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AFT College Staff Guild, Local 1521A

Executive Board Meeting Agenda

Hybrid:

Location: West Los Angeles College

Thursday, January 15, 2026 • 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. Mileage Tabulation Chart
    c. Governor's Forum and AFT conference
    d. Financial Oversight Committee Recommendation

    Closed Session: Items

    a. TBD
7. **New Business**
    a. Profit & Loss Statement – December 2025
    b. ADA Accommodations
    c. Tuition Reimbursement
    d. MOS Certification & Backpay
    e. Article 14 – CBA Compliance
    f. CalPERS MOU
8. **Old Business** (8 minutes)
    a. Grievance Manager Software
    b. Staffing Ratio Mapping – Worksite
    c. Hiring Committee for Executive Director - TBD
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. Financial Oversight Committee
    b. Elections Committee
    c. Negotiations Committee Report
    d. Communications 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. Governor's Forum and AFT conference scheduled on January 23-24
15. **Adjournment**

Next Executive Board Meeting:
Thursday, February 19, 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
First Vice President

Sergio Becerra
Second Vice President

Jonathon Hooker
Interim Treasurer

Melinda Ung
Recording Secretary

Kimberly Davillier
Grievance Secretary

Dashiel Johnson
Executive Director

Minutes

AFT College Staff Guild, Local 1521A

Executive Board Meeting Minutes
Thursday, December 18, 2025 • In-Person: Trade Tech

Members Present: A. Campbell; A. Chan ; A. Clardy; A. De La Parra; A. Edwards; A. Horowitz; A. Paz; A. Ramirez; B. Horowitz; B. Ramirez; C. Ahorro; C. Baugher; C. Contreras; C. Flores; C. Laughlin; C. Smith ; C. Zaragoza; D. Douglas; D. Fa-amasino; D. Fitzgerald; D. Morrissette; E. Pope Austin; G. Moreno; J. Haywood; J. Highley; J. Holladay-Collins; J. Hooker; J. Nickerson; J. Ramirez; J. Sovereign; K. Davillier; K. Jovel; K. Ornelas; K. Roberts; K. Walker; L. Murphy; L. Narkevicius; L. Wood; M. Castillo; M. Montanez; N. Embrey; N. Muro; P. Jhang; R. Nwaogu; R. Smith-Kersaint; R. Villalobos; R. Villanueva; S. Becerra; S. McDonald; T. Dunham-Frost; T. Pierce; V. Enriquez; W. Madrigal; Y. Kim;

Resource: D. Johnson; I. Lopez

Guests: M. Bergquist; S. Okeefe; E. Solval

Retiree: M. Romo; D. Santonianni

Absent: A. Alvarez; A. Iniguez; A. Labrune; B. Bell; C. Guerrero; C. Walker; H. Kelley; I. Tranner; J. Estrada; J. Haywood-Daley; J. Raines; K. Ayvazyan; K. Ryan-Rubio; K. Williams; L. Duffin; L. Hunter; M. Medina; M. Polin; M. Ung; O. Hernandez; V. Harris

1. Call to Order @ 3:12 p.m.
2. Flag Salute
3. Meeting Protocols
4. Approval of Agenda
    a. (M/S/P— J. Haywood; S. Becerra): Motion to approve the agenda.
5. Minutes
    a. No minutes attached in December report, will be included in January packet.
6. Action Items
    a. Bush Gotlieb, Legal Bill
        i. (M/S/P— A. Horowitz; K. Ornelas): Motion to pay legal bills.
    b. Stipend Committee Report and Recommendations
        i. Stipend Committee Report and Recommendations: The committee presented the stipend breakdown for July through December. Discussion ensued regarding missing reports for several new officers who were unaware of the requirement for two separate documents: monthly chapter reports and activity logs.
        ii. (M/S/P— A. Horowitz; B. Horowitz): Motion to accept the Stipend Committee report and recommendations, and to grant A. Chan, K. Walker, A. Campbell, and C. Laughlin a 48-hour extension to submit their missing reports.
    c. March in March
        i. (M/S/P— A. Horowitz; B. Horowitz): Motion to table the March in March decision until the January 2026 Executive Board meeting to allow for a full cost assessment.
    d. Appointment of Interim Executive Director
        i. Current Executive Director Dash announced his last day would be January 9th. The legal firm Bush Gottlieb recommended Stephanie O'Keefe, President of AFM Local 47, for the interim role. Ms. O'Keefe addressed the board, highlighting her extensive experience in contract negotiations and union administration
        ii. (M/S/P— S. Becerra; S. McDonald): Motion to appoint Stephanie O'Keefe as Interim Executive Director on a temporary contractual basis until a permanent Executive Director is hired.
    e. OPEIU Holiday Employee Appreciation Bonus
        i. (M/S/P— A. Horowitz; R. Nwaogu): Motion to give OPEIU Holiday Employee Appreciation Bonus $500.00

ii. (M/S/P— P. Jhang; C. Baugher): Amended motion to increase the OPEIU Holiday Employee Appreciation Bonus to $1,000 each for this fiscal year, pending an accountant's review of the GL line.

f. Closed Session
   i. (M/S/P— C. Baugher; A. Horowitz): Motion to go into closed session.
   ii. (M/S/P— J. Haywood; S. McDonald): Motion to exit closed session.

7. (M/S/P— A. Horowitz; B. Horowitz): Motion to extend meeting until we are done with agenda.
8. Officers, Chapters, Committee Reports
   a. President's Report: Edwards reported that 2019 MOS certification back pay is being processed, and the education differential will remain pensionable income.
   b. Chapter Updates: City College reported two approved hires in admissions and financial aid. Mission College reported a successful holiday party and active engagement in negotiation preparations.
   c. Elections Committee: Natalie Embry reported a 45% voter turnout for the special election, the highest recorded for such an election. Results were expected to be posted December 19th.
9. Meeting Adjourned at 6:24 PM
   a. (M/S/P— A. Horowitz; M. Polin): Motion to adjourn.

Respectfully submitted by:
Melinda Ung, Recording Secretary

AFT College Staff Guild, Local 1521A

Executive Board Meeting Minutes
Thursday, November 20, 2025 • In-Person: Trade Tech

Members Present: A. Alvarez; A. Campbell; A. Chan ; A. Clardy; A. De La Parra; A. Edwards; A. Horowitz; A. Iniguez; A. Paz; A. Ramirez; B. Bell; B. Horowitz; B. Ramirez; C. Baugher; C. Contreras; C. Flores; C. Guerrero; C. Laughlin; C. Smith ; C. Walker; C. Zaragoza; D. Douglas; D. Fa-amasino; D. Fitzgerald; D. Morrissette; E. Pope Austin; G. Moreno; I. Tranner; J. Estrada; J. Haywood-Daley; J. Haywood; J. Holladay-Collins; J. Nickerson; J. Ramirez; J. Sovereign; K. Ayvazyan; K. Ornelas; K. Roberts; K. Walker; K. Williams; L. Duffin; L. Hunter; L. Murphy; L. Wood; M. Castillo; M. Ingram; M. Medina; M. Montanez; M. Polin; M. Ung; N. Embrey; N. Muro; O. Hernandez; R. Nwaogu; R. Smith-Kersaint; R. Villalobos; S. Becerra; T. Dunham-Frost; T. Pierce; V. Enriquez; V. Harris; Y. Kim

Resource: D. Johnson

Guests: M. Bergquist; S. Yufa

Retiree: M. Romo; D. Santonianni;

Absent: A. Labrune; C. Ahorro; H. Kelley; J. Highley; J. Hooker; J. Raines; K. Davillier; K. Jovel; K. Ryan-Rubio; L. Narkevicius; P. Jhang; R. Villanueva; S. McDonald; W. Madrigal

1. Call to Order @ 3:17 p.m.
2. Flag Salute
3. Meeting Protocols
4. Approval of Agenda
    a. (M/S/P— A. Horowitz; K. Ornelas): Motion to amend the agenda.
5. Minutes
    a. (M/S/P— R. Smith-Kersaint; A. Horowitz): Motion to approve October minutes.
    b. The April minutes were included in the packet to provide reference for questions raised during the prior E-Board meeting.
6. Action Items
    a. Bush Gotlieb, Legal Bill
        i. (M/S/P— A. Horowitz; K. Ornelas): Motion to pay legal bills.
    b. Closed Session Items
        i. (M/S/P— A. Horowitz; M. Polin): Motion to enter closed session, with Retirees M. Romo and D. Santonianni, the Election Committee Chair M. Bergquist, and legal counsel S. Yufa permitted to remain.
        ii. (M/S/P— A. Horowitz; R. Smith-Kersaint): Motion to exit closed session.
7. (M/S/P— J. Haywood-Daley; K. Ornelas): Motion to table all the business of the union to the next executive board meeting and adjourn the meeting. (i.e. New Business, Old Business, and Reports)
8. Meeting Adjourned at 6:17 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

December 22, 2025 Invoice# 111768

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

Billed through November 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 November 19, 2025	$13,439.72
Payment(s)--last payment deposited December 12, 2025	$13,439.72
Net balance forward	$0.00

BILLING SUMMARY

Total fees	$4,000.00
Total costs	$179.00
Total charges for this bill	**$4,179.00**
Total balance now due	**$4,179.00**

RE: RETAINER ($750.00/month) Matter 01000

FEES

11/04/2025	SY	Meeting - A. Edwards re various new PERB charges; research re potential information request charge; review emails with District requesting information	2.5	hrs.
11/05/2025	ED	Review and revise audit letter	0.4	hrs.
11/05/2025	JCV	Emails with ED re audit letter; finalize audit letter and send to Calibre CPA Group PLLC	0.2	hrs.
11/06/2025	SY	Research and draft email to [redacted] re role of alternate executive board member	0.5	hrs.
11/11/2025	ED	Review/respond to emails from D. Johnson re beneficiary form issue; exchange re same; brief research	0.7	hrs.
11/12/2025	SY	Review/respond to email from A. Edwards re ISA issue	0.2	hrs.
11/18/2025	ED	Review/respond to email from SY re outstanding matters	0.3	hrs.
11/18/2025	SY	Review/respond to email from A. Edwards re attending board meeting; text A. Edwards re preparation for meeting	0.2	hrs.

11/19/2025	ED	Review/respond to emails from SY re various pending matters	0.4	hrs.
11/19/2025	SY	Meeting - A. Edwards and D. Johnson re preparation for upcoming board meeting	0.7	hrs.
11/20/2025	SY	Executive board meeting attendance and travel	5.0	hrs.

Erica Deutsch	1.80 hrs	
Judy C. Valenzuela	0.20 hrs	
Sara Yufa	9.10 hrs	
Total fees for this matter	11.10 hrs	$750.00

RE: INTERNAL COMPLAINTS AND INVESTIGATIONS 2023 Matter 33001

FEES

11/18/2025	ED	Meeting with D. Johnson and email from arbitrator re internal process; email exchange with SY re pending claims	1.2	hrs.	$300.00
11/25/2025	ED	Draft response to [redacted] inquiry re closed session; email exchange w SY re same	0.5	hrs.	$125.00
11/25/2025	SY	Review/respond to email from [redacted] hearing	0.2	hrs.	$50.00

Erica Deutsch	1.70 hrs	250.00/hr	$425.00
Sara Yufa	0.20 hrs	250.00/hr	$50.00
Total fees for this matter	1.90 hrs		$475.00

COSTS

11/18/2025	Attorney service - filing at L.A. Superior Court/courier Express Network (10/24/25)	$98.00
11/18/2025	Attorney service - filing at L.A. Superior Court/courier Express Network (10/27/25)	$81.00
	Total costs for this matter	$179.00

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

FEES

11/05/2025	SY	Draft email to [redacted] re award payment timeline	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] PERB CHARGE Matter 35001

FEES

11/04/2025	SY	Draft email to D. Johnson re letter to [redacted] of discipline	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

11/04/2025	SY	Meeting - A. Edwards re ISA issue and upcoming arbitration	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] Matter 35005

FEES

11/04/2025	ED	Review/respond to email from SY re next steps	0.3	hrs.	$75.00
11/04/2025	ED	Meeting with A. Edwards re [redacted] and other outstanding matters; email re [redacted] resolution	1.2	hrs.	$300.00
11/04/2025	SY	Meeting - A. Edwards re status of retirement and AWOL correction; phone A. Edwards re same	0.6	hrs.	$150.00
11/12/2025	SY	Draft email to A. Edwards re status; review email exchanges	0.3	hrs.	$75.00

Erica Deutsch	1.50 hrs	250.00/hr	$375.00
Sara Yufa	0.90 hrs	250.00/hr	$225.00
Total fees for this matter	2.40 hrs		$600.00

RE: [redacted] RESTRAINING ORDER Matter 35006

FEES

11/06/2025	SY	Review status of petition; call with court clerk re same	0.7	hrs.	$175.00
11/06/2025	JCV	Review court's case summary, phone call to clerk re hearing date and entered order (no hearing date or entered order available); email update to SY and ED	0.5	hrs.	$62.50
11/10/2025	JCV	Phone call to civil clerk re no hearing date or entered order on court's online case summary (per clerk matter was transferred from [redacted] Court to Metro Court and this is the reason of the delay) email to SY re same	0.6	hrs.	$75.00
11/13/2025	SY	Review order re temporary restraining order; review address for service	0.3	hrs.	$75.00
11/13/2025	JCV	Review court's online case summary, locate temporary order re restraining order, emails with SY re same	0.3	hrs.	$37.50
11/14/2025	SY	Draft email to [redacted] re update on temporary restraining order; research re address to service and service without address	1.5	hrs.	$375.00
11/19/2025	SY	Research re service address for TRO	0.2	hrs.	$50.00

11/21/2025	SY	Review order address issue; research re private investigator for address	0.3	hrs.	$75.00
11/21/2025	JCV	Calendar temporary restraining order for SY and ED; research personal investigators to assist in completing service on respondent; email findings to SY and ED	0.8	hrs.	$100.00
11/24/2025	SY	Draft email to D. Johnson re status of service and request to continue hearing; draft request to continue hearing	0.5	hrs.	$125.00

Judy C. Valenzuela	2.20 hrs	125.00/hr	$275.00
Sara Yufa	3.50 hrs	250.00/hr	$875.00
Total fees for this matter	5.70 hrs		$1,150.00

RE: RFI (PERB) Matter 35007

FEES

11/06/2025	SY	Draft PERB charge re information request	0.6	hrs.	$150.00
11/07/2025	SY	Draft PERB charge re information request	1.2	hrs.	$300.00
11/12/2025	SY	Draft PERB charge; draft email to A. Edwards re additional information needed	0.4	hrs.	$100.00
11/17/2025	SY	Draft charge; review outstanding information	0.6	hrs.	$150.00
11/18/2025	SY	Review RFI charge; draft email to A. Edwards re information needed; review information and prepare strategy for charge	0.7	hrs.	$175.00

Sara Yufa	3.50 hrs	250.00/hr	$875.00
Total fees for this matter	3.50 hrs		$875.00

Mileage Chart

This chart lists the one way mileage for District locations and the AFT Office that will be used for mileage reimbursements.
No maps are needed when requesting reimbursement for mileage for Union business to the locations below

	AFT Office	City	District	East	Harbor	Mission	Pierce	Southwest	Trade	Valley	West
AFT Office	x	5	10	16	30	17	15	20	11	6	12
City	5	x	5	12	23	21	21	15	7	12	12
District	10	5	x	9	20	27	27	13	2	18	12
East	16	12	9	x	26	32	30	17	8	21	17
Harbor	30	23	20	26	x	57	40	12	18	36	20
Mission	17	21	27	32	57	x	20	35	28	14	27
Pierce	15	21	27	30	40	20	x	30	26	11	22
Southwest	20	15	13	17	12	35	30	x	9	27	10
Trade	11	7	2	8	18	28	26	9	x	17	10
Valley	6	12	18	21	36	14	11	27	17	x	18
West	12	12	12	17	20	27	22	10	10	18	x

New Business

AMERICAN FEDERATION OF TEACHERS COLLEGE STAFF GUILD, LOCAL 1521A

FINANCIAL STATEMENTS

FOR THE SIX MONTHS PERIOD ENDED

DECEMBER 31, 2025

Balance Sheet

AFT College Staff Guild Local 1521a

As of December 31, 2025

DISTRIBUTION ACCOUNT	TOTAL
Assets	
Current Assets	
Bank Accounts	
1000 AFT - Cope	19,409.47
1005 General Checking	455,609.85
1007 Escrow	3,072.00
1010 Matadors Commnty Crdt Union -S0	542.97
1090 Petty Cash	75.00
1091 United Business Bank	24,036.98
1092 US Bank Savings- 6170	1,742,476.34
Total for Bank Accounts	**$2,245,222.61**
Accounts Receivable	
1111 Accounts Receivable	30,150.00
1112 Dues Receivable	5,717.05
Total for Accounts Receivable	**$35,867.05**
Other Current Assets	
Total for Current Assets	**$2,281,089.66**
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 for Fixed Assets	**$5,302.06**
Other Assets	
1820 Investment in BBC	112,003.96
Total for Other Assets	**$112,003.96**
Total for Assets	**$2,398,395.68**

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.

Balance Sheet

AFT College Staff Guild Local 1521a

As of December 31, 2025

DISTRIBUTION ACCOUNT	TOTAL
Liabilities and Equity	
Liabilities	
Current Liabilities	
Accounts Payable	
2005 Accounts Payable	520.13
Total for Accounts Payable	**$520.13**
Credit Cards	
Ramp Card	2,053.26
Total for Credit Cards	**$2,053.26**
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 for 2100 Payroll Liabilities	**$14,013.04**
Total for Other Current Liabilities	**$14,013.04**
Total for Current Liabilities	**$16,586.43**
Total for Liabilities	**$16,586.43**
Equity	
3001 Net Assets with Donor Restric.	46,228.00
3005 Opening Balance Equity	296,214.93
32000 Unrestricted Net Assets	1,907,007.97
Net Income	132,358.35
Total for Equity	**$2,381,809.25**
Total for Liabilities and Equity	**$2,398,395.68**

Profit and Loss

AFT College Staff Guild Local 1521a

July 1-December 31, 2025

DISTRIBUTION ACCOUNT	TOTAL
Income	
4005 Dues	679,556.97
4006 Dues - COPE	6,042.00
4105 Affiliate Funding	82,064.98
4301 Voluntary Contributions	1,000.00
4350 Other Income	846.94
4705 Interest	15,291.62
Total for Income	**$784,802.51**
Gross Profit	**$784,802.51**
Expenses	
5115 Membership Activities	$2,400.00
5115.10 Event Expenses	8,066.06
5115.12 Hall & Venue Rental	16,697.94
5115.7 Catering	11,558.82
5115.8 Sponsorship	1,000.00
5115.9 Merchandise	109.09
Total for 5115 Membership Activities	**$39,831.91**
5605 Good and Welfare	1,607.18
66000 Payroll Expenses	29,660.95
66100 Misc. Expense	50.00
General Membership Meeting	
5555.2 Location Rental	300.00
Total for General Membership Meeting	**$300.00**
Operational	
5000 Web expense	20,075.12
5005 Equipment	1,454.26
5015 Printing	520.13
5020 Building Supplies	250.00
5021 Office Supplies	6,194.79
5022 Bank Charges	726.00
5023 Dues and Subscriptions	7,578.00
5025 Telephone	3,455.07
5030 I.T. Expense	7,000.00
5035 Accounting Consulting	19,260.00
Total for Operational	**$66,513.37**

Profit and Loss

AFT College Staff Guild Local 1521a

July 1-December 31, 2025

DISTRIBUTION ACCOUNT	TOTAL
Organizational	
5105 Subtotal Chapters	$401.28
5105.10 West	112.08
5105.1 City	-91.32
5105.3 East	2,949.99
5105.4 Harbor	279.44
5105.5 Mission	622.68
5105.8 TradeTech	258.72
5105.9 Valley	59.59
Total for 5105 Subtotal Chapters	**$4,592.46**
5106 Holliday Chapter Meeting	
5106.10 West	398.39
5106.2 District	566.51
5106.8 TradeTech	2,190.00
Total for 5106 Holliday Chapter Meeting	**$3,154.90**
5110 Conventions	
5110.2 Taxi	117.44
5110.3 Mileage	61.60
5110.4 Lodging	1,527.43
5110.6 Parking	144.40
Total for 5110 Conventions	**$1,850.87**
5111 Conferences	
5111.1 Flights	256.60
5111.2 Taxi	954.08
5111.3 Mileage	122.50
5111.4 Lodging	366.52
5111.5 Food Per Diem	176.19
5111.6 Parking	204.40
Total for 5111 Conferences	**$2,080.29**
5125 Meetings/Representation	$637.09
5125.10 Cell Phone Reimbursements	218.26
5125.11 Other Services	350.00
5125.1 Flights	-150.00
5125.3 Mileage	60.06
5125.5 Food Per Diem	40.39
5125.6 Business Meals	1,696.71
5125.8 Parking	11.00
Total for 5125 Meetings/Representation	**$2,863.51**
5135 Union Elections	513.20
5140 Dues & Subs	22.50
5155 Negotiations Fund	1,119.16

Profit and Loss

AFT College Staff Guild Local 1521a

July 1-December 31, 2025

DISTRIBUTION ACCOUNT	TOTAL
5172 Leadership Training	$1,120.86
5172.10 Workshops	1,622.32
5172.5 Taxi	28.91
5172.6 Mileage	304.77
5172.9 Meals	4,584.12
Total for 5172 Leadership Training	**$7,660.98**
Total for Organizational	**$23,857.87**
Per Capitas	
5205 AFT	68,668.31
5210 CFL	4,412.80
5215 CFT	168,239.85
5220 LACFL	9,502.57
Total for Per Capitas	**$250,823.53**
Personnel	
5305 Salaries	118,086.82
5355 Payroll Taxes	12,442.53
5360 Workers Compensation	3,345.06
5365 Employee Benefits	63,593.43
5375 Mileage	3,092.34
Total for Personnel	**$200,560.18**
Services {110}	
5515 Legal	39,239.17
Total for Services {110}	**$39,239.17**
Total for Expenses	**$652,444.16**
Net Operating Income	**$132,358.35**
Net Other Income	
Net Income	**$132,358.35**

AFT College Staff Guild Local 1521a

Budget vs. Actuals

July - December, 2025

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Income				
4005 Dues	679,556.97	750,000.00	-70,443.03	90.61 %
4006 Dues - COPE	6,042.00		6,042.00	
4105 Affiliate Funding	82,064.98	54,000.00	28,064.98	151.97 %
4301 Voluntary Contributions	1,000.00		1,000.00	
4350 Other Income	846.94		846.94	
4705 Interest	15,291.62	10,000.02	5,291.60	152.92 %
4755 Retiree Dues		499.98	-499.98	
Total Income	**$784,802.51**	**$814,500.00**	**$ -29,697.49**	**96.35 %**
GROSS PROFIT	**$784,802.51**	**$814,500.00**	**$ -29,697.49**	**96.35 %**
Expenses				
5115 Membership Activities	2,400.00	0.00	2,400.00	
5115.10 Event Expenses	8,066.06		8,066.06	
5115.12 Hall & Venue Rental	16,697.94		16,697.94	
5115.7 Catering	11,558.82		11,558.82	
5115.8 Sponsorship	1,000.00		1,000.00	
5115.9 Merchandise	109.09		109.09	
Total 5115 Membership Activities	**39,831.91**	**0.00**	**39,831.91**	
5605 Good and Welfare	1,607.18	31,640.00	-30,032.82	5.08 %
66000 Payroll Expenses	29,660.95	2,500.02	27,160.93	1,186.43 %
66100 Misc. Expense	50.00		50.00	
Building Expense				
5405 Custodial		2,500.02	-2,500.02	
5415 Prop Insurance		1,300.00	-1,300.00	
5430 Repairs		900.00	-900.00	
5435 Security		799.98	-799.98	
5440 Trash Collection		799.98	-799.98	
5445 Utilities		1,249.98	-1,249.98	
5446 gardening		199.98	-199.98	
5447 Pest Control		199.98	-199.98	
5448 Occupancy		4,500.00	-4,500.00	
Total Building Expense		**12,449.92**	**-12,449.92**	
General Membership Meeting				
5555.2 Location Rental	300.00		300.00	
Total General Membership Meeting	**300.00**		**300.00**	
Operational				
5000 Web expense	20,075.12	15,000.00	5,075.12	133.83 %
5005 Equipment	1,454.26	3,000.00	-1,545.74	48.48 %
5010 Postage		549.96	-549.96	
5015 Printing	520.13	2,499.96	-1,979.83	20.81 %
5020 Building Supplies	250.00	3,000.00	-2,750.00	8.33 %
5021 Office Supplies	6,194.79	4,249.98	1,944.81	145.76 %

AFT College Staff Guild Local 1521a

Budget vs. Actuals

July - December, 2025

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
5022 Bank Charges	726.00		726.00	
5023 Dues and Subscriptions	7,578.00		7,578.00	
5025 Telephone	3,455.07	1,500.00	1,955.07	230.34 %
5030 I.T. Expense	7,000.00		7,000.00	
5035 Accounting Consulting	19,260.00	18,000.00	1,260.00	107.00 %
5174 Staff Equipment		3,000.00	-3,000.00	
Total Operational	**66,513.37**	**50,799.90**	**15,713.47**	**130.93 %**
Organizational				
5105 Subtotal Chapters	401.28	0.00	401.28	
5105.1 City	-91.32	3,325.00	-3,416.32	-2.75 %
5105.10 West	112.08	2,200.00	-2,087.92	5.09 %
5105.2 District		2,325.00	-2,325.00	
5105.3 East	2,949.99	5,300.00	-2,350.01	55.66 %
5105.4 Harbor	279.44	1,625.00	-1,345.56	17.20 %
5105.5 Mission	622.68	1,875.00	-1,252.32	33.21 %
5105.6 Pierce	0.00	3,025.00	-3,025.00	0.00 %
5105.7 Southwest		1,350.00	-1,350.00	
5105.8 TradeTech	258.72	2,975.00	-2,716.28	8.70 %
5105.9 Valley	59.59	2,725.00	-2,665.41	2.19 %
Total 5105 Subtotal Chapters	**4,592.46**	**26,725.00**	**-22,132.54**	**17.18 %**
5106 Holliday Chapter Meeting		0.00	0.00	
5106.1 City		1,995.00	-1,995.00	
5106.10 West	398.39	1,320.00	-921.61	30.18 %
5106.2 District	566.51	1,395.00	-828.49	40.61 %
5106.3 East		3,180.00	-3,180.00	
5106.4 Harbor		975.00	-975.00	
5106.5 Mission		1,125.00	-1,125.00	
5106.6 Pierce		1,815.00	-1,815.00	
5106.7 Southwest	0.00	810.00	-810.00	0.00 %
5106.8 TradeTech	2,190.00	1,785.00	405.00	122.69 %
5106.9 Valley		1,635.00	-1,635.00	
Total 5106 Holliday Chapter Meeting	**3,154.90**	**16,035.00**	**-12,880.10**	**19.68 %**
5110 Conventions		30,000.00	-30,000.00	
5110.2 Taxi	117.44	0.00	117.44	
5110.3 Mileage	61.60	0.00	61.60	
5110.4 Lodging	1,527.43		1,527.43	
5110.6 Parking	144.40		144.40	
Total 5110 Conventions	**1,850.87**	**30,000.00**	**-28,149.13**	**6.17 %**
5111 Conferences		30,000.00	-30,000.00	
5111.1 Flights	256.60	0.00	256.60	
5111.2 Taxi	954.08	0.00	954.08	
5111.3 Mileage	122.50	0.00	122.50	
5111.4 Lodging	366.52		366.52	

AFT College Staff Guild Local 1521a

Budget vs. Actuals

July - December, 2025

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
5111.5 Food Per Diem	176.19	0.00	176.19	
5111.6 Parking	204.40	0.00	204.40	
Total 5111 Conferences	**2,080.29**	**30,000.00**	**-27,919.71**	**6.93 %**
5125 Meetings/Representation	637.09	15,000.00	-14,362.91	4.25 %
5125.1 Flights	-150.00	0.00	-150.00	
5125.10 Cell Phone Reimbursements	218.26		218.26	
5125.11 Other Services	350.00		350.00	
5125.3 Mileage	60.06	0.00	60.06	
5125.5 Food Per Diem	40.39	0.00	40.39	
5125.6 Business Meals	1,696.71		1,696.71	
5125.8 Parking	11.00		11.00	
Total 5125 Meetings/Representation	**2,863.51**	**15,000.00**	**-12,136.49**	**19.09 %**
5135 Union Elections	513.20	15,000.00	-14,486.80	3.42 %
5140 Dues & Subs	22.50	1,500.00	-1,477.50	1.50 %
5155 Negotiations Fund	1,119.16	1,000.00	119.16	111.92 %
5172 Leadership Training	1,120.86	40,000.00	-38,879.14	2.80 %
5172.10 Workshops	1,622.32		1,622.32	
5172.5 Taxi	28.91		28.91	
5172.6 Mileage	304.77		304.77	
5172.9 Meals	4,584.12		4,584.12	
Total 5172 Leadership Training	**7,660.98**	**40,000.00**	**-32,339.02**	**19.15 %**
5223 Retiree Organizational		3,000.00	-3,000.00	
Total Organizational	**23,857.87**	**178,260.00**	**-154,402.13**	**13.38 %**
Per Capitas				
5205 AFT	68,668.31	76,000.02	-7,331.71	90.35 %
5210 CFL	4,412.80	6,249.96	-1,837.16	70.61 %
5215 CFT	168,239.85	207,499.98	-39,260.13	81.08 %
5220 LACFL	9,502.57	6,249.96	3,252.61	152.04 %
Total Per Capitas	**250,823.53**	**295,999.92**	**-45,176.39**	**84.74 %**
Personnel				
5305 Salaries	118,086.82	177,499.98	-59,413.16	66.53 %
5306 Stipends		25,000.02	-25,000.02	
5355 Payroll Taxes	12,442.53	19,999.98	-7,557.45	62.21 %
5360 Workers Compensation	3,345.06	1,999.98	1,345.08	167.25 %
5365 Employee Benefits	63,593.43	63,000.00	593.43	100.94 %
5370 Employee Expenses		250.02	-250.02	
5375 Mileage	3,092.34	4,999.98	-1,907.64	61.85 %
Total Personnel	**200,560.18**	**292,749.96**	**-92,189.78**	**68.51 %**
Services {110}				
5505 Accounting		2,500.02	-2,500.02	
5515 Legal	39,239.17	57,499.98	-18,260.81	68.24 %
5525 Outside Audit	0.00	10,000.00	-10,000.00	0.00 %

AFT College Staff Guild Local 1521a

Budget vs. Actuals

July - December, 2025

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Total Services {110}	**39,239.17**	**70,000.00**	**-30,760.83**	**56.06 %**
Total Expenses	**$652,444.16**	**$934,399.72**	**$ -281,955.56**	**69.82 %**
NET OPERATING INCOME	**$132,358.35**	**$ -119,899.72**	**$252,258.07**	**-110.39 %**
NET INCOME	**$132,358.35**	**$ -119,899.72**	**$252,258.07**	**-110.39 %**

Old Business

Chapter Reports

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: December 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 1/1122025 in Student Union MPR.

Consultation:

12/22/2025: 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) Follow up on TB Risk Assessment Form questions. Are there any classified members who haven't either completed the form or been TB tested? 5) Next consultation scheduled for 12/12/2025.

Unit member issues/updates:

12/15/2025: Meeting with member from Chemistry Department regarding multiple instances of possible hostile work environment issues.

12/22/2025: Follow up emails and communications with member from Chemistry Department regarding concerns about possible hostile work environment issues.

12/19/2025: Meeting with classified members regarding involuntary transfers, vacation denials, Temporary Work Out of Class assignments, disproportionate schedule assignments and possible workers comp risk due to removal of interpreters on campus.

Shared Governance /Other Committees:

12/01/2025: College Council meeting topics included: 1) Report on importance of noncredit students in reaching Vision 2030 goals, 2) Formation of Accessibility Steering Committee.

12/03/2025: EPPIC key topics: 1)Discussed importance of Critical Hire List, 2) Approved Mammography Certificate for Rad Tech, 3) Approved Prerequisite Challenge Form.

12/11/2025: WEC meeting discussed:: 1) Opening of Cafeteria in MPR on Feb. 9, 2) Update on SRP departures and custodial replacements, 3) Grievance on elevator issues at LACC and LATTC, and 4) Dep. Rodriguez discussed safety issues with blue emergency phones in parking structures and theft of bicycle in Parking Lot 3.

Classified Hiring Committee

No committee meetings held.

Classified Hiring:

None reported.

Other:

12/18/2025: Dean of Outreach, Recruitment and Retention hiring committee conducted day-long interviews in AD 212.

12/18/2025: E-Board Meeting at Valley College items included: 1) Appointment of Interim Executive Director to replace departing Dashiel Johnson, 2) Approved holiday bonuses for OPEIU staff in union office, 3) Appointed Interim Treasurer to replace departing James "Phillip" Highley, and 4) Closed session held to discuss internal matters.

12/19/2025: Results of uncertified election results published for First Vice President, Second Vice President and Grievance Secretary positions.

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: January 2026

Worksite: ESC/District Office

Worksite E-Board:

E-Board tentatively scheduled for January 20, 2026 via Zoom.

Chapter Meeting:

Chapter meeting tentatively scheduled for January 27, 2026 via Zoom.

Consultation:

Management consultation with Deputy Chancellor Albo-Lopez to be scheduled for February 2026.

Unit member issues/updates:

L. Cruz – ADA appeal pending final resolution following meeting with Lisa Norman

S. Romero – ADA request still pending approval; WC appeal pending.

W. Gabra – Vacation leave denied by manager; Good Faith meeting to be scheduled.

J. Browne – FMLA Bonding Leave denied by manager; Good Faith mtg to be scheduled

Shared Governance /Other Committees:

Contract Negotiations Team meetings: Scheduled the month of January 2026 starting January 12th

Classified Hiring Committee:

N/A

Classified Hiring:

Assoc. Vice Chancellor of Capital Construction Interviews – cancelled several times in December 2025 and to be rescheduled week of January 12th.

Other:

Benjamin Horowitz - ESC Chapter Grievance Rep

ESC Chapter Report
December 2025

Chapter Meeting – Chapter Holiday Social

Executive Board – Monthly meeting

Consultations

Unit Member Issues/Updates – Discussion with member regarding possible grievance. Good Faith meeting.

Shared Governance/Other Committees – Chapter Board meeting with Deputy Chancellor

Hirings

Other –

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: December 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: For Dec 25 1/9/2026

Campus: Lupita Narkevicius, GR, LAPC

Campus E-Board:

Went to Campus Holiday Party.

Chapter Meeting:

Had a Coffee Klatch and informal discussion about campus issues and the impact of the SSRP. The MOU issue is still a problem Campus-wide.

Consultation:

Had an in-depth discussion on where the MOU issue is with another member. Many staff are not being paid their MOU Differential and they want to know why and when will it be fixed? MOU is still a Campus-wide issue.

Worked on a Grievance for a Classified Staff regarding being denied her health benefits after 11 + Years of Service.

Unit member issues/updates:

Monitored emails from member for issues/questions

Shared Governance /Other Committees:

ASC meeting-discussed plans for next accreditation cycle are moving forward and on time.

Classified Hiring Committee

Classified Hiring:

Other:

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: November 2025

Campus: LASC

Campus E-Board:

Met via Zoom to discuss items to bring up at the consultation meeting with the president. Discussed the professional development budget and how to use the funds. Clarification was needed to discern how the campus PD budget is allotted.

Chapter Meeting:

No meeting held. A newsletter was sent.

Consultation:

Discussed the ongoing issue of student services admin and supervisors not providing OT to staff members that work during the Saturday enrollment event. Instead of OT supervisors offered comp-time and flex-time not was not officially recorded. This made it difficult for members to bank their time and use it when needed. The president acknowledged the he communicated this directive of only offering unofficial comp-time to the student services admin. The president asked that we meet with the VP of Student Services to go about correcting the issue. A member of the campus e-board shared with the president their intention of filing a grievance for union-busting by their supervisor. The member also expressed feeling harassed and cited instances of mis-treatment from students. The president advised to report the students that mistreat him to the dean for discipline and offered support for the member to do what they need to do to submit the grievance.

Unit member issues/updates:

As discussed in this month's consultation, the issue of student services staff not being paid OT for working Saturday enrollment events will be addressed in a meeting with the VPSS. Met with member and their supervisor to discuss clarification over the member's job duties. It was concluded that the task the supervisor wanted the member was not apart of the member's job duties. Met with A&R evaluators and their supervisors to discuss written notices issued to the members regarding excessive absences. This issue stems from a broader contentious relationship between both parties. CC and GR will meet with 2nd VP to discuss the appropriate actions going forward.

Shared Governance /Other Committees:

At the budget committee meeting it was announced that LASC's current $5 million-dollar deficit for the current fiscal year was cut in half, thanks to the use of grants from the state. The college's new CFA was introduced at the meeting. The effect of the district's SRP plan on the college was discussed as preliminary estimates indicated that 15-20 employees at LASC would be taking the retirement deal. The college is anticipating and bracing for the financial impact of federal funding ending for student services programs geared toward assisting underserved populations next September. At college council, the meeting was centered around the continued conversation between faculty and the college president over the dissolution of the SEA-PAC committee.

Classified Hiring Committee

None

Classified Hiring:

Two student services assistants

Other:

AFT Staff Guild Executive Board

AFT Staff Guild, Local 1521A Chapter Report

Date: Month of December 2025
Campus: Valley

Campus E-Board:
December 9: 1:00 pm – 2:00 pm and 2:00 pm – 3:00 pm via Zoom.
In Attendance: Campbell, Aleta; Holladay-Collins, Jaime; Fitzgerald, Daniel; Clardy, Alicia; Dunham-Frost, Teresa, Baugher, Chad; Laughlin, ChaQuanda. See attached agenda.

Chapter Meeting*:*
December 26: Not held due to holiday scheduling conflicts.

Consultation with President:
December 15: Not held due to holiday scheduling conflicts.

Unit Member Issues/Updates:
December 4: 11:30 am Meeting w/Member about problems with supervisor.
December 8: 9:00 am Meeting w/Member's mom about medical leave.

Shared Governance/Other Committees:
December 8: 10:00 am – 11:00 am Info meeting w/Ian Breckenridge on LAVC Viability Studies.

Classified Hiring Committees:
December 11: Family Resource Center, SFP-Program Office Assistant Rep, Pichardo, Evelyn
December 17: 10:00 am, CalWORKs, Student Services Aide, Rep, Shtromberg, Nino

Certificated Hiring Committees: None.

Other:
December 6: 6:30 pm - 10:30 pm, Holiday Party at Odyssey.
December 12: 1:00 – 5:00 pm, Negotiations Prep Meeting at Staff Guild Office.
December 19: 9:00 am – 5:00 pm, Negotiations Training Meeting at CFT Office.

Respectfully submitted,

Aleta Campbell
Valley Chapter Chairperson
January 9, 2026

AFT Staff Guild Officers
President: Andrea Edwards/ First Vice President: Joanne Haywood
Second Vice President: Sergio Becerra/ Recording Secretary: Melinda Ung
Treasurer: Jonathon Hooker/ Grievance Secretary: Kimberly Davillier

Affiliate Reports

Morrissette, Dionne M

LA County Federation of Labor; House of Labor, AFL-CIO

From: Lorena Gonzalez <info@calaborfed.org>
Sent: Friday, January 9, 2026 10:33 AM
To: Morrissette, Dionne M
Subject: SIGN UP NOW: Joint Legislative Conference



Brothers and Sisters,

Registration is now open for Labor's 2026 Joint Legislative Conference on March 17-18, 2026 at the Sheraton Grand in Sacramento! Our theme this year is "Wild, Wild West: Working people vs Big Tech, Billionaires, and the Corporate Class" and we will be highlighting the work of California's unions to fight for a better future for working people.

This is the annual Legislative Conference and Lobby Day for the California Federation of Labor Unions & the California State Building and Construction Trades. Come hear from exciting and inspiring speakers about the threats we face and the ways we can resist and win. Learn about and lobby for labor's priority bills and learn how to use our recent legislative victories!

Rooms at the Sheraton Grand Sacramento are available under the California Federation of Labor Unions room block.

Don't miss out on the fun! See you in Sacramento and don't forget to wear your cowboy hat!

In Solidarity,

Lorena Gonzalez

Sent via ActionNetwork.org. To update your email address, change your name or address, or to stop receiving emails from California Federation of Labor Unions, please click here.

* Page 1 of 2

2026 JOINT LEGISLATIVE CONFERENCE

Join the California Labor Federation and the State Building & Construction Trades Council

REGISTER NOW

Join the California Labor Federation & the State Building and Construction Trades Council for

Labor's Joint Legislative Conference

MONDAY, MARCH 16, 2026

Welcome Reception

(upon adjournment of the Pre-Primary Convention)

TUESDAY, MARCH 17, 2026

Plenary Sessions & Workshops

9:00 AM

Awards Dinner

5:30 PM Reception

6:30 PM Dinner

WEDNESDAY, MARCH 18, 2026

Union Day at the Capitol

Join your Delegation or Labor Council for Lobby Day

Sheraton Grand Sacramento:

Book your group rate for Labor's Joint Legislative Conference

(NOTE: To register for the Pre-Primary Convention, use your Affiliate log in sent in the Call to Convention)

For additional information: Rosemarie Boothe-Bey *rosemarie@calaborfed.org* 510-663-4055
Friday, March 6, 2026, is the last day to cancel without penalty for a full refund. Starting March 7, 2026, all cancellations will be refunded minus a $25 cancellation fee.

When March 16th, 2026 5:00 PM to March 18th, 2026 4:30 PM

Location Sheraton Grand Hotel Sacramento

Event Fee(s)	Conference registration (includes Lunch & Dinner)	$195.00
	Extra Dinner tickets	$100.00
	Extra Lunch tickets	$75.00
	Complimentary registration: Union members under age 26	$0.00
	Sponsorship/Vendor (includes 2 participants)	$1,000.00
	Sponsorship (includes 5 participants)	$2,500.00
	Sponsorship (includes 10 participants)	$5,000.00

+ $249.00 x 3 to 4 Days

REGISTER NOW

* Page 2 of 2

Download iCalendar entry for this event. Add event to Google Calendar

MARRIOTT BONVOY

Sheraton Grand Sacramento Hotel

★ 3.7 (2140)

STAY DATES (5 NIGHTS) Edit
Sun, Mar 15 → Fri, Mar 20

ROOMS & GUESTS
1 Room, 1 Guest

SPECIAL RATES
Group - MHTMHTK

☐ Use Points/Awards

Select a Room and Rate

You can select accessible room options after choosing a room.

☐ Show with taxes and fees $ USD



*Book by February 27, 2026 for Group Rate

Feedback

Guest room, 2 Queen OR 1 King

Room Details

CLF ATTENDEES: California Federation of Labor

Rate Details

249 USD Avg / Night
1,245 Total Per Room

*3 of 3

Select

Committees Reports

A Union of Professionals
Staff Guild
Local 1521A

Elections Committee

January 15, 2026

To: AFT 1521A Staff Guild Executive Board

Re: Elections Committee Report for January 2026

* *

1. 2025 Special Election for District-wide Officer vacancies.
The Elections Committee requests that the Guild's Executive Board certify the 2025 Special Election results and proceed to swear in the elected officers.

2. 2026 AFT National Convention Delegates Election
Notice of Nomination & Elections was sent out by e-mail & posted to the Guild website **January 6, 2026.** Mailed notices were also sent to Guild Members.
Members interested in serving as Convention Delegates must notify the Staff Guild of their intent by emailing Glen Heidenreich. The nominations window OPENS January 19th and closes January 22, 2026.

Monday, January 26, 2026 is the deadline for self-nominees and those nominated by others to accept their nomination. By accepting you confirm that you are willing to serve as a Convention Delegate and make the trip to Washington D.C. IN PERSON.

Voting will take place beginning Monday, February 2nd – continuing through Thursday, February 5th. An announcement of voting results will be made, Friday, February 6th.

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.

A Union of Professionals
Staff Guild
Local 1521A

ATTENTION MEMBERS:
Notice of
Nomination and Elections

AFT College Staff Guild Local 1521A
2026 Elections for District-wide Officers

The AFT Staff Guild Local 1521A is conducting elections for District-wide Officers, namely President, 1st Vice-President, 2nd Vice-President, Grievance Secretary, Treasurer, and Recording 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 three-year term starting on July 1, 2026. Dues-paying members can participate in the District-Wide Officer elections; see eligibility details to the right.

Your Chapter Designation

On the mailing label used to send you this 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 323-851-1521 or emailing 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 323-851-1521 or via email to Glen Heidenreich at 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., Friday, March 20, 2026.

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 at gheidenreich@aft-1521a.org from your District Email account.

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, your chapter, and the position you are nominating them for (President, First Vice President, Second Vice President, Treasurer, Grievance Secretary or Recording Secretary). 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.

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, January 30, 2026, 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 March 2025 through February 2026, to be a nominee/candidate.

To Vote

Dues-paying members are eligible to vote in the District Wide Officers elections. Unit 1 employees must have a membership application on file with the Staff Guild by 11:59 p.m. on Friday, January 30, 2026 to be eligible to vote.

Electronic BALLOT 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 6 day window to cast your electronic vote! To be counted, ballots MUST be received by 11:59 p.m., Wednesday, May 6, 2026.

Ballots will be counted on May 7, 2026, and uncertified results published that same day. If the election results in a tie, a runoff election will be held.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.

2026 District-wide Officers Election Timelines

Monday, 11/3/25	Executive Board approves mode of election
Friday, 1/30/26	Deadline to file a Staff Guild Membership to be eligible to vote.
Monday, 3/2/26	Notice of Nomination & Elections Mailed to members and posted on Guild website
Wednesday, 3/18/26	Districtwide Officers Election Rules Readthrough. All Guild Members welcome. 12pm-1:30pm
Monday 3/16/26 Through Friday, 3/20/26	Nominations: Members interested in running for office must notify the Staff Guild of their intent in writing via email to Glen Heidenreich at gheidenreich@aft-1521a.org, by Courier or U.S. Mail, no later than 11:59 p.m., Friday, March 20, 2026.
Friday, 3/27/26	Deadline at 11:59 p.m., for receipt of candidate nomination acceptance and signing of election rules.
Monday, 3/30/26	Period Begins for Candidate to Inspect the Union Membership list. 30 days prior to ballot mailing.
Monday, 3/30/26	Notice/Posting of candidate names (guild website, etc.)
Friday, 4/3/26	Deadline for Candidates statements to be included in email and mailer
Wednesday, 4/22/26	Candidate Forum
Friday, 5/1/26 Through Wednesday, 5/6/26	Election Ballots emailed by SimplyVoting.com to Members District email address for each Guild member.
Thursday 5/7/26	Ballots reviewed and uncertified elections results and posted on the Guild website. Following the completion of elections, a certification vote on the results will be held by the Executive Board at the next regularly scheduled 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 AFT1521A.org. Election 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

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.

PRESIDENT: The President shall….

- be the presiding officer at all meetings of the membership and the Executive Board
- be the principal executive officer of the Staff Guild
- receive report and respond to correspondence of the Staff Guild
- supervise all employees of the Staff Guild
- be one of the responsible financial officers of the Staff Guild and shall be authorized to co-sign financial instruments and disburse funds that are authorized by the budget, policy, or Executive Board vote ● represent the Staff Guild before the employer or executive and legislative officials
- represent the Staff Guild before the public, community organizations, and the news media ● be, by office, a representative to the convention of the American Federation of Teachers and meetings or conventions of its affiliated bodies
- make a written report to the Staff Guild's membership at every membership meeting
- be able to delegate the responsibilities of the office except where otherwise specified by the Constitution
- consult with the Executive Board on important matters affecting the Staff Guild.

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

TREASURER: The Treasurer shall….

- receive, record and deposit all dues monies and other income in the name of the Staff Guild ● be one of the responsible financial officers of the Staff Guild and is authorized to co-sign financial instruments and make regular and usual disbursements of funds
- maintain all financial records of the organization
- assist an independent audit of the finances of the Staff Guild annually and make same available to the Executive Board, and membership
- transmit per-capita payments on a regular basis to the Secretary-Treasurer of the American Federation of Teachers and similar officers of all other bodies with 4 which the Staff Guild is affiliated
- serve as a resource to the Financial Oversight Committee
- perform other duties as delegated by the President or assigned by the Executive Board
- perform duties of the office as required by the guidelines developed by the AFT

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

RECORDING SECRETARY: The Recording Secretary shall….

- maintain the non-financial files and records of the Staff Guild
- be the custodian of the seal and charter of the Staff Guild
- shall record and keep accurate minutes of meetings of the membership and the Executive Board
- shall chair the Communications Committee
- assist the President in handling the correspondence of the Staff Guild
- perform other duties as delegated by the President or assigned by the Executive Board

A complete list of duties and responsibilities for Guild President, 1st Vice-President, 2nd Vice-President, Grievance Representative, Treasurer, and Recording Secretary 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 provided upon request by Guild Staff. Glen Heidenreich can be reached at gheidenreich@aft-1521a.org.

AFT 1521A College Staff Guild

2026 District-Wide Officers 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 Monday, March 30, 2026. No official announcement of information on Guild candidates shall be available before this date.

4. Term of Office

Members elected as District-wide officers will serve for a term of three (3) years, beginning from Wednesday, July 1, 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 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 March 2025 through February 2026 to run for office.

9. Contact Information

Nominees/Nominators agree to provide updated contact information to the Guild office and must confirm these details on their Nominee acceptance signature page.

Nominees/Nominators 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, January 30, 2026.

Nominations must be received beginning Monday, March 16, 2026 and nominations close 11:59 pm on Friday, March 20, 2026 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 Thursday, March 26, 2026.

Nominees have until Monday, March 30, 2026, at 11:59 pm, 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, January 30, 2026, 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 Monday, March 30, 2026 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, March 30, 2026, 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, April 23, 2026 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 May 7, 2026.

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, April 23, 2026 by noon.

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 May 7, 2026 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 May 7, 2026 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 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 Tuesday, March 31, 2026, 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 Wednesday, March 18, 2025 at 12:00 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:	
Your District Email Address	

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: _____

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.

Officers' 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: January 15, 2026

Executive Board Report, Interim First Vice President – December 2025 & January 2026

Standing	December 2025	January 2026
Officers Meetings		
Worksite Support Meeting		
Executive Board	12/18/25	1/15/26
Constitution & By Laws	No Meeting	Pending
Negotiations Committee	Training (12/19/25)	Meeting 1/12/26
District Shared Governance		
District Management Consultation		1/6/26 (Vacation)
Chancellor Consultation		1/6/26 (Vacation)
PC Consultation		Pending
Other		
Member Representation	On Going	On going
Campus Visits	LATTC Chapter Meeting	N/A

DISTRICT MEETINGS

- **Board of Trustees – 1/14/26**
- Budget & Finance – Pending
- Facilities Master Planning – Pending
- Legislative & Public Affairs – Pending

And other duties as assigned.

Jo-Ann Haywood
First Vice President
AFT College Staff Guild
Local 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

January 5, 2025

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

Hello everyone,

Standing	Dates	Notes
Officers Meetings	Monday, December 1, 2025 Monday, December 8, 2025	
Officer Hours, Member Rep, Site Visits	December 1, 22, 23, 29, 30	
Executive Board	Thursday, December 18, 2025	Excused Absence
District Shared Governance	**Dates**	**Notes**
District Management Consultation	Tuesday, December 2, 2025	1. MOS Certification Renewal Process and Backpay for members 2. Update: Tuition Reimbursement Process Edification 3. Establish: Classified Service Committee
Chancellor Consultation	Tuesday, December 2, 2025	1. Update on MOS recertification policy 2. Tuition Reimbursement 3. ADA & FMLA
PC Consultation	Monday, December 15, 2025	1. TSS Salary Study 2. A&R Salary Study 3. Auditor Salary Study
JLMBC	Monday, December 9, 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, December 2, 2025	Meeting Cancelled, not enough voting members to establish quorum.
Tuition Reimbursement Committee		Did not meet in December only email correspondences.
Training	**Dates**	**Notes**
CFT Negotiations Training	Friday, December 19, 2025	Received a negotiations binder and went through all content. Completed a mock negotiations employees vs management. Connected with everyone in the group and created a group chat for negotiations..

Sincerely,
Melinda Ung
Recording Secretary

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 November 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		
December 2025		

CONSULTATIONS HELD:

DATE	EVENT	LOCATION	DESCRIPTION	NOTES
12/2/2025	Management Consultation	Zoom	Various topics	
12/2/2025	Chancellor Consultation	Zoom	Agenda	

MEETINGS ATTENDED:

DATE	EVENT	LOCATION	DISCRIPTION	NOTES
12/08/2025	Officer's Meeting	Zoom	Discussion topics	
12/18/2025	Districtwide Emergency E-Board Meeting	Zoom	Agenda	

TRAININGS:

TRAINING TOPIC	LOCATION	DATE
Negotiations Training	CFT Office, Burbank	12/10/2025
Negotiations Training	CFT Office, Burbank	12/19/2025

OTHER ACTIVITIES

12/9/2025	1521A Special Election Candidate Forum	
*Multi	WLAC: Member Concern	Pending resolution
*Multi	Various member related concerns	