

AFT STAFF GUILD

2021 NEGOTIATIONS

NEWSLETTER 10/26/21



NEGOTIATIONS 2020 – 2023 IN PROGRESS

- Our salary proposal was presented to management on October 22, 2021.
- Our salary proposal will:
 - increase the starting rate at all steps
 - increase career/longevity steps
 - increase salary steps for everyone including a COLA
- Unit 1 employees are dedicated and committed to the students that we serve in the District, are highly educated, face challenges for reclassification and promotion, and we want to make sure that everyone has a living wage.
 - Unit 1 employees have an average of 11.5 years of District service.
 - Unit 1 employees have an average of 8.3 years in the same classification.
 - Unit 1 employees have an average of 8.6 years at Step 5.
 - Only 35 Unit 1 employees have been promoted since 2011.
 - An average of 8 Unit 1 employees have been reclassified per year since 2011.
- In making our salary proposal presentation, we emphasized to the District that our proposal would help them further its own mission to “fulfill its commitment to the community to improve the social welfare of the region, to enhance the local economy, to close persistent equity gaps, and to prepare future community leaders”.
- The management team did not have an immediate response to our proposal, but we anticipate a response in an upcoming session.
- Management proposed the removal of the reclassification process using the performance evaluation under Article 16. This would eliminate an avenue to reclass for our members. After our salary proposal highlighted how difficult it is for us to reclassify, management’s intent to eliminate this process is not acceptable.

COLA

- Cost of living adjustment is intended to keep our salaries at pace with fluctuations in everyday life expenses. This is not intended to substantially raise our income level. It keeps you from falling below a certain level.
- COLA is part of the comprehensive negotiations related to salary, benefits, and working conditions currently taking place.
- COLA will be retroactive to July 1, 2021.
- COLA will be paid out after contract negotiations have been completed and members vote to ratify the contract.

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

Interim 2nd VP – Rowena Smith

Interim Recording Secretary – Yovanna Campos

Treasurer – Kristine Ayvazyan

Grievance Secretary – Troy L. Pierce

WHAT'S HAPPENING

The Negotiations Team met in-person with the Management Team on October 22nd at Los Angeles Harbor College to present remaining article proposals.

CALENDAR OF MEETINGS

Future team meeting dates:

10/29/21

11/12/2021

11/2/2021

11/30/2021

11/5/2021

11/9/2021

Future Bargaining Dates:

11/19/2021

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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.