

AFT STAFF GUILD

NEGOTIATIONS

NEWSLETTER 3/25/22



Staff Guild

Local 1521A

WHAT'S HAPPENING

The Negotiations Team met with the Management Team on March 11th and March 25th to present counter proposals.

The Guild presented an updated salary proposal to management that includes the cost of COLA and increases per year in salaries, increments, and differentials. President Alonzo demanded that management present to BOT the full salary proposal; emphasized the experiences and struggles of Unit 1 members as costs continue to rise; called out the District management team for their stall tactics and misrepresentations at the table.

- Management has WASTED our time by not bargaining in good faith.
- Management has continuously and intentionally misrepresented the scope and content of conversations with BOT about our proposal claiming that they relayed our full proposal and analysis.
- Management has not done its due diligence of presenting our full asks from our team to the BOT.
- Management offering only COLA and removing the ask for a doctoral differential shows that our proposal was not reviewed.
- Management does not care that the increase in inflation has a financial impact on our members.
- The 5.07% COLA is not a raise. COLA only averages to about \$100 per month, pre-tax.

District's blatant disregard for our requests stops now! We will continue to speak out at Board of Trustee meetings. We deserve more and will not give up on fighting for what we deserve! Please click on the link to sign the petition asking for a fair and livable wage. <https://bit.ly/FairSalaryPetition>

While several issues are still outstanding and being bargained for, tentative agreements have been reached on the following articles:

- Article 1, Preamble
- Article 2, Exclusive Representative
- Article 4, Board of Trustees Rights & Responsibilities
- Article 5, General Provisions
- Article 6, AFT Rights
- Article 7, Payroll Deductions

- Article 9, Uniforms, Tools, and Personal Property
- Article 10, Vacation
- Article 11, Holidays
- Article 14, Transfer and Reassignment
- Article 15, Classification and Reclassification
- Article 16, Procedure for Performance Evaluation
- Article 21, Health & Welfare Master Benefits Agreement (JLMBC)
- Article 24, Committees/Shared Governance
- Article 25, Employee Assistance Program (EAP)
- Article 26, Air Quality Management District (AQMD) Compliance
- Article 27, Term of Agreement & Renegotiation

Article	Status
Article 24 COMMITTEES/ SHARED GOVERNANCE	- Tentative agreement reached - No substantive changes

WHAT WE NEED—UNITED FOR A FAIR CONTRACT

Making our Voices Heard

It’s time for the Board of Trustees and the communities we serve to hear from us about what a fair contract would mean for us, our families, and the communities we work and live in. We are gathering the experiences and stories from members that may be used in newsletters, social media communications, and testimony at Board of Trustees (you can choose to share your name or share anonymously).

Tell Your Story

We are asking members to share what a fair contract would mean for you:

bit.ly/1521ATestimonials

Attend the April 13th BOT

Our unity is our strength. As we continue to work for safe working conditions and to bargain for a fair contract, it is time to show unity at the next Board of Trustees meeting. Please attend the April 13th Board of Trustees. If you plan to attend and/or would like to speak at the BOT, let us know by confirming here: <https://bit.ly/April13BoT>

NEGOTIATING TEAM

Staff Guild Co-Chairs Anthony Alvarez and Jo-Ann Haywood

- | | |
|------------------------------|--------------------------|
| LACC – Yovanna Campos | LAPC – Kristine Ayvazyan |
| District – Patrick Reed | LASC – Damien Danielly |
| ELAC – Rowena Smith-Kersaint | LATTC – Nicole Flores |
| LAHC – Anthony Alvarez | LAVC – Brandon Lo |
| LAMC – Tara Ward-Thompson | WLAC – Marilyn Ingram |

President – Hazel Alonzo
Interim 2nd VP – Rowena Smith-
Kersaint
Treasurer – Kristine Ayvazyan

1st VP – Jo-Ann Haywood
Interim Recording Secretary –
Yovanna Campos
Grievance Secretary – Troy L. Pierce

CALENDAR OF MEETINGS

Future team meeting dates:

04/01/2022
04/05/2022
04/12/2022
04/19/2022
04/22/2022
04/26/2022
04/29/2022

Future Bargaining Dates:

04/05/2022
04/15/2022

TABLE OF CONTENTS (ARTICLES)

ARTICLE 1, PREAMBLE

ARTICLE 2, EXCLUSIVE REPRESENTATIVE

ARTICLE 3, NON-DISCRIMINATION, EQUAL EMPLOYMENT
OPPORTUNITY AND DIVERSITY, AMERICANS WITH
DISABILITIES, SEXUAL HARASSMENT, AND HARASSMENT
(NONSEXUAL)

ARTICLE 4, BOARD OF TRUSTEES RIGHTS AND
RESPONSIBILITIES

ARTICLE 5, GENERAL PROVISIONS

ARTICLE 6, AFT RIGHTS

ARTICLE 7, PAYROLL DEDUCTIONS

ARTICLE 8, WORK ENVIRONMENT

ARTICLE 9, UNIFORMS, TOOLS AND PERSONAL PROPERTY

ARTICLE 10, VACATION

ARTICLE 11, HOLIDAYS

ARTICLE 12, HOURS AND WORKWEEK

ARTICLE 13, LAYOFF

ARTICLE 14, TRANSFER AND REASSIGNMENT

ARTICLE 15, CLASSIFICATION AND RECLASSIFICATION

ARTICLE 16, PROCEDURE FOR PERFORMANCE EVALUATION

ARTICLE 17, PROFESSIONAL DEVELOPMENT AND RETRAINING

ARTICLE 18, PERSONNEL FILES

ARTICLE 19, LEAVES AND ABSENCES

ARTICLE 20, CONFERENCE/CONVENTION ATTENDANCE

ARTICLE 21, HEALTH AND WELFARE MASTER BENEFITS
AGREEMENT (JLMBC)

ARTICLE 22, GRIEVANCE PROCEDURE

ARTICLE 23, WAGES AND SALARIES

ARTICLE 24, COMMITTEES/SHARED GOVERNANCE

ARTICLE 25, EMPLOYEE ASSISTANCE PROGRAM (EAP)

ARTICLE 26, AIR QUALITY MANAGEMENT DISTRICT (AQMD)
COMPLIANCE

ARTICLE 27, TERM OF AGREEMENT AND RENEGOTIATIONS

All Appendices

NEGOTIATIONS 101

BARGAINING PROCESS

Both sides will come to the table with proposals. Proposals will be discussed and modified until tentative agreements are reached. Assuming an agreement can be reached, the contract will be recommended for ratification by the members.

SUNSHINING

Both parties present the topics they want to bargain. Either side can open any and all articles.

NEGOTIATIONS

Both sides sit down with legal obligation to bargain in good faith to attempt to reach agreement.

CAUCUS

When there needs to be a break in negotiations at the table and a private conversation needs to be held away from management for a consensus.

IMPASSE

Either side can declare the talks are deadlock, which leads to mediation. A state appointed mediator tries to get the two sides to reconcile their differences. If not successful, the mediator will send the parties to fact-finding.

FACT-FINDING

A fact-finding panel will issue a report with recommended terms of settlement, but the parties don't have to agree to it.

AFT 1521A CAN STRIKE - DISTRICT CAN IMPOSE

If no agreement is reached, LACCD can legally and unilaterally impose its last, best and final proposals. AFT1521A can legally hold a job action, including a strike.