

AFT STAFF GUILD

2021 NEGOTIATIONS

NEWSLETTER 11/03/21



NEGOTIATIONS 2020 – 2023 IN PROGRESS

ARTICLE 23 WAGES AND SALARIES

- Our salary proposal was presented to management on October 22, 2021.
- Management intends to present their counter proposal to Article 23 Wages & Salaries on November 19th.
- Our [presentation slides](#) that were presented to management on October 22nd (thanks to Brandon Lo for putting this all together!) give information about how Unit 1 employees are dedicated and committed to the students that we serve in the District.
 - 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.

ARTICLE 17 PROFESSIONAL DEVELOPMENT AND RETRAINING

- We proposed to increase the funds for both professional development and tuition reimbursement. Management said it was too much of an increase, but that they would be open to an increase from the current amount.
- We want unused funds to rollover year to year. Management wants to sweep funds at the end of each year.
- Management believes that the current tuition reimbursement process is working. We have communicated to them that the process needs to be revamped since it takes too long to receive communication about approvals, employees get waitlisted when funds are still available, and the reimbursement process takes too long.
- We will continue to negotiate over this.

ARTICLE 14 TRANSFER AND REASSIGNMENT

- Our contract currently requires management to provide a 20-day written notice for transfers and reassignments. Management wants to reduce that to 15 days to make it easier to move people. We do not agree.

ARTICLE 5 GENERAL PROVISIONS

- In regard to vacancies in this article, we proposed that management notifies the union about any vacancies of 30 days or more. Management wants to only notify us when vacancies are open 60 days or more.
- We also proposed to have the discussion about vacancies during consultation with Presidents and/or District Management. We believe in a collaborative process to resolve vacancies and resulting workload issues.
- It is disappointing that management responded that the current process is sufficient to resolve issues about potential vacancies.

- We all know that vacancies are staying open longer and current employees are doing more work.
- We do not agree that the status quo is sufficient; we will continue to negotiate over this.

General Membership Meeting

- On Saturday, November 20th from 10AM - 12PM we will hold a Membership Meeting. It will be held virtually. This is a very important meeting in which we will give an update on Board policies 2800/2900 (masks, vaccines, and testing) and an update on negotiations of our collective bargaining agreement.
- Registration is required in advance. Registration will close on Friday, November 19th at 5:00 pm so please be sure to register before that time if you intend to attend the meeting. Members can [register](#) here.
- Once registered please do not share your registration link with others as we must confirm membership status for each participant individually and you are issued a unique link when registering.

NEGOTIATING TEAM

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

LACC – Yovanna Campos

District – Patrick Reed

ELAC – Rowena Smith

LAHC – Anthony Alvarez

LAMC – Tara Ward-Thompson

President – Hazel Alonzo

Interim 2nd VP – Rowena Smith-
Kersaint

Treasurer – Kristine Ayvazyan

LAPC – Kristine Ayvazyan

LASC – Damien Danielly

LATTC – Nicole Flores

LAVC – Brandon Lo

WLAC – Marilyn Ingram

1st VP – Jo-Ann Haywood

Interim Recording Secretary – Yovanna
Campos

Grievance Secretary – Troy L. Pierce

WHAT'S HAPPENING

The Negotiations Team met with the Management Team on October 29th to present counter proposals.

CALENDAR OF MEETINGS

Future team meeting dates:

11/5/2021

11/9/2021

11/12/2021

11/30/2021

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.