

# AFT STAFF GUILD

## NEGOTIATIONS

### NEWSLETTER 1/25/22



#### WHAT'S HAPPENING

The Negotiations Team met with the Management Team on January 21<sup>st</sup> to present counter proposals.

The Guild presented an updated salary proposal to management that includes the cost of COLA and increases per year in salaries, increments, and differentials. Our team did a comprehensive analysis of Unit 1 salaries, inflation, promotional opportunities, etc. to develop a proposal that addresses the myriad of issues regarding wages. President Alonzo impressed upon management that it is time to show respect and bargain in good faith by reading the entire proposal and the full context. A simple response of just offering COLA does not show that management took any time to take our proposal into consideration nor the reality that our unit members face. District does not want to consider our proposal because they do not want to do the work of analyzing our asks.

In discussion, management raised their concern that our proposal would affect other units because the District would look to passing on what we win to other units for parity and fairness. While we appreciate management raising parity and fairness in our situation, the District did not give us the same respect when they dealt with other units on economic or reopening issues.

	US	THEM
<b>COLA</b>	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 COLA only IF the state funds a COLA in subsequent fiscal years
<b>SALARY</b>	<ul style="list-style-type: none"> <li>Establish a living wage floor</li> <li>More steps to the scale</li> <li>27% salary increase over the course of three years (10% for year 1, 9% for year 2, 8% for year 3)</li> <li>75% of our members who are currently at STEP 5 will be given additional steps to go to</li> <li>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</li> <li>By fiscal year 2022-2023 all members will on average see a salary increase of 19.3%</li> </ul>	None

Even though there is not an agreement on the totality of the salary proposal, there is an agreement in principle on the 5.07% COLA for the 2021-2022 fiscal year. While we appreciate the agreement in principle over COLA, we will continue to bargain on the other issues because COLA is not a raise. COLA only averages to about \$100 per month, pre-tax.

While several issues are still outstanding and being bargained for, 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 & Renegotiation

Article	Status
Article 9 UNIFORMS, TOOLS AND PERSONAL PROPERTY	- Tentative agreement reached; <b>we more than tripled the reimbursement amount for protective footwear from \$50 to \$160!</b>
Article 5 GENERAL PROVISIONS	- Tentative agreement reached; no substantial change
Article 15 CLASSIFICATION AND RECLASSIFICATION	- Tentative agreement reached; have added language that unit members can appeal examination decisions directly to the Personnel Commission

## WHAT WE NEED—UNITED FOR A FAIR CONTRACT

### 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).

### Tell Your Story

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

### Attend the February 2nd BOT

Our unity is our strength. As we continue to work for safe working conditions and to bargain for a fair contract, it is time to show unity at the next Board of Trustees meeting. Please attend the February 2nd Board of Trustees. If you plan to attend and/or would like to speak at the BOT, let us know by confirming here: [bit.ly/Feb2BoT](https://bit.ly/Feb2BoT)

## NEGOTIATING TEAM

Staff Guild Co-Chairs Anthony Alvarez and Jo-Ann Haywood

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	1 <sup>st</sup> VP – Jo-Ann Haywood
Interim 2 <sup>nd</sup> VP – Rowena Smith-Kersaint	Interim Recording Secretary – Yovanna Campos
Treasurer – Kristine Ayvazyan	Grievance Secretary – Troy L. Pierce

## CALENDAR OF MEETINGS

Future team meeting dates:

01/25/2022  
2/1/2022  
2/4/2022  
2/8/2022  
2/11/2022  
2/15/2022  
2/22/2022  
2/25/2022

Future Bargaining Dates:

01/28/2022  
2/11/2022  
3/11/2022

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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.