

Executive Board Meeting Minutes

Thursday, March 11, 2021

Via Zoom - 3:00 p.m.

Present: Officers: Suleman Ishaque, Troy Pierce, Hazel Alonso, JoAnn Haywood, Luz Nuñez, Kristine Ayvazyan | **City:** Yovanna Campos, Caroline Reyes, Mitchell Polin, Natalie Embrey, Caridad Ahorro | **District:** Victor Hugo Ortiz, La Shawn Duffin, Gloria Moreno, Mike Romo, Abraham Horowitz, Maynor Alvarez, Alfredo Melgoza, Winnie Aribuado | **East:** Rowena Smith- Kersaint, Maira Cruz, Alejandro De La Parra, Promise Williams, Julio Ortiz, Doris Zantizo, Rosalba Villalobos, Corena Lynn Wood | **Harbor:** Andy LaBrune, Ken Roberts, Anthony Alvarez | **Mission:** Tara Ward-Thompson (Interim), Faith Colt, Susan Ghirardelli, VoraPong Nimval | **Pierce:** Holly Hagan, Miguel Montañez, John Millhone, Melinda Ung, Grisel Garcia, Marina Ibarra, Randall Sparks, Dorlah Lawrence | **Southwest:** Cassandra Walker, Yvonne Owens, Safir Larios-Ramirez, Shauna Carter, Damien Danielly, Tasha Anderson | **Trade:** Lori Hunter, Kookie Williams, Monica Castillo, Nicole Flores, Jose Rosas, Bell, Vanessa Van Wagner | **Valley:** Lizbeth Martinez, Chad Baugher, Cyndi Maddren, Ayman Nusr, Jonathon Hooker | **West:** Jesse Saucedo, Tamara Washington, Alex Chen, Maritza Medina | **Retirees:** Pamela Atkinson, Donald Sontoiani, Fern Reisner

Absent: City: Vera Tylecek (Excused), Naira Sargsian | **District:** | **East:** Chris Stychinsky, Andrea Edwards, Jennifer Estrada | **Harbor:** Timothy Davis, Nola Timms, Teresa Gonzalez | **Mission:** Christine Dagdagan, Jena Barnes | **Pierce:** Lupita Narkevicius, Sean McDonald | **Southwest:** | **Trade:** Brandon Bell | **Valley:** Brandon Lo | **West:** Manuel Hakim, Rene Covarrubias Zavala

Guests: Alaina Patterson, Anush Jotyán, Abraham Jarquin, Bernadette Staine, Carem Ahorro, Carlos Flores, Cha-Zette Smith, Christian Burkhardt, Darrell Roberts, Denise Menjivar, Dionne Morrissette, Eduardo Jarquin, Erica Garcia, Eva Pang, Garrett Sasahara, Gennady Sadovsky, Ishkanoui Avanesian, James Fitzsimmons, Jeff Gilbert, Jennifer Estrada, Jerri Garcia, Jerry Tzeng, Jesus Ranon, Jim Acurso, Julie Pepe, Laney Ray, Laura Villegas, Leticia Rodriguez, Margaret Ayvazian, Maria Tolentino, Marian Murray, Mario Perez, Mark Tagawa, Michael Griggs, Milagros Castillo, Narbeth Minassian, Nicole F, Olga Hernandez, Pabla Rosales, Richard Flowers, Roman Juarez, Ross Taplin, Sheila Williams, Zaw Tun

Call to Order @ 3:07 p.m.

Adoption of Agenda – M/S/P – Abraham Horowitz/Cassandra Walker

Add item: Cope Session – PRO Act

- 1) Approval of Minutes (as amended):** - February 11 - M/S/P – Randall Sparks/Cassandra Walker
Minutes for subsequent meeting which e-board decided to have on a holiday, February 15, 2021, officers are still working on them since recording secretary was on vacation and will be available at next e-board meeting for approval.

2) Worksite Reports:

City - Submitted	District Office - Submitted	East LA – Submitted	Harbor - Submitted
Mission - Submitted	Pierce - Submitted	Southwest - Submitted	Trade-Tech. – Submitted
Valley - Submitted	West LA - Submitted	Retirees – No Report	

Any Action Items will be moved at the beginning of the agenda since Quorum has been established, and some members may need to leave early or cannot stay longer than the established time and Quorum may not be established at the end of the meeting.

3) Old Business: Staff Guild Logo – Update

Motion to table the Staff Guild Logo discussion – M/S/P – Abraham Horowitz/Holly Hagan (Y:19, N:2, A:1)

4) **New Business: E-Board Procedures – Jesse/Melinda**

Motion to adopt the procedures that were sent via e-mail – M/S/P – Yovanna Campos/Cassandra Walker (Y:23, N:1, A:2)

Motion to go into 15-minute close session to hear HRA information and have short discussion and vote– M/S/P – Abraham Horowitz/Chad Baugher (Y:23, N:1, A:0)

Motion to come out of close session (by unanimous consent) - M/S/P – Victor-Hugo Ortiz/ Cassandra Walker

Report from close session by Pres. Suleman: We discussed an option to rearranged our FSA and HRA. Currently we have to exhaust our balance of our HRA before we can use our FSA. There is a possibility to rearranged the order and use our FSA first and then dip into our HRA. The e-Board voted on this and we will be taking it back to the District to negotiate and hoping to do it with an MOU.

5) **Officers' Reports**

a) **Treasurer – K Ayvazyan** – Report Submitted. There is a discrepancy in the report when it was pulled. Treasurer displayed a new document; she did not want to send to e-board without an explanation. Discussions on the purchase of three cell phones per recommendation of our lawyer to meet CA employment law. Members concerns that these expenditures should have been brought to e-board for approval were discussed. More discussion on this as well as the other officers' reimbursement of cell phone usage will be brought to the Finance Committee. The Finance Committee will meet next Wednesday at 12:00 noon.

A member asked about a Balance Sheet to be provided to e-board together with the Profit and Loss Report. Treasurer reported that she can share that information with e-board if that was the will of the body.

Pres. Suleman informed the e-board that the letter received by the lawyer regarding the use of cell phones together with the monthly bills and how retainers work would be shared with e-board so that they could have all the information.

Motion to go extend meeting till 6:00 p.m. – M/S/P – Yovanna Campos/Cassandra Walker (Y:20, N:6, A:0)

Motion to move forward in the agenda – M/S/P – Maynor Alvarez/Cassandra Walker (Y:30, N:0, A:2)

Motion to skip officers' report and move on to the president's report M/S/P – Yovanna Campos/Victor-Hugo Ortiz (Y:23, N:2, A:1)

6) **President's Report**

a) **Bond Claim** – There will be a Membership meeting this coming Saturday, March 13. Purpose of the meeting will be to give them the facts and ask them if they would like to move forward with any legal action or not. The facts that will be provided to membership will be: 1) how much it might cost if we go with a lawsuit; 2) any guarantees of the outcome or not; 3) union finances, whether we can afford this or not; 4) have the membership guide the e-board if they want us to use that money for litigation or not

Motion to file criminal charges and bring them to the DA and determine if we have enough evidence to go against previous president criminally - M/S/P – Tara Ward-Thompson/Rowena Smith- Kersaint (Y:24, N:3, A:3)

- b) **Negotiations** – 2nd VP reported – Had the first meeting, chaired by Hazel. Training was the emphasis, had items to be sun shined, drafting a timeline and members given homework for next meeting. The team will be meeting every Tuesday, except for the 1st Tuesday of the month. The goal is to put something out rapidly. We have looked at a draft from last negotiation. Articles that will be open for discussion, and what was actually discussed at the last meeting will be on a newsletter. Have not figure out how the information will be communicated back to the campuses yet. This will be discussed at the next meeting.
- c) **TB Tests and COVID-19 Vaccines** – No other news on the TB Tests other than the next worksite will be East LA Campus. We are now eligible to get the vaccine against COVID-19 and there are many ways to scheduled your appointments. You only have to prove that you are an Educational employee. An LACCD ID or paystub is sufficient to prove this. District is given two days off to get this done. An ACR with a check on Work-Related/COVID Vaccine with a copy of vaccinated record should suffice. LA County may be moving into a Red Category as early as tomorrow. This means more relaxation from restrictions, and opening up K-12 schools. The chancellor will like to engage in a discussion on returning back to work. District would like to bargain with each union separately with Health and Safety to employees as the most important topic with a possibility to return to work in the Fall 2021 but things are changing quickly. Will be keeping you updated as things progressed.

Motion to go extend meeting till 7:00 p.m. if needed – M/S/P – Abraham Horowitz/ Rowena Smith- Kersaint Walker (Y:16, N:11, A:2)

A member shared that the Faculty Guild has a signed MOU with the District that they cannot mandate all faculty to come back to work if they are not comfortable, or if they have pre-existing conditions. Our union will be reviewing this MOU and see how it can be applied to our members as well. We have already written a formal request to the chancellor to discuss how COVID has affected our members but the chancellor has not responded yet. There was a scheduled meeting with the officers today to discuss this issue but since two officers were not present, we could not make a decision on the next steps to bring to you. We would like to ask them for a reimbursement of our expenses rather than a stipend.

Motion to go into COPE - M/S/F – Abraham Horowitz/ Mike Romo (Y:4, N:18, A:1)

- d) **District Update - IT Reorganization** - There has been a lot of discussion regarding a communication sent to some IT members that their jobs will be modified by District. There was a notification sent by District to Pres. Suleman and the officer dealing with Personnel Commission which is Joanne Haywood on Friday night, and sent to some IT members on Monday morning. Our union had a meeting that was extended to all IT members as well as chapter chairs with a consensus for the Personnel Commission (PC) to remove this item from their March 10 agenda. A letter was drafted and sent to PC but PC did not agree to our request. There was a call for all members to show up at the March 10 meeting. Pres. Suleman gave a detailed discussion of all the timelines, meetings and topics discussed between the Guild office and District about IT Reorganization to the e-board.

1st VP Alonzo went through the timelines again with exact dates since she had made the research and had conferred with a some of the officers. Some members were concerned to the lack of timely communication/transparency from Pres. Suleman to the e-board on this matter.

Motion for the Executive Board to issue a no confidence referendum per a roll call vote for the President of the AFT 1521A Staff Guild – M/S/P – Alex Chen/Victor Hugo Ortiz (Y:32, N:3, A:15)

Appeal the Decision of the Chair to deny a member to make a motion – M/S/P – Troy Pierce/ Shauna Carter (Y:18, N:6, A:0)

Motion to extend the meeting by 30 minutes - M/S/P – Melinda Ung/Victor Hugo Ortiz (Y:27, N:3, A:0)

Motion to remove all release time from union president - M/S/P – Yovanna Campos/ Rowena Smith-Kersaint Walker (Y:18, N:11, A:1)

SRP Reopener – District is reopening the Supplemental Retirement Program (SRP). Members have until April 30 to apply for this program. This doesn't apply to members that have already signed up for a previous SRP incentive. Members must resign by December 31.

Motion to make 1st VP given full release time effective March 12 - M/S/P – Rowena Smith- Kersaint/ Jesse Saucedo (Y:21, N:6, A:1)

7) Committee Reports

- a) **Finance Committee** – Email for the Finance committee to meet has been sent out by Irene. No further updates at this time.
- b) **Committee Reassignments** – The only committee that has been finalized at this time is the Negotiations Committee.
- c) **Election Committee** - Jesse Saucedo spoke about not certifying the elections for the following reasons: 1) election committee was not allowed to meet 2) was not able to verify that the email list was accurately 3) discrepancy in the way the election was held. Yovanna Campos spoke about requesting information to validate/verify information but was never given that information

Motion to extend the meeting until 8 pm if necessary – M/S/F - Natalie Embrey/Abraham Horowitz (Y:10, N:13, A:1)

Motion to accept the CFT results – M/S/P - Abraham Horowitz/Troy Pierce (Y:24, N:0, A:0)

Motion to extend meeting by 21 minutes - M/S/P - Rowena Smith- Kersaint /Abraham Horowitz (Y:13, N:12, A:0)

Motion to go into COPE session and release the guests - M/S/P - Abraham Horowitz/Tamara Washington (Y:9, N:2, A:0)

Abraham gave some information about the PRO Act which stands for Protecting the Right to Organize Act. This act expands various labor protections related to employees' rights to organize and collectively bargain in the workplace.

Motion to take some sort of action in support of this bill and come up with a plan/action on how we can do that - M/S/P - Abraham Horowitz/ Rowena Smith- Kersaint (Y:16, N:3, A:0)

Motion to come out of COPE - M/S/P – Yovanna Campos/Caroline Reyes (Y:14, N:0, A:0)

Meeting Adjourned – 8:08 p.m.

Respectfully submitted by:
Luz Nuñez, Recording Secretary