

AFT STAFF GUILD

2021 NEGOTIATIONS

NEWSLETTER 10/08/21



NEGOTIATIONS 2020 – 2023 IN PROGRESS

Article 6 AFT Rights

- District wants the union to provide all information and monthly deduction reports about membership without the union having the database access

Article 8 Work Environment

- District believes that the current status quo situation where classified staff do not have the same number of seats as other represented groups is sufficient; faculty controls this group
- We strongly disagree.
- We are proposing the creation of a Unit 1 WEC (UWEC).

Article 12 Hours and Workweek

- District wants to change your work shift without your consent.

Article 14 Transfer and Reassignment

- District wants to make it easier to move classified staff to different worksites.

Article 17 Professional Development and Retraining

- District wants Unit 1 members to bear the cost of retraining when new software is introduced.
- We have proposed for additional funds for professional development and that retraining costs come out of District funds, instead of Professional Development.

Article 18 Personnel Files

- District does not want to be responsible for lost files.
- They want to make it more difficult for employees to view their personnel files.
- District will make a “reasonable effort” to maintain the security of personnel files.

Article 19 Leaves & Absences

- District proposal seeks to update language that reflects current legislation; the District is excluding family members defined in the CFRA
- We are proposing to update Maternity Leave to include Paternity Leave

NEGOTIATING TEAM

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

LACC – Yovanna Campos

LAPC – Kristine Ayvazyan

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 Negotiations Team met with the Management Team on September 17th and September 24th. Proposals on Articles 1, 2, 3, 4, 5, 7, 9, 14, 15, 17, 18, 19, 22, and 24 were presented. Counter proposals will continue to be presented. The team will meet in-person on October 22nd to present remaining article proposals.

CALENDAR OF MEETINGS

Future team meeting dates:

10/12/2021

11/5/2021

10/19/2021

11/9/2021

10/26/2021

11/12/2021

10/29/21

11/30/2021

11/2/2021

Future Bargaining Dates:

10/22/2021

11/19/2021

TABLE OF CONTENTS (ARTICLES)

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.