

AFT STAFF GUILD

2021 NEGOTIATIONS

NEWSLETTER 09/10/21



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

1st VP – Jo-Ann Haywood

2nd VP – Vacant

Interim Recording Secretary – Yovanna Campos

Treasurer – Kristine Ayvazyan

Grievance Secretary – Troy L. Pierce

WHAT'S HAPPENING

The Negotiations Team had an initial introductory meeting with the Management Team on August 13th and exchanged a draft of ground rules. The Team met with Management on September 3rd to finalize ground rules and kick off negotiations. Initial proposals for Articles 6, 8, 10, 11, 12, 13, 20, and 25 were presented by both sides. Counter proposals will be presented at the next meeting.

CALENDAR OF MEETINGS

Future team meeting dates:

09/14/2021

10/12/2021

09/21/2021

10/19/2021

09/28/2021

10/26/2021

10/05/2021

10/08/2021

Future Bargaining Dates:

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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.