Budget and Finance Committee; discussed the 3-year financial plan. The 3rd year seems to be at a loss, but not all the SRP have been accounted for and the previous loss of employees seems to still be in the overall count.

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
December 2025

Chapter Meeting

- 12/17 Held Virtually, on zoom, that week was slammed as the E-Board was hosted on our campus

Office Hours

- None in September (Please note we are available on demand for members anytime, all they need to do is reach out to make an appointment).

Local E-Board

- Held over Zoom 12/12

Consultation

- Meetings
    - December 12
        - Discussed Budget.
        - Discussed SRP and replacing key needed positions
        - Discussed other issues regarding positions that will become vacant with the SRP.

Unit Member Issues/Updates

- Consulted with a member regarding retirement and years of service in district vs service credit determined by CalPers
- Consulted with College President and a VP regarding an issue with a member in an area where they might be working out of class.
- Emails
    - Various issues

Shared Governance/Other Committees

- Tech Committee: 12/04
- Pierce College Council: 12/18 Attended
- Workforce Environment Meeting: 12/16 Attended
- Facilities Committee meeting: 12/16 Attended

Hiring Committees

- None at this time

Sean McDonald,
Interim *Chapter Chair*

Other

- N/A

A Union of Professionals
Staff Guild
Local 1521A
Pierce Chapter

Sean McDonald,
Interim *Chapter Chair*

Pierce Chapter Report
November 2025

Chapter Meeting

- 11/19 Held Virtually, on zoom, that week was slammed as the E-Board was hosted on our campus

Office Hours

- None in November (Please note we are available on demand for members anytime, all they need to do is reach out to make an appointment).

Local E-Board

- Held over Zoom 11/21

Consultation

- Meetings
    - November 14 LAPC President Aguiar
        - Discussed Budget.
        - Discussed Parking Issues
        - Discussed Supervision paths for Athletics
        - Discussed over all morale and stress levels
        - Discussed SRP and replacing key needed positions

Unit Member Issues/Updates

- Consulted with a member regarding retirement and years of service in district vs service credit determined by CalPers
- Consulted with a VP regarding an issue with a member in an area where they might be working out of class.
- Emails
    - Various issues

Shared Governance/Other Committees

- Tech Committee: Cancelled due to conflict with Pierce College Council
- Pierce College Council: 11/20 Attended
- Workforce Environment Meeting: 11/18 Attended
- Facilities Committee meeting: 11/18 Attended

Hiring Committees

- None at this time

Other

- N/A

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: 11.26.25

Campus: Lupita Narkevicius, GR, LAPC

Campus E-Board:

Discussed campus issues, voted on several issues and had a closed session.

Chapter Meeting:

Discussed issues ion Campus, discussed how the SRP will affect our departments, discussed general issues and concerns. Discussed the MOU issue and that it is being "taken" care of.

Consultation:

Had an in-depth discussion on where the MOU issue is with another member of the E-Bd as a result of a discussion with a several staff members. Many staff are not being paid their MOU Differential and they want to know why and when will it be fixed?

Attended the Campus Support meeting and we discussed various issues on our different campuses.

Unit member issues/updates:

Monitored emails from member for issues/questions

Shared Governance /Other Committees:

ASC meeting-discussed plans for moving forward and still in sticking to the timeline.

Classified Hiring Committee

Classified Hiring:

Other:

Finance Oversight Committee- discussed and worked on language changes to the policies and forms to be presented to the Executive Board for approval. Emailed all the documents to the Executive Board for approval at the December meeting.

Went to Union Office to review documents from 2021 regarding a Conference Reimbursement Request. Submitted a Rebuttal by email for the 11/20/25 E-Bd meeting.

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: October 2025

Campus: LASC

Campus E-Board:

No meeting held. Had communication via email regarding items to discuss in consultation with the president.

Chapter Meeting:

No meeting held. A newsletter was sent out.

Consultation:

At the consultation we notified the president of Cassaundra Walker serving as the interim GR while Sonny is on paternity leave. We requested a list of all unclassified positions and the area they are working in. Requested a list of classified positions that are currently hiring. Discussed the AFT 1521a holiday party in regards to requesting funds from president for food and drink as well as release time. The president shared an update to the campus $5 million deficit for the current fiscal year. The deficit is now cut in half with the use of SPF funds such as the PBI grant. Gave an update on the SRF status of the district. The impact of SRF to the campus is not known yet as we don't know exactly how many people from LASC are taking the SRF package but anticipates it will be skewed towards facilities. Campus admin is currently assessing the operational needs of the bookstore and shipping & receiving.

Unit member issues/updates:

At the request of a member, CC attended a meeting with the member and their supervisor to go over progress of daily work tasks and special projects. The meeting was via Zoom and recorded and is apart of a series of weekly meetings between the member and their supervisor as a measure to aid the working relationship between the member and the supervisor. Spoke with member about their interest in transferring to another campus due to toxic work environment.

Shared Governance /Other Committees:

. During the budget committee meeting it was announced that the campus budget analyst would be creating a new funding request form in lieu of the program review process that was being placed on hold. There were a lot of questions about this new form pertaining to how it would affect the overall procurement process and more clarification was needed on the different funds and how each fund can be appropriately spent. In the tech planning committee, it was reported that the district-wide project to upgrade the phone system will soon begin. LASC is at the middle of the list order of campuses in line for the upgrade.

Classified Hiring Committee

A hiring committee was created to hire two new student services assistants.

Classified Hiring:

None

Other:

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: July 2025

Campus: LASC

Campus E-Board:

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

Chapter Meeting:

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

Consultation:

No meeting, president on vacation.

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

Shared Governance /Other Committees:

No meetings due to summer break.

Classified Hiring Committee

None

Classified Hiring:

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

Other:

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

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: 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: 9/31/2025

Campus: West Los Angeles College

Campus E-Board:

- **Campus E Board met to discuss chapter meeting schedules for the 2025-2026 school year, PD opportunities, union education and labor laws that apply to classified unit 1.**

Chapter Meeting:

West held its chapter meeting on 9/24/2025 at 12pm to 1pm and had a total of 20 participants. An online option was provided for those who could not attend in person.

Consultation:

Consultation for September was cancelled due to last minute meeting with Chancellor, per WLAC president. President agreed to reschedule.

Unit member issues/updates:

Workers Comp general questions, CBA clarifications and harassment concerns.

Shared Governance /Other Committees:

College council met on 9/4/2025 at 1pm to 3pm, reviewed committee by laws and purpose. Other committees did not meet due to conflicting duties.

Classified Hiring Committee

Office Assistant for Admissions Office

Classified Hiring:

Office Assistant

Other:

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: 8/31/2025

Campus: West Los Angeles College

Campus E-Board:

West executive board met on 8/19/25 to confirm meeting schedules for chapter meetings, PD opportunities, align cost with proposed upcoming Cost for food purchases and events. Early conversations arose in regards to a WLAC campus wide to recruit and increase union presence. There was also A big emphasis on educating members on CBA, PC codes, Ed codes, CA OSHA and any additional information that can empower the Members to speak and act on violations that affect the unit as a whole.

Chapter Meeting:

No chapter meeting was held on August

Consultation:

Campus consultation occurred on August 25, with the attendance of GR. Campus safety and drills addressed for lack of planning and implementation. Bilingual differential process was also addressed to ensure the process is being followed and monitored.

Unit member issues/updates:

One member addressed the lack of response and accountability from district staff on approving and responding to emails regarding tuition reimbursement. Issues have been brought forward to district offices to address at the district level.

Shared Governance /Other Committees:

All shared governance committees did not meet during August

Classified Hiring Committee

No Meetings

Classified Hiring:

No new hiring committees for August

Other:

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: 7/31/2025

Campus: West Los Angeles College

Campus E-Board:

- **No Campus e board was held, but officers attended training on 7/29 to 7/31.**

Chapter Meeting:

No chapter meeting was held due to no Executive Board meeting to report on.

Consultation:

Consultation for July 7/28/20025 consisted of bringing forth Safety planning and trainings required. West is not prepared for any emergency needs. No updated evacuations plans are posted. President agreed to prioritize this year.

Unit member issues/updates:

Tuition Reimbursement issues and internal gripes.

Shared Governance /Other Committees:

.PD Committee met to review Flex Week PD activities. Other shared governance committees did not meet for July 2025 due to faculty are out on vacation.

Classified Hiring Committee

Student Services Aide

Interim Life Sciences Lab Tech

Classified Hiring:

Student Services Aide

Interim Life Sciences Lab Tech

Other:

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: December 2025

Campus: WLAC

Campus E-Board:

Attended campus E-Board meeting (set up & breakdown). The first delegate presented the agenda to our members. We went over contractual articles (educational and informational).

Chapter Meeting:

Attending E-Board meeting 12/18/25.

Consultation:

President cancelled consultation.

Unit member issues/updates:

No new updates or issues at WLAC.

Shared Governance /Other Committees:

Classified Hiring Committee

Classified Hiring:

Other:

AFT Staff Guild Officers

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

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: November 2025

Campus: WLAC

Campus E-Board:

I attended WLAC E-Board meeting during the third week of November where we went over closing out the year for our members.

Chapter Meeting:

I attended our chapter meeting with our members where we discussed ending out 2025 and our new beginnings for 2026.

Consultation:

President cancelled all remaining meetings as he is retiring December 31, 2025. I reported on the Pres Consult in October 2025.

Unit member issues/updates:

Following up on incident reports received with CC and GS.

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/ December 2025

Keeping Your Contact Information Up to Date

It is essential that the Union maintain accurate and current contact information for all retirees. This includes your **home mailing address**, **email address**, and **both landline and mobile phone numbers**. Having this information ensures that you continue to receive important updates about your benefits and retiree services.

Over the years, many retirees have moved or changed phone numbers without notifying the Union or the District (LACCD). When this happens, retirees risk **missing critical information** about the benefits they earned and deserve. These benefits are monitored by LACCD Management, and if they go unused—or if members cannot be reached—there is a risk of losing them over time. We worked hard for the benefits we have, and staying connected helps protect them.

As our retiree community grows older, more members are relocating to independent or assisted living arrangements. Unfortunately, this often leads to unintentional loss of contact. A **Trusted Contact Person** helps prevent that.

Why You Should Designate a Trusted Contact Person

We strongly encourage every retiree to designate a **Trusted Contact Person**. This person will only be contacted if the Union or the District is unable to reach you directly.

A Trusted Contact Person:

- **May only confirm your whereabouts or well-being** if contacted
- **Cannot authorize** medical procedures or make legal or medical decisions on your behalf
- **Is NOT a medical power of attorney**

This designation must be submitted **in writing by the retiree**, granting permission for the Union and LACCD to contact the individual only for the purpose of locating you.

Example

Sally Jones designates Maria Casa as her **Trusted Contact Person**. Sally asks Maria for permission, and once granted, Fern notifies:

- **The Union:**
  - Irene Lopez – *ilopez@aft-1521a.org*
  - Glen Heidenreich – *gheidenreich@aft-1521a.org*
- **The LACCD:**
  - Katrelia Walker, AFT1521A Health & Wellness Coordinator – *hwc@aft-1521a.org*

Sally provides Maria's current contact information and states clearly that Maria is her Trusted Contact Person. Maria's only role is to inform the Union or LACCD of Sally's whereabouts if contacted.

Invite a Fellow Retiree to Join the 1521A Retiree Chapter

If you know retirees who have not yet joined the **AFT 1521A Retiree Chapter**, please encourage them to sign up. Membership is **free** and staying connected benefits everyone.

They may contact the Union office at **(213) 341-1533**, or email:

- *llopez@aft-1521a.org*
- *gheidenreich@aft-1521a.org*

Warm Wishes for the New Year

Wishing you a joyful holiday season and a healthy, prosperous New Year 2026!

Regards,
Fern Reisner
AFT 1521A Retiree Chapter President

A Union of Professionals
Staff Guild
Local 1521A

Retiree Chapter

December 2025

Important Notice for Retirees: SSA-1099, 2026 COLA, and Medicare Updates
Please be on the lookout in your mail over the next two weeks for your **2026 Notice of Cost-Of-Living Adjustment (COLA)**. This document will tell you how much your Social Security Benefit will increase **effective January 2026.**

Please keep this document in a safe place as you will need it in the future. The SSA-1099 form is generally mailed by the Social Security Administration (SSA) in January 2026 and reflects benefits received during the 2025 tax year.

2026 Cost-of-Living Adjustment (COLA)

The Social Security Administration announced a **2.8% Cost-of-Living Adjustment (COLA)** for **Social Security and SSI benefits** in October 2025.
What does this means for retirees:

- The COLA increase takes effect **January 2026**.
- The **average retiree** will see an increase of approximately **$56 per month**, though individual increases vary.
- The COLA is **automatically applied**—no action is required.

COLA Notices

- **Personalized COLA notices** were mailed in **December 2025**.
- Retirees who opted in to electronic communications by **November 19, 2025** may also view their notice online through their **"my Social Security"** account.
- These notices explain your **new gross monthly benefit**, **effective date**, and how your benefit changed from the prior year.

Important Reminder
Changes to **Medicare Part B premiums**, which are deducted from Social Security payments, may affect your **net monthly benefit**, even with the COLA increase.

Medicare Part B Premiums & LACCD Reimbursement Program

Your SSA-1099 will reflect the **Medicare Part B premium** deducted from your monthly Social Security benefit.

The **Los Angeles Community College District (LACCD) Medicare Reimbursement Program** helps eligible retirees by reimbursing a portion of their Medicare Part B premiums based on years of service:

- **50% reimbursement** for retirees with **10 or more years of service**

- **75% reimbursement** for retirees with **15 or more years of service**
- **100% reimbursement** for retirees with **20 or more years of service**

This program is **subject to annual Board approval**.
Current program details, eligibility criteria, and updates are available on the **LACCD Retiree Benefits webpage** and through official district notices. For more information, click the link below:
https://www.laccd.edu/offices/health-benefits/retirees/open-enrollment-benefits#medicareB

What Your SSA-1099 Will Show
The SSA-1099 is used to report Social Security income when filing your federal tax return:

- **Box 3:** Gross benefits received during the prior year
- **Box 4:** Benefits repaid during the year, if any
- **Box 5:** Net benefits (used to determine taxability)
- **Box 6:** Federal income tax withheld, if elected

Replacement Forms:
Replacement SSA-1099 forms for the **2025 tax year** will be available online beginning **February 1, 2026**.

Accessing Your SSA-1099 Statement

Online (Fastest Method)

- Log in to your "**my Social Security"** account
- Select **"Replace Your Tax Form SSA-1099/SSA-1042S"**
- View, print, or save statements for **up to six prior years**

By Phone

- Call **1-800-772-1213** (TTY **1-800-325-0778**)
- Available 24/7 — say **"1099"** when prompted

In Person (Appointment Required)

- Contact your local Social Security office to schedule an appointment

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Warm Wishes for the New Year!

AFT1521A extends our warmest wishes to all retirees for a **Happy and Healthy New Year 2026**, filled with good health, happiness, and peace. We thank you for your years of service and remain committed to keeping you informed and supported throughout your retirement.

Fern Reisner
President
AFT1521A Retiree Chapter

Affiliate Reports

Los Angeles County Federation of Labor, AFL-CIO
Representative to the House of Labor Meeting Minutes
November 17, 2025

MS Passed

Chair Thom Davis called the meeting to order at 6:58 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 October 2025 House of Labor meeting minutes. The motion was seconded, moved, and approved.

EXECUTIVE BOARD MINUTES

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

FINANCIAL REPORT

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

DEPARTMENT REPORTS

Brother Devin Osiri reviewed the COPE endorsement recommendations with the Representatives, and all the races except LA CD 9 were approved by general consent. Representatives discussed both support and opposition to not endorsing LA CD 9. LA CD 9 will remain without an endorsement, as the COPE Board announced on November 12, 2025. He invited Brother Michael Contreras to speak about the passing of Prop 50. LA Labor knocked on 35,000 doors and made 170,000 calls, passing Prop 50 with over 73%. Sister Rosie Cruz shared the MLK 2026 invitation for our annual event on January 17, 2026, at the Los Angeles Convention Center. She asked Representatives to save the date for the Workers Congress on March 14, 2026. Sister Patricia Recinos thanked the affiliates for their support of our unions during contract negotiations and strikes, as well as for the solidarity with federal workers who worked unpaid for 43 days. She invited AFSCME-UNAC and Workers United to speak about their current contract negotiations. Brother Devin Ablard provided an update on our work with community partners, including the MLK 2026 Parade. Brother Rob Nothoff celebrated the success at the LA City Council, especially RSO. 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*."

Brother Armando Loza provided updates on upcoming campaigns after a student from the MCLC was detained and sent back to her home country. He announced the upcoming newsletter and impact report. Sister Norma Lopez informed the Representatives about the need for support with food and resources, announced Turkey and Toys, and helped members who are out of work due to strikes and the government shutdown. She asked for volunteers at IBEW Local 11. She also invited Representatives to the Emergency Readiness Training at the Fed.

PRESIDENT'S REPORT

President Wheeler expressed gratitude to the affiliates and staff for their efforts on Prop 50 and for their support over the past month, especially for the memorial honoring Brother Kent Wong. She also voiced her support for federal workers and those on strike. She then yielded her time to UNITE HERE! Local 11's Flying Food Group and an immigration attorney, who explained the recent changes

Rudy Montalvo, LCLAA announced a turkey giveaway and encouraged people to join them at their next meeting, and wished everyone a Happy Thanksgiving
Melina Abullah, CFA she asked workers all around the world to be united and to stand on November 29th, the International Day of Solidarity, to stand with the people of Palestine and to stop arming Israel
CWA updated us on contracts that have been T.A.
Bill Gilbertson, UW 132 requested support to preserve branch offices that serve customers in person
Olivia Vala, CLUW reported on tradeswomen's issues and is working diligently for unions to encourage them to address violence against women on job sites

LA County Fed. of Labor, HOL, AFL-CIO
Monday, December 15, 2025 @ 7:00 p.m. - 8:20p.m
- MLK "Back to Our Roots"
MLKParade.com
- $30.00 PENDING Tourism Jobs - Increased Wage
- HRTP Healthcare Expansion
- Powerpoint shown: LCS, Food Insecurities
- Powerpoint shown; Labors 2025
- Seat 6, Ray Whitmore, Accepted VP Teamster #986

Respectfully Submitted,
Dionne M. Morrissette
West 1st Delegate
LACFL, HOL, AFL-CIO Delegate

New Representatives:

AFT 1521A
Sergio Beccera

AFT 6108
Marc Smith

CAPE
Andrew Flores
Stephanie Tong

CSEA 42
Donovan Lamb

IBEW Local 45
Henry Janczewski

IBEW Local 18
Michael Bejarano
Landon Mendoza

IUOE Local 12
Jeremy Santoro

UNAC
Agop Nalbandian
Hector Saldivar
Marla Hunt
Michelle Haastrup

It was moved, seconded, and carried to adjourn at 8:30 p.m.

Los Angeles County Federation of Labor
Executive Board Minutes
December 11, 2025

The meeting was called to order by Chair Thom Davis at 10:02 a.m.

We did not achieve quorum, and therefore, we conducted the meeting for information purposes only.

Members Present:	Aguilar, Corona, Davis, Dougherty, Gillotte, Green, Hernandez, Hsieh, Huerta, Le, Líma, Marrufo, Nakamura, O'Keefe, Orozco, Palombi, Thomas, Vasquez, Waddell, Wheeler
Members Excused:	Brown, Cobarruvias, Gilbertson, Marley, Medrano, Minato, Mineros, Morales, Rascón, Robles
Members Absent:	Abogado, Arias, Cobos, De La Cruz, Harkey, Jiménez, Kung, Liang, Minato, Rivera, Straeter, Van Winkle, Villalvazo

FINANCIAL REPORT

Sister Paola Lopez presented the November 2025 Financial Report.

CHIEF OF STAFF REPORT

Brother Devin Ablard provided an update on the MLK 2026 parade and ongoing community outreach to the Vice Presidents. Sister Patricia Recinos thanked the affiliates for their support of our unions during contract negotiations and strikes and announced that the KYR trainings are ongoing at the Fed. Sister Rosie Cruz shared the MLK 2026 invitation for our annual event on January 17, 2026, at the Los Angeles Convention Center. She also reminded Vice Presidents of the 2026 Workers Congress, set for March 14, 2026, at the Sheraton Gateway LAX. Brother Rob Nothoff discussed the Olympic Wage Ordinance and the controversy surrounding worker housing, salary, and benefits insecurity in Los Angeles. Sister Kristal Romero reported on support for the utility workers and reminded everyone to send her updates for social media and/or "*On the Move*." Brother Devin Osiri shared the recommendations from the December 9, 2025, COPE meeting. The endorsement recommendations will be presented at the House of Labor on November 17, 2025. The next COPE Board meeting is scheduled for January 11, 2026. He recapped the 2025 wins, Prop 50's success, and thanked President Wheeler for her outreach and leadership.

Brother Armando Loza thanked President Wheeler and the Fed staff for their support. He reviewed their 2025 accomplishments and expressed enthusiasm for the upcoming programming in 2026. Sister Norma Lopez recapped the 2025 Turkey and Toys event at IBEW Local 11, noting that 1,700 turkeys were distributed along with over $3,000 in gift cards. They continue to help members who are out of work due to the fires, strikes, and government shutdown; over 10,000 food boxes have been handed out in the last month.

PRESIDENT REPORT

A nomination for Seat No. 6 for Raymond Whitmer of Teamsters Local 986. A vacancy for Seat No. 23 was announced. President Wheeler thanked Brother Steve Hinson for his service.

She recapped the Kent Wong Memorial at LA Trade Tech on November 15, 2025. She emphasized the ongoing sense of loss felt by the labor and immigrant communities and thanked everyone for their participation and attendance.

NEW BUSINESS

None

It was moved, seconded, and carried to adjourn the meeting at 10:50 a.m.

Financial Report for November, 2025

MS Passed

	Fed General	The People's Project (TPP)	Solidarity Fund	Building Association	Trust Fund	POLITIC COPE	Co
REVENUE							
Per Capita/Affiliate Fees	437,720.94	-	-	-	30.00	17,248.42	
Fundraising/Contributions	151,601.31	-	-				
Grant Revenue		-	-	-	-		
Interest	188.51		1,592.75			-	
Rental Income		-	-		-	-	
Other Income/Market Value Change			-				
Total Revenue	**589,510.76**	**-**	**1,592.75**	**-**	**30.00**	**17,248.42**	
EXPENSES							
Salaries	154,077.16		-	-	-	-	
Salary Related Expenses	41,546.32		-	-	-	-	
Conferences, Conventions, Meetings	1,766.39		-	-	-	-	
Annual Events	104,658.08		-	-		-	
Office & Administrative Expenses	5,466.88			1,389.53		12,658.92	
Professional Fees/Consultants	12,981.11		-	-		11,250.00	
Program Expenses:							
The Peoples Project			-	-	-	-	
Organizing		-	-	-	-	-	
Strategic Campaigns		-	-	-	-		
Communications		-	50,000.00	-	-	-	
Contributions	250.00	-		-	1,100.00		
Per Capita, Membership Fees	17,248.42	-	-	-			
Office Upgrades/Improvements			-	-	-	-	
Total Expenses	**337,994.36**	**-**	**50,000.00**	**1,389.53**	**1,100.00**	**23,908.92**	
Net Increase / (Decrease)	**251,516.40**	**-**	**(48,407.25)**	**(1,389.53)**	**(1,070.00)**	**(6,660.50)**	
CASH FLOW							
Balance as of 11/01/2025	2,615,794.62	45,502.94	955,718.01	169,829.52	89,473.81	452,707.62	
Net Increase / (Decrease)	251,516.40	-	(48,407.25)	(1,389.53)	(1,070.00)	(6,660.50)	
WAFD Balance as of 11/30/2025	299,258.83		-	-	-	-	
Preferred Bank, Restricted						658,236.17	
City National Bank			623,983.17				
United Business Bank			267,547.77				
Columbia Thread					77,040.70		
Other Interfund (Receivable) / Payable			-	-	-		
Cash Balance : as of 11/30/2025	**3,166,569.85**	**45,502.94**	**1,798,841.70**	**168,439.99**	**165,444.51**	**1,104,283.29**	

COMMUNITY FOOD DISTRIBUTION



MONDAY | DECEMBER 22
9:00 AM - 12:00 PM

PRE-REGISTER BY SCANNING THE QR CODE BELOW

CARSON COMMUNITY CENTER
801 E. CARSON ST | CARSON, CA | 90745

DRIVE THRU DISTRIBUTION

FOR MORE INFORMATION, CONTACT LABOR COMMUNITY SERVICES AT (213) 381-5611



WEST BASIN MWD
DIVISION 1 DIRECTOR
TOMMY FAAVAE

Labor Community Services
LOS ANGELES



CITY OF CARSON
COUNCILMEMBER
ARLEEN ROJAS

SOCALGAS, STOP THE CLOSURES!

Public Participation Hearing

DATE: JAN. 26, 2026
TIME: 2 PM & 6 PM
LOCATION: GLENDALE CITY COUNCIL CHAMBERS
SECOND FLOOR, 613 E. BROADWAY, GLENDALE, 91206

SOS! SoCalGas wants to shutter every service center, putting hundreds of union jobs at risk and leaving customers and vulnerable communities to fall through the cracks. Service centers are vital to our communities, but SoCalGas thinks otherwise. Join us at the California Public Utilities Commission Public Participation Hearing as we fight to stop the closures.

#SaveOurServiceCenters

FOR MORE INFORMATION:
Andrew Roble- (562)321-3653, andrewroble@uwua132.org

Save Our Services Campaign

To: Southern California Gas Company and California Public Utilities Commission

Docket# A.25-05-001 **Date:** _____

Name _____

Address _____

City/Zip _____

Email(optional) _____

Cell(optional) _____

Services used at branch office:

- ❑ Paying bills.
  (Gas line installs/construction, receipts for service, prevent shut off from delinquent bills same day)
- ❑ Scheduling service calls.
  (appliance services, pilot lights, report gas odor)
- ❑ Getting face-to-face information
  (High bill investigations, start new service, close old service)
- ❑ Validating ID.
  (Eliminate Fraud)
- ❑ Branch office services and/or times are limited. (provide examples)
- ❑ _____
- ❑ **Please keep my office open!** (name branch)

_____

Thank You!

Signature (optional): _____

Endorsement Recommendations for HOL

As approved by Executive Board on December 11th, 2025

Jurisdiction	Recommendation
SD 20	Caroline Menjivar
SD 30	No Recommendation
AD 39	Juan Carrillo
AD 44	Nick Schultz
AD 46	Jesse Gabriel
AD 51	Rick Chavez Zbur
AD 52	Jessica Caloza
AD 54	Mark Gonzalez
AD 55	Isaac Bryan
AD 57	Sade Elhawary
AD 62	Jose Solache
AD 64	No Recommendation
LA County BOS District 3	Lindsay Horvath

MS Passed

LABOR 411 FOUNDATION PRESENTS

2 UNION NIGHT OPTIONS: CLIPPERS & SPARKS IN 2026



CLIPPERS TICKETS
STARTING @ $40
GROUP SALES

- includes special Union-Night t-shirt
- playing at the fabulous Intuit Dome
- date in February/March 2026

SPARKS TICKETS
STARTING @ $50
GROUP SALES

- includes special Union-Night t-shirt
- playing at the all-union Crypto Arena
- date in June/July 2026

INTERESTED IN GROUPS OF 20 OR MORE?
CLICK ON QR CODE TO SIGN UP FOR MORE INFO.

Labor 411
FOUNDATION
Building an Global Consumer Movement



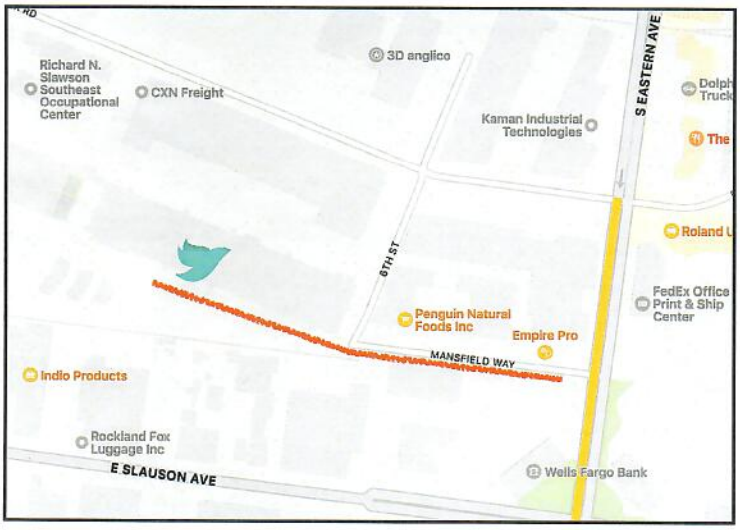
Lifting Workers Back Up

Labor Community Services
LOS ANGELES

NEEDS YOUR HELP!

VOLUNTEERS NEEDED

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



LCS WAREHOUSE SALVATION ARMY
5600 K STREET
WAREHOUSE BLDG D1
BELL, CA 90201

TAKE MANSFIELD WAY & CONTINUE ON THE ROAD TO OUR WAREHOUSE

NEED VOLUNTEERS
TUESDAYS & THURSDAYS
8:00 AM - 12:00 PM

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

ALLIED PRINTING TRADES UNION LABEL COUNCIL SOUTHERN CALIF 260

LABOR STUDIES
WINTER AND SPRING 2026 CLASS SCHEDULE

WINTER 2026 (1/3 to 2/5)

Online Class	LS 1 US Labor History	12428	E. Wills
Online Class	LS 21 Working Class in Cinema	10957	E. Wills

SPRING 2026 (2/9 – 6/8)

EVENING CLASSES (6-9:10pm)

Thursday	LS 12 Building Strong Unions	20366	Hart & Smith	UFCW 324	

DAY CLASS @ TT

T/Th	10:10-11:35	LS 1	U.S. Labor History	17003	J. Galvez	F5-221	
T/Th	10:10-11:35	LS 21	Wk Class in Cinema	24441	M. Chen	F5-201	
M/W	11:45-1:10	LS 21	Wk Class in Cinema	17004	M. Chen	F5-201	
Tu	2:20 – 5:40pm	LS 101:	Intro 2 Unions	19285	A. Sanchez	4/13 – 5/16	F5-312

ONLINE CLASSES

3hr & 10 min	LS 2 Collective Bargaining	14716	T. Akel & J. Klipple
3hr & 10 min	LS 3 Labor Relations Law	14713	J. Young
3hr & 10 min	LS 4: Labor in America	25002	E. Wills
3hr & 10 min	LS 21: Working Class in Cenema	25003	E, Wills
3hr & 10 min	LS 24 Enforcing Workers' Rights	20153	J. Lopez

WEEKEND CLASSES (8:30am – 5:20pm at Trade Tech F5-221)

Mar 7 & 14	LS 130 Immigration & Labor	26911	J. Galvez
Mar 21& 28	LS 126:Issues in Arbitration	25004	L. Zigman
(Spring Break Apr 4 – 10 Easter = Apr 5)			
May 2 & 9	LS 127 Wkrs Comp	20369	T. Scot & C. Wallach
May 30 & Jun 6	LS 121 New Media 4 Lbr F5-423	24490	T. Ramirez & K. Romero

12/15/2025

400 W. Washington Boulevard • Los Angeles, California 90015 • (213) 763-7129 • Fax (213) 763-5397 • Email: laborcenter@lattc.edu

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

Los Angeles County Federation of Labor, AFL-CIO
Representative to the House of Labor Meeting Minutes
October 20, 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 September 2025 House of Labor meeting minutes. The motion was seconded, moved, and approved.

EXECUTIVE BOARD MINUTES

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

FINANCIAL REPORT

Chair Thom Davis called for a motion to approve the September 2025 Financial Report. It was moved, seconded, and unanimously approved to accept the Financial Report for September 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 support of our unions during contract negotiations and strikes, and asked Representatives to join upcoming solidarity meetings with our immigrant and community groups at the Fed. Brother Devin Ablard invited everyone to the Taste of Soul event on October 18 and to the recent LAUSD employment fairs, which offer great opportunities in LA County. Brother Michael Contreras reminded us of the upcoming Prop 50 vote and invited everyone to join us on GOTV weekend. He also asked 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*." She expressed her sadness over the loss of Brother Kent Wong and requested everyone to send photos of Kent for display at the upcoming memorial.

Brother Armando Loza provided updates on upcoming campaigns after a student from the MCLC was detained and sent back to her home country. He reminded us that her mother had passed away, and they are requesting donations to support her future security and stability. He recapped the birthday celebration for former LA Fed President Miguel Contreras at the MCLC. Sister Norma Lopez informed the Board about the need for support with food and resources, announced Turkey and Toys, and assisted members who are out of work due to strikes and the government shutdown. She asked for volunteers at IBEW Local 11. She also invited representatives to the Emergency Readiness Training at the Fed.

Sister Saba Waheed expressed her sorrow over the passing of Kent Wong, the former director of the UCLA Labor Center. She shared a report on current events and how they affect migrant and minority communities.

PRESIDENT'S REPORT

President Wheeler expressed her deepest condolences and sorrow over the loss of her dear friends, Kent Wong, an immigrant rights advocate and former director of the UCLA Labor Center, and Andrea Zinder, a fellow labor leader and worker advocate. She asked President Kathy Finn of UFCW Local 770 to speak about Andrea's life and legacy. Nominations for Seat No. 43, Mike Miller from UAW, and for Seat No. 28, Martin Marrufo from IBEW Local 18, were announced. They have accepted their nominations. No other nominations were made, so those seats will be sworn in at the next meeting. President Wheeler then deferred her time to AFCME-UNAC Kaiser members, who spoke about their strike. Despite the rain, they stood firm. She also gave her time to AFGE to discuss the government shutdown affecting the federal workforce, who received a standing ovation, and representatives participated in a union clap. Finally, she deferred her time to CWA to discuss their fight with Frontier. She introduced Joe Montemayor, the new Western Region AFL-CIO Representative. She highlighted the importance of participating in upcoming get-out-the-vote efforts

for Prop 50. She celebrated the victory at the Los Angeles Convention Center with the City Council and congratulated Brother Rob Nothoff for his hard work and dedication to the project.

REPORTS OF ORGANIZATIONS

Vic Clement, Financial Essentials for Life invited people to join his online generational wealth series.
Irv Hershenbaum, UFW updated affiliates about the boycott of mushroom farms, the annual UFW Gala on December 11th, and the fact that hundreds of farmers have been kidnapped and support families who are being torn apart.
Ali Reza, AFT 1388 called for a Day of Action to fight against fascism.
Mike Romo, AFT 1521-A reported on efforts to get people to show ID to vote absentee.
James McKeever, AFT 1521 announces a motion on their E-board meeting agenda to support the Kent Wong Memorial Scholarship.
Bill Gilbertson, UW 132 requested support to preserve branch offices that serve customers in person.
Jenny Tate, Union Perks encouraged locals to send their members to the dentist and held a raffle.

New Representatives:

AFT 1521A
Andrea Edwards
Dashiel Johnson

Actors Equity Association
Jennie Ford

Cerritos College Faculty
Will Mittendorf
Emmanual Estrada

OPEIU Local 277
Carrie Ricketts

Plumbers Local 78
Ali Ayache
Cameron Yeats
Christian Prado
Daniel Delgado
Jesus Silva
Steve Stimler

SEIU Local 99
Joe Skala
Jose Roberto Hernandez
Ryan Menezes
UNAC
Jenny Swanson
Wes Adams
Methee Chatanarunghak

UAW Region 6
Tom Hintze

It was moved, seconded, and carried to adjourn the meeting in memory of Sister Andrea Zinder and Brother Kent Wong at 8:01 p.m.

Financial Report for Oct, 2025

	Fed General	The People's Project (TPP)	Solidarity Fund	Building Association	Trust Fund	COPE	POLITI
REVENUE							
Per Capita/Affiliate Fees	432,207.22	-	-	-	30.00	8,732.87	
Fundraising/Contributions		-	-				
Grant Revenue		-	-	-	-		
Interest	188.51		1,636.38		422.31	-	
Rental Income	-	-	-		-	-	
Other Income/Market Value Change	84,692.00		-				
Total Revenue	**517,087.73**	-	**1,636.38**	-	**452.31**	**8,732.87**	
EXPENSES							
Salaries	149,084.82		-	-	-	-	
Salary Related Expenses	155,166.17		-	-	-	-	
Conferences, Conventions, Meetings	11,610.75		-	-	-	-	
Annual Events	19,214.05		-	-	5,000.00	-	
Office & Administrative Expenses	35,267.75			8,296.00	1,486.66	6,384.87	
Professional Fees	61,255.83		-	-		54,857.48	
Program Expenses:							
The Peoples Project			-	-	-	-	
Organizing		-	-	-	-	-	
Strategic Campaigns		-	-	-	-		
Communications		-	-	-	-		
Contributions	68,500.00	-		-		1,600.00	
Per Capita, Membership Fees	8,732.87	-	-	-			
Office Upgrades/Improvements	-		-	-	-	-	
Total Expenses	**508,832.24**	-	-	**8,296.00**	**6,486.66**	**62,842.35**	
Net Increase / (Decrease)	**8,255.49**	$ -	$ **1,636.38**	$ **(8,296.00)**	$ **(6,034.35)**	$ **(54,109.48)**	$
CASH FLOW							
Balance as of 10/01/2025	2,621,712.22	45,504.92	954,947.51	178,125.52	95,930.47	506,817.10	
Net Increase / (Decrease)	8,255.49	-	1,636.38	(8,296.00)	(6,034.35)	(54,109.48)	
WAFD Balance as of 9/30/2025	299,258.83		-	-	-	-	
Preferred Bank, Restricted						658,236.17	
City National Bank			623,983.17				
United Business Bank			267,547.77				
Columbia Thread					77,040.07		
Other Interfund (Receivable) / Payable			-	-	-		
Cash Balance : as of 10/31/2025	**$ 2,929,226.54**	**$ 45,504.92**	**$ 1,848,114.83**	**$ 169,829.52**	**$ 166,936.19**	**$ 1,110,943.79**	$

Updated 11/12/2025, 10:19 AM

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

The meeting was called to order by Chair Thom Davis at 10:02 a.m.

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

The executive session began at 10:03 a.m.

The executive session ended at 10:51 a.m.

FINANCIAL REPORT

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

CHIEF OF STAFF REPORT

Brother Devin Osiri discussed the recommendations from the November 12, 2025, COPE meeting: LA CD 9 was pulled for reconsideration. While the COPE Board voted against issuing a recommendation, the Executive Board voted to endorse Jose Ugarte. The endorsement recommendations from each body will be presented at the House of Labor on November 17, 2025. The next COPE Board meeting is scheduled for December 9, 2025. He recapped Prop 50, its success, and thanked President Wheeler for her outreach and leadership. He also congratulated Michael Contreras for his coordination and all our Vice Presidents and their members for participating. Sister Rosie Cruz shared the MLK 2026 invitation for our annual event on January 17, 2026, at the Los Angeles Convention Center. She also reminded Vice Presidents of the 2026 Workers Congress, set for March 14, 2026, at the Sheraton Gateway LAX. Brother Devin Ablard congratulated Michael Contreras and provided an update on the MLK 2026 parade to the Vice Presidents. Sister Jocelyn Ruiz-Gomez thanked the affiliates for their support of our unions during contract negotiations and strikes and reviewed current strike sanction requests. Brother Rob Nothoff celebrated the success of the RSO's LA City Council vote after 40 years of effort. He thanked President Wheeler and our affiliates for their support. Sister Kristal Romero reminded everyone to send her updates for social media and/or "*On the Move*."

Brother Armando Loza announced that they have launched a newsletter and will release their first impact report. He also announced that 700 job seekers will be supported in union job pathways thanks to partnerships with LAUSD and UPS. Sister Norma Lopez informed the Board about the need for support with food and resources, announced Turkey and Toys, and assisted members who are out of work due to strikes and the government shutdown.

PRESIDENT REPORT

A vacancy in Seat No. 6 was announced. President Wheeler thanked Brother Griswold for his service.

President Wheeler congratulated our political team on their success with Prop 50. She also addressed the ongoing challenges faced by federal workers, even after the government shutdown ended, and asked Vice President Orozco of AFGE to report on the extent of the damage to the federal workforce.

FIGHT BACK AGAINST OLIGARCHY & CORPORATE GREED - SUPPORT OUR UNION!

NOV. 24TH NEWPORT BEACH RALLY!

STARBUCKS WORKERS UNITED

Rally with Starbucks workers during the company's busiest season!

Let's use our collective voice to tell CEO Brian Niccol :

NO UNION CONTRACT? NO COFFEE!



Mon. 11/24 @ 11am

RSVP for details:

bit.ly/Nov24SBWU

City of L.A. - Hear Flying Food Workers' Voices!

We invite you to join airline catering workers at LAX for an action ahead of the Thanksgiving holiday to demand the city hold serial-law breaking Flying Food Group accountable and get workers the justice they deserve!

Tuesday, November 25th, 2025
Century Blvd. & Jetway
4:30pm-6:30pm



LA SUPER LUCHA

JOIN EL SUPER WORKERS IN OUR STRUGGLE FOR A FAIR CONTRACT AND IMMIGRATION PROTECTIONS

NOVEMBER 25, 2025

While Chedraui USA Inc, the parent company of El Super, makes millions in profits off of immigrant community in the United States, they are refusing to include real protections against immigration raids in their union contract while offering wages for their workers that barely surpass minimum wage.

In this rally, workers will share their struggle to achieve a fair contract that will not only protect workers, but the customers who shop at El Super.

2 PM Press Conference

2:30 PM Rally

1100 W Slauson Ave, Los Angeles, CA 90044

SCAN TO RSVP FOR THE PRESS CONFERENCE AND RALLY

Endorsement Recommendations for House of Labor

As approved by the Executive Board on November 13th, 2025

Jurisdiction	Recommendation
Mayor of LA	Karen Bass (i)
LA County Sheriff	Robert Luna (i)
LA City Attorney	Marissa Roy
LA CD 1	Eunisses Hernandez (i)
LA CD 3	Barri Worth Girvan
LA CD 11	Faizah Malik
LA CD 13	Hugo Soto-Martinez (i)
LA CD 15	Tim McOsker (i)
LAUSD Board Seat #2	Rocio Rivas (i)

***LA CD 9**
COPE: No recommendation
Executive Board: Jose Ugarte



HELP BRIGHTEN A CHILD'S HOLIDAY!

ACCEPTING NEW UNWRAPPED TOYS | NOVEMBER 13 - DECEMBER 15

TO ARRANGE A TOY DONATION, CONTACT MARCOS JUAN AT (323) 620-3030 OR MARCOS@LCS-LA.ORG

ALLIED PRINTING TRADES UNION LABEL COUNCIL SOUTHERN CALIF. 260

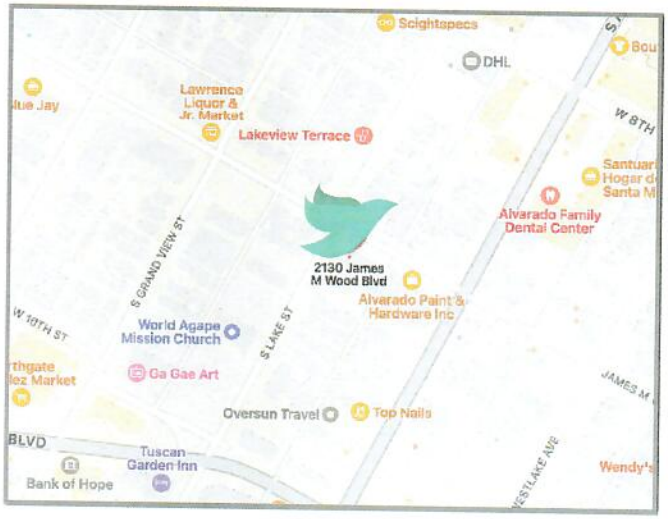
Labor Community Services
Lifting Workers Back Up
LOS ANGELES

LOS ANGELES COUNTY FEDERATION OF LABOR AFL-CIO



L.A. UNIONS FOOD & TOY DISTRIBUTION

SATURDAY, DECEMBER 20
9:00 AM - 12:00 PM



The LA Fed
2130 W. James Wood Blvd
Los Angeles, CA 90006

Walk Up Distribution
Face Masks Recommended

Following All Social Distancing Safety Protocols
Cart For Food Recommended

Child must be present to receive toy

LCS-LA.ORG LABORCOMMUNITYSERVICES LCS_LOSANGELES

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

Committees Reports

A Union of Professionals
Staff Guild
Local 1521A

Elections Committee

December 18, 2025

To: AFT 1521A Staff Guild Executive Board

Re: Elections Committee Report for December 2025

* *

1. 2025 Special Election for District-wide Officer vacancies.
At the time of this Executive Board meeting, balloting will be in progress.
The voting window will remain open until 11:59pm, December 18th.
Uncertified election results to be posted by December 19th.
A follow-up meeting with the Executive Board is expected after the challenge period.

2. 2026 AFT National Convention Delegates Election
Mode of Election APPROVED by Executive Board, November 3rd, 2025.
Notice of Nomination & Election and Election Rules presented at November E-Board.
Notice of Nomination & Elections to go out by e-mail & letter, **January 6, 2026.**

3. 2026 District-wide Officers Election.
Mode of Election APPROVED by Executive Board, November 3rd, 2025.
Notice of Nomination & Election, 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.

Officers' Reports

A Union of Professionals
Staff Guild
Local 1521A

Andrea Edwards, *President*

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

December 18, 2025

Executive Board Report – AFT 1521A, President Report November 2025

Standing	**November 2025 Meetings**
Officers Meetings	Monday, November 10, 2025
OPEIU Negotiations	Friday, November 21, 2025 | 1:00 -3:00 PM
Executive Board -LATTC	Thursday, November 20, 2025 | 3:00 – 6:00 PM
Campus Site Visits	ELAC, WLAC, LATTC, LAVC, ESC
District Shared Governance	
District Management Consultation	Tuesday, November 4, 2025 | 9:30 – 10: 30 AM
Chancellor Consultation	Tuesday, November 4, 2025 | 3:00 – 4:00 PM
PC Consultation	Monday, November 17, 2025 | 11:00 – 1:00 PM
PC Meeting Shared Governance	Wednesday, November 12, 2025 | 1:00 PM & Wednesday, November 19, 2025
JLMBC Agenda Setting | JLMBC	Tuesday, November 4, 2025 & Tuesday, October 14, 2025
Special JLMBC for November	Monday, November 10, 2025
Executive DBC Committee	Tuesday, November 25, 2025
Board of Trustees Meeting	Tuesday, November 4, 2025 | 1 PM
District Budget Committee	Wednesday, November 12, 2025 | 1:30 PM

Internal AFT 1521A Meetings	
General Membership Meeting	Saturday, November 01, 2025
Emergency E-Board Meeting	Monday, November 03, 2025
Campus Support Meeting	Wednesday, November 14, 2025 | 1:00 -3:00 PM
CFT Organizing Meeting	Wednesday, November 12, 2025
Bush Gottleib Meeting	November 13th – Member Cases (ADA)
CCE + CFT President Retreat	Friday – Saturday, November 7 – 8, 2025
CFT Executive Council	Friday, November 14, 2025 | 1:00 – 5:00 PM
CFT Executive Council	Saturday, November 15, 2025 | 1:00 – 5:00 PM
LA Co Fed Delegates Mtg	Monday, November 17, 2025

9 ADA | FMLA Compliance Districtwide Concerns
SRP – Retirement & Membership
Software & Operational Efficiency
Workplace Discrimination
Supplanting & Staffing Shortages

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

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

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

e-Board Date: December 18, 2025

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

Standing	November 2025	December 2025
Officers Meetings		12/1/25
Worksite Support Meeting		121/12/25 Canceled
Executive Board		12/18/25
Constitution & By Laws	11/21/25	12/19/25 Cancel
Negotiations Committee Meeting		12/10/25 12/12/25
District Shared Governance		
District Management Consultation		12/2/25
Chancellor Consultation		12/2/25
PC Consultation		12/15/25
Other		
Member Representation		On going
Campus Visits		LATTC Holiday Chapter Meeting

DISTRICT MEETING – December 2025

- **December 17, 2025 – Board of Trustees**

  See link below for meeting details.
  https://go.boarddocs.com/ca/laccd/Board.nsf/Public

- Budget & Finance – No meeting
- Facilities Master Planning – No meeting
- Legislative & Public Affairs – No meeting

And other duties as assigned.

Jo-Ann Haywood
Interim 1st VP

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

Sergio Guillermo Becerra, *Interim 2nd Vice President*
3356 Barham Blvd • Los Angeles, CA 90068
O: (323) 438-4264 • sbecerra@aft-1521a.org

Guild Members,

In my capacity as Second Vice President, I continue to fulfill the responsibilities outlined in our Constitution, including supporting the President and Executive Board, representing the Staff Guild on District and Board committees, overseeing COPE and Professional Development efforts, and providing member support across the ten LACCD worksites. Each month, my work consists of chapter engagement, member representation, districtwide consultation, committee participation, and ongoing project coordination. The following is a summary of my activities for the month of November 2025.

AFT1521A Standing Meetings

- Attended Executive Board Meeting (11/20/2025)
- Attended Officers Meeting (11/10/2025)

AFT1521A Membership Meetings & Campus Site Visits

- Attended LAVC Chapter Meeting
- Conducted campus visits at LAMC, ELAC, and LAVC

Member Representation

- LASC
  - Addressed union representation issues and concerns related to paid illness use
- ELAC
  - Supported member regarding office space and desk reassignment
  - Consulted member experiencing fear of termination; finalized their case with the Personnel Commission — successful outcome (member won)

Consultation

- Management Consultation: Cancelled for the fifth consecutive month
- Chancellor Consultation: Spoke on Tuition Reimbursement; Chancellor agreed to create a task force to fix districtwide errors and inconsistencies
- Personnel Commission: Presented A&R Assistant job duty changes related to fraud detection and bot activity; initiated conversation regarding a districtwide desk audit

District Committees

- Institutional Effectiveness/Student Success Committee – Cancelled
- Student Affairs Committee – Cancelled
- Safety & Security Oversight Committee – No meeting held in November

AFT1521A Committees

- COPE Committee: Planned next COPE Contributor Meeting; Worked on next newsletter; Began planning BOT Endorsements for 2026 races; Identifying other local races for possible endorsement; and Early planning for March in March 2026
- Tuition Reimbursement Committee: Reviewed and approved all November submissions; and Successfully intervened and pushed through two special-case applications that were initially blocked
- Professional Development Committee: Began groundwork to re-establish the committee after years of inactivity

Conference / Training

- None for November

Miscellaneous

- FMLA/ADA: Met with 2 members to explain procedures, forms, and next steps
- Reclassification Support: Met with 2 members to review steps and documentation; created a detailed flowchart and FAQ guide to assist members

- AFT 1521A Activities: Collaborated with Activities Coordinator on 2025 Holiday Party; responded to member inquiries
- LA Labor Fed: Attended monthly meeting; awaiting swearing-in as voting delegate
- DOM: Assist member that was having issues with receive their time back

If you would like additional information regarding any of the activities listed above, please feel free to contact me at any time.

Fraternally,
Sergio Becerra
Second Vice President, AFT 1521A

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

December 6, 2025

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

Hello everyone,

Standing	November Meetings	Notes
Officers Meetings	Monday, November 10, 2025	
Officer Hours, Member Rep, Site Visits	November 5, 13, 14, 18, 21, 25, 26	
Executive Board	Thursday, November 20, 2025	
District Shared Governance		
District Management Consultation	Tuesday, November 4, 2025	1. MOS Repayments for stop payments and removal of email requesting for recertifications modify to match our contract language 2. Update: Tuition Reimbursement 3. Establish: Classified Service Committee
Chancellor Consultation	Tuesday, November 4, 2025	1. Update on MOS recertification policy
PC Consultation	Wednesday, November 19, 2025	1. TSS Salary Study 2. A&R Salary Study 3. Auditor Salary Study
JLMBC	Monday, November 10, 2025	1. Fern from the Retire Chapter requested that the district allows us to update emergency contracts for retirees. The district hasn't responded yet.
LAPC Budget Committee	Tuesday, November 4, 2025	
Tuition Reimbursement Committee		Did not meet in November only email correspondences.

Sincerely,
Melinda Ung
Recording Secretary

AFT 1521A EXECUTIVE BOARD REPORT
OFFICER REPORT

A Union of Professionals Staff Guild Local 1521A

GRIEVANCE SECRETARY REPORT

FILED BY: KIMBERLY DAVILLIER

REPORT MONTH		
November 2025		

CONSULTATIONS HELD:

DATE	EVENT	LOCATION	DESCRIPTION	NOTES
11/4/2025	Management Consultation	Zoom	Various topics	
11/4/2025	Chancellor Consultation	Zoom	Agenda	

MEETINGS ATTENDED:

DATE	EVENT	LOCATION	DISCRIPTION	NOTES
11/3/2025	Districtwide Emergency E-Board Meeting	Zoom	Agenda	
11/10/2025	Officer's Meeting	Zoom	Discussion topics	
11/14/2025	Campus Support Meeting	Zoom	Various topics discussed	
11/26/2025	Officer's Meeting	Zoom	Informal discussion	

TRAININGS:

TRAINING TOPIC	LOCATION	DATE
No training scheduled during November		

OTHER ACTIVITIES

*Multi	WLAC: Member Discussion	Pending additional update
*Multi	WLAC: Member Concern	Pending resolution