

AFT STAFF GUILD

2021 NEGOTIATIONS

NEWSLETTER 4/16/21



NEGOTIATIONS 2020 – 2023 IN PROGRESS

AFT Staff Guild and the Los Angeles Community College District began negotiations on February 26, 2021 and progress was made on several articles with clarification on implementation.

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 – Suleman Ishaque

1st VP – Hazel Alonzo

2nd VP – Jo-Ann Haywood

Interim Recording Secretary – Yovanna Campos

Treasurer – Kristine Ayvazyan

Grievance Secretary – Troy Pierce

WHAT'S HAPPENING

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.

CALENDAR OF MEETINGS

The team has met on these dates for bargaining prep and training:

02/26/2021

03/23/2021

04/09/2021

03/09/2021

03/30/2021

04/13/2021

03/16/2021

04/06/2021

04/16/2021

The team will continue to meet twice a week. The Board will receive our request to bargain at the May 19th Board of Trustees meeting.

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.