AFT COLLEGE STAFF GUILD, LOCAL 1521A

Negotiations Bulletin #1

Contract 2014 – 2017
Local 1521A’s contract negotiations began November 2014 and progress was made on several articles with clarification on implementation. The Negotiating Team includes Chief Negotiator Velma J. Butler, for AFT 1521A along with the Union’s worksite representatives. Vice Chancellor Alberto Roman heads the management team for the LACCD.

Where We Stand at This Point
Local 1521A continues to emphasize the needs of the bargaining unit members and the importance of positive working conditions to enable classified members to continue to provide quality service for students.

Need for Fairness, Equity for All
Local 1521A continues to press for a contract that is fair and equitable for the work that the clerical technical unit does for the LACCD. Our union is a highly diverse group in terms of ethnicity, gender, education, skills and job classification.

Articles in Discussion
Article 6, AFT Rights — AFT proposed an increase in release time for contract implementation, enforcement and grievance processing.

Article 10, Vacation — No Change (signed-off).

Articles 11, Holidays — AFT proposed a full day the Friday of Spring Break and Native American Day.

Article 16, Procedure for Performance Evaluation — District proposed changes in evaluation system from the current two column model to a three column A, B, C model.

Article 17, Professional Development and Retraining — AFT proposed increase funding for Tuition Reimbursement and MOU certifications.

*Article 21, Health and Welfare — Master Benefits Agreement — Negotiated by the Joint Labor Management Benefits Committee (JLMBC).

*HRA approved for two years for $1500 (2015 and 2016)

*Article 23, Wages and Salaries — The District has presented a salary proposal and Local 1521A is reviewing all options.

*Salary agreement will be retroactive back to July 1, 2014.

Article 26, Air Quality Management District (AQMD) — AFT proposed to review standards and clarify implementation.

Signed-off Articles – NO CHANGE
Article 1, Preamble 2, Exclusive Representative 3, Non-Discrimination 4, Board of Trustees Rights and Responsibilities 5, General Provisions 7, Agency Shop 8, Work Environment 9, Uniforms, Tools and Personal Property 12, Hours and Overtime 13, Layoffs 14, Transfer and Reassignment 15, Classification and Reclassification 18, Personnel Files 19, Leaves and Absences 20, Conferences/Convention 22, Grievance Procedure 24, Committees/Shared Governance 25, Employee Assistance Program (EAP).

Role of 1521A – Contract Ratification
When negotiations conclude, the Negotiations Team will present a tentative agreement to the AFT 1521A executive board for approval; settlement is voted at member ratification and then approved by the Board of Trustees.

Negotiation Teams Needs Your Support
The negotiating team members have spent countless hours over the past several months preparing strategies to best represent all bargaining unit members. Every hour spent at the negotiations table requires many additional hours of preparation; collecting information, analyzing data, developing strategies, considering new approaches and possible compromises, and assessing the impact of each successive counterproposal on constituents.

Limit on Information Sharing
1521A Negotiating Team cannot reveal details about on-going negotiations because the Union and District agreed to strict ground rules prohibiting release of such information.

Establishing Catastrophic Illness Leave Bank
2011-2014 Contract Agreement
AFT and District have agreed to create
Catastrophic Illness Leave Bank – In Progress
Ground Rules
Ground rules also include the number of representatives from each worksite, scheduling of meetings and locations, setting agendas and cell phone etiquette.

Implications of Working Under an Expired Contract
Local 1521A’s contract expired June 30, 2014, but through agreement with the District the contract continues until a successor agreement is ratified. This contract extension includes all articles, health benefits provisions and contract protections.

Stay Informed
As negotiations proceed, Local 1521A members will be kept informed through regular website postings and mailings from President Butler. Periodic updates from our Union’s publications, “In Strength and Unity” and "Hot off the Press” will be sent to chapter chairs for distribution via emails, fliers and meetings.

Members are encouraged to regularly check 1521A website (www.local1521A.org) for postings.

Feel free to contact your worksite negotiating team member for further information or to submit questions or comments.

STAY IN TOUCH

Negotiations Schedule
March 27th  2 pm – 4 pm  AFT Office
April 8th  10 am – 12 pm  Trade Tech College
April 28th  10 am – 12 pm  Mission College

Negotiating Team Members
Pamela Atkinson, City
Mike Romo, District
Natalie Wong, East
Ken Roberts, Harbor
Dorothy Mundt, Mission
Greg Whaling, Pierce
Jerome Robertson, Southwest
Donald Santoianni, Trade Tech
Dorothy Bates, Valley
Sheila Jeter Williams, West; Co-Chief Negotiator
Velma J. Butler, Chief Negotiator
Sandra Lepore, Resource