

AFT STAFF GUILD

2021 NEGOTIATIONS

NEWSLETTER 11/30/21



WHAT'S HAPPENING

The Negotiations Team met with the Management Team on November 19th at West Los Angeles College to present counter proposals.

Management presented their salary counter: COLA of 5.07% was the only thing offered. We are not accepting that. We will continue to fight for a fair and livable wage.

Here's what our proposal regarding wages would mean versus what the District has offered as a counter proposal:

	US	THEM
COLA	5.07% COLA for 2021 retroactive to July 1, 2021 COLA as funded by the state in subsequent fiscal years	5.07% COLA for 2021, not retro COLA only IF the state funds a COLA in subsequent fiscal years
SALARY	<ul style="list-style-type: none"> • Establish a living wage floor • More steps to the scale • 30% salary increase over the course of three years (10% per year) • 75% of our members who are currently at STEP 5 will be given additional steps to go to • 54 members who currently make below the LA Living Wage of \$19.35 (MIT Institute of Urban Policy; 2021) will see a 43% salary increase where their salary will be set at the living wage of \$19.35 • By fiscal year 2022-2023 all members will on average see a salary increase of 19.3% 	None

Why are we Asking for These Things?

- Unit 1 members have one of the lowest turnover rates in the District and we have high average years in District and current classification.
- Very few opportunities to move up the career ladder.

- Unit 1 members are highly educated with 851 members (approximately 63%) having an educational differential.
- Last 10 years of COLA have barely kept up with inflation over the same period of time.

On Saturday, November 20th nearly 200 members of the Staff Guild attended a virtual membership meeting to get an update on negotiations; to see the summary of all outstanding issues being discussed in negotiations [click here](#). We deserve a Fair Contract now!

While a number of issues are still outstanding and being bargained, tentative agreements have been reached on the following articles:

- Article 1, Preamble
- Article 2, Exclusive Representative
- Article 4, Board of Trustees Rights & Responsibilities
- Article 7, Payroll Deductions
- Article 21, Health & Welfare Master Benefits Agreement (JLMBC)
- Article 25, Employee Assistance Program (EAP)
- Article 26, Air Quality Management District (AQMD) Compliance
- Article 27, Term of Agreement & Renegotiations

WHAT WE NEED—UNITED FOR A FAIR CONTRACT

Wear Blue on Our Next Negotiations Day: Monday, December 6th

Let's show our unity and solidarity with our Negotiations Team by wearing BLUE the next time our negotiations team meets with the management team — Monday December 6th.

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).

We are asking members to share what a fair contract would mean for you: bit.ly/1521ATestimonials

Bargaining Action Team (BAT)

Want to get more involved in working together to win a great contract? The BAT team stays in the know about what is happening at negotiations, shares that information at their campuses and coordinates district-wide to engage members in collective action to win a fair contract now.

If you are interested in joining the BAT (Bargaining Action Team), please email Irene Lopez at ilopez@aft1521a.org

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-Kersaint

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-Kersaint

Interim Recording Secretary – Yovanna Campos

Treasurer – Kristine Ayvazyan

Grievance Secretary – Troy L. Pierce

CALENDAR OF MEETINGS

Future team meeting dates:

12/03/2021

01/11/2022

12/07/2021

01/14/2022

12/10/2021

01/18/2022

12/17/2021

01/25/2022

Future Bargaining Dates:

12/06/2021

01/21/2022

01/28/2022

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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.