



Staff Guild
Local 1521A

Negotiations Update - July 2026

Contract Negotiations Newsletter

Good Morning, Union Siblings 🙌

We hope you're having a wonderful start to your week!

Over the past few weeks, your bargaining team has been actively negotiating with the District. We are currently exchanging proposals on nine contract articles. To help keep everyone informed, Cesar Contreras, our LAMC Representative, created the negotiation Dialogue Chart below, which provides a snapshot of where things currently stand. We encourage you to take a few moments to review it.

Additionally, we are preparing to present our proposal for Article 12, Hours and Workweek. Before we do, we want to hear directly from you. Please take a few moments to complete our 32-hour workweek ("4-day workweek" or 4DW) survey. Your feedback will help shape our proposal and provide valuable member data that we can present at the bargaining table.

Thank you for taking the time to stay informed and share your input. Your participation strengthens our voice at the bargaining table.

Negotiation Dialogue Chart

A snapshot of the proposals and counters exchanged with the District to date.

AFT 1521A Proposals & District Responses

Article 3

Non-Discrimination, Equal Employment Opportunity (EEO), Diversity, ADA, Sexual Harassment, and Non-Sexual Harassment

AFT · June 11, 2026

We proposed providing investigatory findings and allowing access to Employee Assistance Program (EAP) conflict resolution services as soon as an issue arises, with one-party consent from either the District or AFT. We also proposed adding Just Cause and Progressive Discipline language.

District · June 25, 2026

The District changed the EAP language to require mutual consent from both the District and AFT. They removed the Just Cause provision, stating it is more appropriately addressed under Appendix E, Notice of Unsatisfactory Service (U Notice), while acknowledging it belongs somewhere in the CBA.

AFT · July 9, 2026

We agreed to mutual consent because a denial of the service could demonstrate an unwillingness to improve the work environment. We maintained that Just Cause belongs in this article because discipline can be used as a form of harassment and an U Notice occurs later in the disciplinary process.

District · July 23, 2026

We are awaiting the District's response in the next bargaining session.

Article 5

General Provisions

AFT · June 25, 2026

We proposed requiring the parties to meet, review workload data, and develop a plan when staffing levels are insufficient. We also proposed adding AFT representation to the

District · July 9, 2026

The District rejected both proposals. They stated that the current contract already requires the District to strive for sufficient staffing levels and that faculty positions are outside the scope of bargaining with AFT.

ISA hiring process to provide transparency into the committee's work.

They also referenced the active PERB case related to this issue.

AFT · July 9, 2026

We resubmitted our proposal regarding AFT representation on the ISA hiring process.

District · July 23, 2026

The District rejected that proposal.

Article 8

Work Environment

AFT · June 4, 2026

We proposed humidity limits, Emergency Operations Plan (EOP) deadlines, participation in the district-wide WEC Committee, ergonomic equipment timelines, and language prohibiting surveillance for discipline, evaluations, or timekeeping.

District · June 11, 2026

The District rejected the proposed humidity limits, stating that Cal/OSHA recommends, but does not require, those standards. They also rejected paid release from work when conditions do not improve and declined to establish EOP deadlines. The District stated that the district-wide WEC Committee is covered by the faculty collective bargaining agreement and is therefore not subject to bargaining with AFT 1521A. The District removed the proposed surveillance language and stated that surveillance may be used to monitor and discipline employees.

AFT · June 25, 2026

Due to formatting errors, we requested that the District resubmit its proposal.

District · July 9, 2026

The District's revised proposal remained largely unchanged but withdrew its previous language authorizing surveillance for discipline. They also informed us that the District is working on a solution outside the negotiations process and is not prepared to make a decision at the bargaining table.

Article 11

Holidays

AFT · July 7, 2026

We proposed paid Spring Break, two additional paid Winter Break days, and recognition of Diwali.

District · July 9, 2026

The District stated that it could not bargain proposals affecting the operational needs of the District as a whole and noted that employees currently have two Wellness Days available.

AFT · July 23, 2026

We proposed one additional Wellness Day for Diwali, while the existing Wellness Days would recognize Lunar New Year and Indigenous Peoples' Day.

District · July 23, 2026

The District stated that it is not prepared to address compensation-related proposals at this time.

Article 15**Classification and Reclassification****AFT · July 23, 2026**

We proposed requiring Temporary Work Out of Classification requests to be submitted to the Personnel Commission within ten (10) working days. We also proposed strengthening the Athletic Trainer pool language.

District · July 23, 2026

The District agreed to the ten (10) working-day timeline. They rejected some of our Athletic Trainer pool language.

Article 17**Professional Development and Retraining****AFT · July 7, 2026**

We proposed increasing the tuition reimbursement pool from \$200,000 to \$500,000, increasing the individual reimbursement limit from \$4,000 to \$6,000, and increasing campus professional development funding from \$15,000 to \$50,000. We also proposed making the two AFT Professional Development Committee members official voting members.

District · July 23, 2026

The District agreed to make the two AFT Professional Development Committee members official voting members. However, they rejected the proposed funding increases, stating that they are not prepared to make financial decisions at this time.

District Proposals & AFT 1521A Counters**Article 10****Vacation**

District · June 11, 2026

The District proposed limiting vacation to off-peak periods, requiring vacation requests to be based on operational needs of the department, and extending the approval timeline from three (3) to five (5) working days.

AFT · July 7, 2026

We rejected the proposal because vacation is a long-standing right we have had for decades. Additionally, we removed language stating that denials should be a factor in cashing out up to eighty (80) hours of vacation.

District · July 9, 2026

Management held that vacation requests will be approved as long as the operational needs of the department and the District are covered. They also rejected allowing members to cash out up to eighty (80) hours of vacation on request.

AFT · July 23, 2026

We maintained that three (3) working days is sufficient to approve vacation requests. We also proposed aligning vacation accrual rates with classified managers by increasing accrual for newer employees. We proposed thirty (30) days of vacation for employees with twenty (20) or more years of service.

District · July 23, 2026

The District stated that it is not prepared to address compensation-related proposals at this time.

AFT · July 23, 2026

We asked the District to clarify why compensation-related proposals were not being addressed at this stage of negotiations and asked whether they are refusing to bargain.

Article 14

Transfer and Reassignment

District · June 11, 2026

Management proposed new language basing involuntary transfer and reassignment on situations where a college has evolved and no longer has a department or a need for a particular type of service, or where a fiscal situation means the District can't sustain a certain program.

AFT · June 25, 2026

We rejected their language. We added language that satellite locations be added to the transfer definition and that a reassigned location must not exceed 5 miles. We added language about seniority, and language requiring the District to request a certified list from PC before involuntary transfers or reassignments.

District · July 7, 2026

They rejected satellite locations being added to the transfer definition and the 5-mile limit on reassigned locations. They agreed to seniority and a certified list from PC. They resubmitted language on the fiscal-situation basis for involuntary transfers or reassignments.

AFT · July 23, 2026

We rejected their resubmitted language. We expanded on the involuntary transfers or reassignments process.

Article 22 Grievance Procedure

District · June 11, 2026

Management struck most of the opening paragraph of the grievance article, limiting grievances to hours, wages, and working conditions.

AFT · July 7, 2026

We gave them the opportunity to retract their proposal, since limiting what parts of the contract can be grieved would expose the District to direct civil lawsuits for breach of contract.

District · July 9, 2026

They retracted that proposal and instead want grievances sent to a designee rather than the immediate supervisor.

AFT · July 23, 2026

We will respond in the next session.

 We Need Your Input

4-Day Workweek (4DW) Survey

This survey is intended to gather member input on a proposed 32-hour, 4-day workweek (4DW) to help inform our upcoming collective bargaining proposal. The proposal under consideration would maintain employees' current pay and benefits while reducing the standard workweek to 32 hours over four days. Please complete the survey by Friday, August 14, 2026, at 11:59 PM. Your participation is essential and will help ensure your voice is represented at the bargaining table.

[Take the 4DW Survey](#)



Calendar of Meetings

Please review the upcoming dates and plan to participate. On days we are bargaining with the District, we encourage all members to wear **AFT 1521A or union gear** to show solidarity.

Negotiation Committee Prep Dates

Tuesday, August 18, 2026

Bargaining Dates

Thursday, July 30, 2026 Los Angeles Pierce College

Thursday, August 6, 2026 Los Angeles Trade-Technical College

Tuesday, August 11, 2026 West Los Angeles College

Thursday, August 13, 2026 Los Angeles Mission College

Thursday, August 20, 2026 Los Angeles Mission College



Tentative Agreements (TA)

No new tentative agreements were reached this cycle. Members can review the previously reported Article 9 and Appendix A tentative agreement language using the buttons below.

[View Article 9 TA Language](#)

[View Appendix A TA Language](#)

Note: All tentative agreements are subject to final ratification of the entire CBA by the Association membership and approval by the Board of Trustees.



Articles Opened This Cycle

This round of negotiations includes critical workplace issues that impact all of us: workload, equity, staffing, compensation, and the future of classified work.

Existing Articles

Article 8 Work Environment

Article 12 Hours and Workweek

Article 14 Transfer and Reassignment

Article 15 Classification and Reclassification

Article 17 Professional Development and Retraining

Article 19 Leaves and Absences

Article 20 Remote Work

Article 23 Wages and Salaries

Proposed New Articles

Article XX Classified Staffing Ratios

Article XX Artificial Intelligence

These proposed articles address emerging and critical issues facing classified staff today.



Articles Opened by the District

Article 3 Non-Discrimination, Equal Employment Opportunity (EEO), Diversity, ADA, Sexual Harassment, and Non-Sexual Harassment

Article 10 Vacation

Article 12 Hours and Workweek

Article 14 Transfer and Reassignment

Article 17 Professional Development and Retraining

Article 19 Leaves and Absences

Article 20 Remote Work

Article 22 Grievance Procedure

Appendices

Appendix A Classifications List

Appendix M Vesting for Retiree Benefits

Appendix U Remote Work Policy



Additional Articles Opened by Union

Based on member feedback and needed updates, the Negotiations Team has also decided to open the following:

Article 3 Non-Discrimination, Equal Employment Opportunity (EEO), Diversity, ADA, Sexual Harassment, and Non-Sexual Harassment

Article 5 General Provisions

Article 9 Uniforms, Tools, and Personal Property

Article 11 Holidays



Negotiations Team

Chief Negotiator

President: Andrea Edwards

Co-Chief Negotiator

2nd Vice President: Sergio Becerra

College Representatives

Educational Services Center: Vacancy

East Los Angeles College: Chris Stychinsky

Los Angeles City College: Kelly Ryan-Rubio

Los Angeles Harbor College: Denise Faamasino

Los Angeles Mission College: Cesar Contreras

Los Angeles Pierce College: Melinda Ung

Los Angeles Southwest College: Ruben Villanueva

Los Angeles Trade-Technical College: William Madrigal

Los Angeles Valley College: Aleta Campbell

West Los Angeles College: Maritza Medina

Officers

1st Vice President: Jo-Ann Haywood

Treasurer: Jonathon Hooker

Recording Secretary: Kimberly Jovel

Grievance Secretary: Katreli Walker

Stay tuned! Future newsletters will include comprehensive negotiations updates and progress reports from your team.

Get Involved



Join Contract Action Team (CAT)

Negotiations are not just about who sits at the bargaining table, they are about building and demonstrating **member power**. If you're ready to be part of this negotiation cycle, we invite you to join our **CAT**.

United We Bargain. Divided We Beg.

CAT members help:

- Mobilize campuses
- Share accurate information
- Support actions
- Build visibility and solidarity

Contract Action Team (CAT) Interest Survey

Resources

[AFT 1521A Website](#)

[2023–2026 Collective Bargaining Agreement](#)



Questions? Please reach out to **Sergio Becerra**

AFT Staff Guild Local 1521A - A Union of Professionals