

# AFT STAFF GUILD

## NEGOTIATIONS

### NEWSLETTER 2/25/22



#### WHAT'S HAPPENING

The Negotiations Team met with the Management Team on February 11<sup>th</sup> and February 25<sup>th</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.

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.

On February 28<sup>th</sup>, management came back and proposed COLA only again. They also proposed a change in educational differentials that was less than what we currently get! We informed them of such and that there is still much work to be done to even get close to an agreement. There was mention of bringing a third party to help negotiate this article in the future.

We deserve more and will not give up on fighting for what we deserve!

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 5, General Provisions
- Article 6, AFT Rights
- Article 7, Payroll Deductions

- Article 9, Uniforms, Tools, and Personal Property
- Article 10, Vacation
- Article 11, Holidays
- Article 14, Transfer and Reassignment
- Article 15, Classification and Reclassification
- Article 16, Procedure for Performance Evaluation
- 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 6 AFT RIGHTS	- Tentative agreement reached; Article 20 was incorporated into this article - Use of email will be allowed to issue Performance Evaluations, counseling memos, letters of reprimand and/or Notices of Unsatisfactory Service when issued in conjunction with a scheduled meeting
Article 10 VACATION	- Tentative agreement reached; requests for vacation can now be submitted electronically
Article 11 HOLIDAYS	- Tentative agreement reached; added Juneteenth holiday
Article 14 TRANSFER AND REASSIGNMENT	- Tentative agreement reached; an employee may submit a request to PC asking when their transfer or reassignment request will expire
Article 16 PROCEDURE FOR PERFORMANCE EVALUATION	- Tentative agreement reached; permanent employees shall be evaluated at least once each year by June 30 <sup>th</sup>

## 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 March 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 March 2nd Board of Trustees. If you plan to attend and/or would like to speak at the BOT, let us know by confirming here: <https://bit.ly/March2BoT>

## NEGOTIATING TEAM

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

LACC – Yovanna Campos

District – Patrick Reed

ELAC – Rowena Smith-Kersaint

LAHC – Anthony Alvarez

LAMC – Tara Ward-Thompson

President – Hazel Alonzo

Interim 2<sup>nd</sup> VP – Rowena Smith-Kersaint

Treasurer – Kristine Ayvazyan

LAPC – Kristine Ayvazyan

LASC – Damien Danielly

LATTC – Nicole Flores

LAVC – Brandon Lo

WLAC – Marilyn Ingram

1<sup>st</sup> VP – Jo-Ann Haywood

Interim Recording Secretary –  
Yovanna Campos

Grievance Secretary – Troy L. Pierce

## CALENDAR OF MEETINGS

Future team meeting dates:

3/1/2022

3/4/2022

3/8/2022

3/11/2022

3/15/2022

3/18/2022

3/22/2022

3/25/2022

3/29/2022

Future Bargaining Dates:

3/11/2022

3/25/2022

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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

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ARTICLE 18, PERSONNEL FILES

ARTICLE 19, LEAVES AND ABSENCES

ARTICLE 20, CONFERENCE/CONVENTION ATTENDANCE

ARTICLE 21, HEALTH AND WELFARE MASTER BENEFITS  
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ARTICLE 22, GRIEVANCE PROCEDURE

ARTICLE 23, WAGES AND SALARIES

ARTICLE 24, COMMITTEES/SHARED GOVERNANCE

ARTICLE 25, EMPLOYEE ASSISTANCE PROGRAM (EAP)

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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.