

AFT STAFF GUILD

2021 NEGOTIATIONS

NEWSLETTER 5/14/21



NEGOTIATIONS 2020 – 2023 IN PROGRESS

We are negotiating a successor agreement to the contract that will end on June 30, 2021. Both parties are currently meeting with their bargaining teams and developing proposed article language.

NEGOTIATING TEAM

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

LACC – Yovanna Campos

LAPC – Randy Sparks

District – Patrick Reed

LASC – Damien Danielly

ELAC – Rowena Smith

LATTC – Nicole Flores

LAHC – Anthony Alvarez

LAVC – Brandon Lo

LAMC – Tara Ward-Thompson

WLAC – Marilyn Ingram

President – Hazel Alonzo

1st VP – Jo-Ann Haywood

2nd VP – Vacant

Interim Recording Secretary – Yovanna Campos

Treasurer – Kristine Ayvazyan

Grievance Secretary – Troy L. Pierce

WHAT'S HAPPENING

The negotiating team has read and reviewed through Article 1 - Article 18. Edits have been proposed amongst the team and will be finalized before meeting with district management. Sub-committees have been created for further research into article language.

CALENDAR OF MEETINGS

Future meeting dates:

05/18/2021

06/04/2021

06/18/2021

05/21/2021

06/09/2021

06/22/2021

05/25/2021

06/11/2021

06/25/2021

06/01/2021

06/15/2021

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.