A Union of Professionals
Staff Guild
Local 1521A

MARCH 2026 EDITION

Communications Committee Newsletter

Union Wins

A Historic Step in Defending Your Rights

For the first time in over a decade, **AFT College Staff Guild Local 1521A** has filed an Unfair Labor Practice (ULP) charge against the District with the **Public Employment Relations Board (PERB)** , and we did it for you.

This charge was filed under the Educational Employment Relations Act in response to a pattern of conduct by the District that we can no longer let stand, including:

- Making unilateral changes to working conditions without notifying or bargaining with the Union
- Failing to bargain in good faith and maintain the status quo
- Withholding information the Union is legally entitled to
- Violating provisions of our Collective Bargaining Agreement (CBA)
- Interfering with and retaliating against union members

Filing a PERB charge is a serious and deliberate action. We do not take it lightly, and neither should the District. This is our union

doing exactly what it exists to do: holding leadership accountable and ensuring your rights are protected.

We will keep you informed as this process moves forward. **You are not alone in this fight.**

MOS Certification = Member Victory!

After months of advocacy, the District has agreed to issue back pay to members who were impacted by the District's failure to follow our Collective Bargaining Agreement. This is a direct result of our union standing firm and holding the District accountable. Affected members will be contacted directly with more details.

We Want to Hear from You!

Scan to take the survey

Shape Our Future

Help us create content that matters to YOU. Take our quick **Communications Input Survey** to tell us what topics interest you, how often you'd like updates, and which formats work best. Your voice shapes our newsletter!

Take The Survey

Upcoming Events

Board Meeting

Executive Board Meeting

Thursday, April 16, 2026 • 3:00 PM

Join us for the Hybrid Executive Board Meeting at Harbor College or via Zoom.

> **Please note:** Executive Board meetings are open to dues-paying members only. All Zoom registrations will be verified against our membership roster. If you are not yet a member, we encourage you to **join and register today**.

Register for E-Board Zoom

Political Action

COPE Corner

The **Committee on Political Education (COPE)** keeps our union politically active and informed. We support member-to-member communication about political issues, interview and endorse candidates who champion education and labor, and contribute to campaigns in key races. Your COPE contributions strengthen our collective voice and ensure educators have a say in shaping policies that impact schools and our profession.

Get Involved Today

Join COPE by clicking below, completing the membership form, and selecting a monthly contribution amount. Every dollar builds a stronger voice for educators.

Sign Up For COPE

AFT Debt Clinic Webinars

DATE	TIME	REGISTRATION

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April 27, 2026	7:00 PM ET / 4:00 PM PT	**Register**
May 19, 2026	7:00 PM ET / 4:00 PM PT	**Register**

CBA Tip of the Month

Know Your Rights

CBA Digest – Contract Corner Spotlight

Hours, Workweek & Work Environment

Your CBA outlines key rights related to your work schedule, overtime, breaks, and work environment—including safe conditions and appropriate equipment.

Did You Know?

Your contract helps ensure your schedule and workspace support your ability to do your job effectively. Knowing these provisions helps you identify when workplace practices align—or don't—with the contract.

If you have concerns, connect with your supervisor or union representative.

Reminder: *This section is for general awareness. For specific situations, please contact your union.*

View The Full CBA

Know Your Union Rights

Weingarten Rights ensure your right to have union representation during meetings with your supervisor that may lead to discipline. Use the statement below to assert your rights.

Say this word-for-word to your supervisor if you believe a meeting may lead to discipline:

> **"If this discussion may result in disciplinary action, termination, or impact my working conditions, I respectfully request the presence of a union representative. Without representation, I respectfully decline to participate in this discussion."**

SAVE THIS STATEMENT FOR EASY ACCESS:

- Bookmark or save this page
- Print and keep a copy at your desk
- Email it to yourself for quick reference

Member Benefits

Exclusive perks for AFT members



Gym Memberships
Discounted fitness plans



Entertainment
Ticket discounts



All Benefits
Explore everything

Contact Your Chapter Chair

Have questions or need support? Reach out to your campus chapter chair directly.

CAMPUS	CHAPTER CHAIR	EMAIL
LACC	Mitchell Polin	cclacc@aft-1521a.org
ESC	Katrelia Walker	ccesc@aft-1521a.org
ELAC	Rowena Smith-Kersaint	ccelac@aft-1521a.org
LAHC	Nadine Muro	cclahc@aft-1521a.org
LAMC	Cesar Contreras	cclamc@aft-1521a.org
LAPC	Sean McDonald	cclapc@aft-1521a.org
LASC	Ruben Villanueva	cclasc@aft-1521a.org
LATTC	Aaron Chan	cclattc@aft-1521a.org
LAVC	Aleta Campbell	cclavc@aft-1521a.org
WLAC	Maritza Medina	ccwlac@aft-1521a.org

Resources

AFT 1521A Website

2023–2026 Collective Bargaining Agreement (CBA)

Union Plus Member Benefits

Communications Committee

Leslie Cruz • Kimberly "Kim" Jovel • Chair: Melinda Ung

Questions? Please reach out to **Kimberly "Kim" Jovel**

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