

# AFT STAFF GUILD

## 2021 NEGOTIATIONS

### NEWSLETTER 07/16/21



#### NEGOTIATIONS 2020 – 2023 IN PROGRESS

We are negotiating a successor agreement to the contract that will end on June 30, 2021. Both parties are currently meeting with their bargaining teams and developing proposed article language.

#### NEGOTIATING TEAM

Staff Guild Co-Chairs Anthony Alvarez and Jo-Ann Haywood  
Chief Negotiator Ahrien T. Johnson, CFT Field Representative

LACC – Yovanna Campos

LAPC – Kristine Ayvazyan

District – Patrick Reed

LASC – Damien Danielly

ELAC – Rowena Smith

LATTC – Nicole Flores

LAHC – Anthony Alvarez

LAVC – Brandon Lo

LAMC – Tara Ward-Thompson

WLAC – Marilyn Ingram

President – Hazel Alonzo

1<sup>st</sup> VP – Jo-Ann Haywood

2<sup>nd</sup> VP – Vacant

Interim Recording Secretary – Yovanna Campos

Treasurer – Kristine Ayvazyan

Grievance Secretary – Troy L. Pierce

#### WHAT'S HAPPENING

##### Update:

**The representative from Pierce College stepped down as co-chair and rep. Kristine Ayvazyan was appointed by the President to represent Pierce College as written in the Constitution & Bylaws Section 4B. The representative from Harbor College, Anthony Alvarez, was nominated as the new co-chair of the committee.**

##### Return to Worksite MOU Update:

**The union signed the return to worksite MOU on June 29, 2021. Our previous MOU from August 2020 expired as of June 17, 2021 since CalOSHA and LACDPH removed all safety mandates. Each campus will have a phase-in process with a 5-day notice to employees. Please continue to stay safe and inform your campus leadership of any issues/concerns.**

**The committee has completed draft language for a telecommuting article and is working on language for progressive discipline.**

## CALENDAR OF MEETINGS

Future meeting dates:

7/20/2021	08/06/2021	08/24/2021
7/23/2021	08/10/2021	08/27/2021
7/27/2021	08/13/2021	08/31/2021
7/30/2021	08/17/2021	
08/03/2021	08/20/2021	

## 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.