



NEGOTIATIONS
UPDATE

03

February 2017

HEALTH
BENEFITS
TALKS BEGIN

03



www.AFT1521.org

MLK Jr. Labor Breakfast



Guild members celebrated the legacy of Martin Luther King Jr. at the Los Angeles Federation of Labor's annual Labor Breakfast on Jan. 14. (l. to r.) Mindy Chen, Dolores Huerta Labor Institute Director; Dr. Gabriel Buelna, Guild-endorsed candidate for LACCD Board of Trustees; Natalina Monteiro, Guild Political Director; Joanne Waddell, Guild President; and Tema Staig, Strategic Campaign Initiative organizer.

Special Election for ELAC Chapter President

Notice to East Los Angeles College Guild members:

A special election for a new ELAC Chapter President is being conducted between January 30 and March 10, 2017. Watch for mail at your home address for details and deadlines.

This election is being conducted to fill the vacancy created by the resignation of Armida Ornelas, who has taken a position with the District as a Vice President of Continuing Education and Workforce Development.

The Faculty Guild thanks Armida for her years of service to the Faculty Guild as ELAC's Chapter President, Faculty Guild Chief Negotiator, and JLMBC Chair, and wishes her every success in this new phase of her career.

The Faculty Guild also thanks Executive Board delegate Michele Benjamin for stepping up as interim chapter president at East during the election process, per our by-laws. "As an E Board member, I learned about faculty rights and am working to ensure a good working environment at East and advocate to ensure those rights," Benjamin said.

NEGOTIATIONS
UPDATE

03

Crucial Election - You Can Help Us Win!

The outcome of the March 7th election is of great importance to faculty – helping to elect our Guild-endorsed candidates for the Board of Trustees is vital to ensure that we win a fair contract and receive much-needed funding for our colleges. Why do we need your help? Because this is a low-turnout election and many of your colleagues, friends, and neighbors are not well informed about the candidates. They rely on you to advise them. After many interviews and discussions, the Faculty Guild endorsed these candidates, who are committed to working with us to achieve our goals:

- **Seat #2 Steve Veres** – Former LACCD trustee from 2011-2015, instructor at Trade-Tech and UCLA, Deputy Chief of Staff for CA State Senate President Pro Tem Kevin de León
- **Seat #6 Dr. Gabriel Buelna** – Lecturer in Chicana/o Studies at CSUN and Executive Director of Plaza Community Services, a nonprofit social services agency serving Boyle Heights, downtown, and East L.A.

"These two candidates have demonstrated the ability to build effective partnerships and collaborate with their colleagues," said

Continued on page 4

Retirement Incentive

The hottest topic of conversation on our campuses this semester is the retirement incentive the District is offering for all employee groups. To be eligible for the "SRP" (for "Supplemental Retirement Plan"), the incentive vehicle), the following criteria must be met:

- Eligible faculty are 50 years or older with at least 5 years of creditable service in CalSTRS.
- Faculty must submit paperwork between April 10 and April 28 to indicate their desire to resign from the District and retire from CalSTRS at the end of the spring 2017 semester. Once accepted, faculty may not rescind their resignation unless the Board decides to cancel the plan.
- Packets for eligible faculty are being sent to eligible faculty members' homes by the end of February.

The District will provide:

- A stipend of 75% of your final base salary with various payment options available, including an annual lump sum payment for five years and monthly payments spread over 5 to 15 years. Options also include designating a beneficiary.

Continued on page 3

President's Message



Guild President
Joanne Waddell

Vote for Steve Veres for LACCD Trustee Seat #2 and Gabriel Buelna for LACCD Trustee Seat #6

The direction of the LACCD is at stake in the March 7 election. In an election in which less than 20% of the electorate will turn out, your vote is crucial. A few hundred votes may determine the outcome of this "highest vote-getter" election. The Trustees who win will be in place for the next 5 ½ years (not 4 years) due to Charter Amendment 1 passed in 2015 – so the impact of this election on the direction of our District is even greater. Your friends, family, and neighbors are counting on you to advise them about the Trustee races. Maximize your ripple

effect by urging them to vote for:

Steve Veres for LACCD Trustee Seat #2 and Gabriel Buelna for LACCD Trustee Seat #6

With so much around us in turmoil – in the White House, in the halls of Congress, in the media, in the streets – it is easy to get caught up in the big political picture. And our voice is needed.

But for the next two weeks your voice is needed on a very local level – to elect:

Steve Veres for LACCD Trustee Seat #2 and Gabriel Buelna for LACCD Trustee Seat #6

There is nothing on the March 7 ballot that will

impact our work lives more than the Trustee races because the Board of Trustees directly affects

- The outcome of our contract negotiations, including salary and benefits (and that includes the HRA for full time faculty and improved benefits for adjunct faculty)
- The budget allocation for your campus
- Decisions about how recently voter-approved Measure CC funds will be used

After several rounds of interviews, the Faculty Guild enthusiastically endorsed two outstanding candidates who are experienced, pro-labor, and pro-public higher education:

Steve Veres for LACCD Trustee Seat #2 and Gabriel Buelna for LACCD Trustee Seat #6

You can read about the candidates in the article on page 1 and you can share your Guild's endorsements with family, friends, and neighbors at www.aft1521.org

On March 7 vote in the best interests of the LACCD's students, employees, and future. Vote for:

Steve Veres – LACCD Trustee Seat #2 and Gabriel Buelna – LACCD Trustee Seat #6

In unity,
Joanne

AROS Day of Action



Faculty and students at local public schools took part in the Alliance to Reclaim Our Schools (AROS) Day of Action on January 19th around the country. LACCD faculty participated at neighboring campuses. AROS is an effort to connect faculty, staff, students and community in the promise of public education. Above, AFT Local 1521 President Joanne Waddell (left) with Executive Board member Kathleen Yasuda of Trade Tech.

Motions Passed by the Executive Board

December 13, 2016

- Approved the minutes of November 15, 2016
- Approved the COPE report, endorsements, and contributions
- Endorsed Paul Koretz for Los Angeles City Council 5th District and contributed \$700 to his campaign
- Endorsed Imelda Padilla for LAUSD Board Seat 6 and contributed \$1100 to her campaign
- Endorsed Gabriel Buelna for Seat #6 on the Board of Trustees
- Agreed to go open for Seat #4 on the Board of Trustees
- Moved \$600,000 from the COPE account to the coalition to elect our endorsed candidates for the LACCD Board of Trustees

Staff Box

The newsletter of the
LA College
Faculty Guild

Local 1521, CFT/AFT, AFL-CIO
3356 Barham Blvd., LA, CA 90068

Ph (323) 851-1521
Fax (323) 851-0443
www.AFT1521.org

Editor: Deborah Kaye
Managing Editor: Robert Fulton
Art Director: Michael Teitelbaum
Writer: Michael Messina

Read On is produced by Senders Communications Group.
For more information, call 818-884-8966 or visit www.sendersgroup.com



Find Us On Facebook!
www.facebook.com/AFT1521

AFT 1521

Negotiations Update

The Guild's 17-member negotiating team – representatives from each campus, the Adjunct Faculty Issues Committee, and non-classroom faculty – have been meeting over the last few months to analyze the results of surveys sent to faculty in the fall and suggestions made at meetings held on the campuses.

"The team has identified issues that are important to faculty and is gathering information to begin crafting proposals for positive changes," said Louise Barbato, the Guild's Chief Negotiator.

The union team and the management team held its first joint meeting on Feb. 10 to go over ground rules and set future meeting dates. Negotiations are expected to be concluded by the end of the spring semester.

Watch for Loud and Clear bulletins to stay updated on our progress.

RETIREMENT

(Continued from page 1)

"For those eligible faculty who are ready to retire, the incentive is something to consider thoughtfully," noted Joanne Waddell, Guild President. "Faculty contemplating retirement should contact CalSTRS immediately and make an individual appointment to verify their pension status. Faculty also need to carefully verify their medical benefits status with the LACCD since only those with 20 years of full time service in the LACCD will have 100% of their premiums paid by the District."

Informational sessions are taking place on every campus over the next month.

LOS ANGELES COMMUNITY COLLEGE DISTRICT

**PUBLIC
AGENCY
REIMBURSEMENT
SERVICES** PARS
TRUSTED SOLUTIONS. LASTING RESULTS.

You are invited to attend one of these identical SRP Group Informational Orientation Meetings.

Tuesday, February 14, 2017:
LA Pierce College – Great Hall
(6201 Winnetka Ave, Woodland Hills, 91371)
10:00 am – 11:00 am
4:00 pm – 5:00 pm

Wednesday, February 15, 2017:
East LA College – S2 Building Recite Hall
(1301 Avenida Cesar Chavez, Monterey Park, 91754)
11:00 am – 12:00 pm
6:30 pm – 7:30 pm

Thursday, February 16, 2017:
West LA College – Fine Arts Auditorium Room 100
(9000 Overland, Culver City, 90230)
10:00 am – 11:00 am
4:00 pm – 5:00 pm

Tuesday, February 21, 2017:
LA Mission College – Arroyo Room
(13356 Eldridge Ave, Sylmar, 91342)
11:00 am – 12:00 pm
3:00 pm – 4:00 pm

Wednesday, February 22, 2017:
LA Harbor College – Seahawk
(1111 Figueroa Pl, Wilmington, 90744)
4:00 pm – 5:00 pm
7:00 pm – 8:00 pm

ADDITIONAL MEETINGS LISTED ON OTHER SIDE OF PAGE

PARS • 4350 Von Karman Avenue, Suite 100, Newport Beach, CA 92660 • (800) 731-7884 • Fax (877) 734-6220 • plansupport@pars.org

Health Benefits Talks Have Begun

The Guild has just entered into negotiations with the District on the Master Benefits Agreement. Front and center in the discussions are the Guild's call for a continuation of the Health Reimbursement Accounts (HRAs) for full-time employees and expanded access to health benefits and increased District contributions to premiums for adjunct faculty.

Employees did not receive the 3rd year of the HRA in January due to an expected "Cadillac tax" on plans such as ours. When the tax did not take effect, in May the Guild asked the Board to negotiate. Finally, thanks to continued pressure from the Guild and sister unions, the Board agreed at its December 7th meeting to come to the table. Negotiations on health benefits for all employee groups take place annually and are separate from contract negotiations, which occur every three years.

Watch for Loud and Clear bulletins with updates on our progress.

Thursday, February 23, 2017:
LA City College – Student Union 3rd Floor Multipurpose Room
(855 N Vermont Ave, Los Angeles, 90029)

10:00 am – 11:00 am
6:00 pm – 7:00 pm

Friday, February 24, 2017:
ESC – District Office Board Room
(770 Wilshire Blvd, Los Angeles, 90017)

3:00 pm – 4:00 pm

Monday, February 27, 2017:
LA Southwest College – Room SOCTE 127
(1600 W Imperial Hwy, Los Angeles, 90047)

10:00 am – 11:00 am
5:30 pm – 6:30 pm

Tuesday, February 28, 2017:
LA Valley College – Monarch Hall
(5800 Fulton Ave, Valley Glen, 91401)

10:00 am – 11:00 am
7:00 pm – 8:00 pm

Wednesday, March 1, 2017:
LA Trade Tech – TE101
(400 W Washington Blvd, Los Angeles, 90015)

10:00 am – 11:00 am
5:30 pm – 6:30 pm

The meetings are designed to answer questions about the plan, the enrollment materials, and the enrollment procedures.

If you are interested in participating in the SRP, please attend one of the meetings. Spouses and financial advisors are welcome.

Please bring your SRP enrollment packet to the meeting you attend.

If you have any questions regarding the SRP, please call the PARS Plan Support Department at (800) 731-7884 or plansupport@pars.org.

PARS • 4350 Von Karman Avenue, Suite 100, Newport Beach, CA 92660 • (800) 731-7884 • Fax (877) 734-6220 • plansupport@pars.org

JLMBC Report

Silver&Fit for All

Getting older doesn't have to mean getting slower, thanks to a program called Silver&Fit, now available to district employees who have medical insurance through Kaiser Permanente.

The Silver&Fit program provides access to local participating fitness facilities and educational material that includes a wide variety of ways to stay healthy both at the gym and at home. This means access to strength-training and cardio equipment, pools, exercise classes, saunas and more.

By Bill Elarton-Selig
AFT Executive VP & Chair of the JLMBC

A home option is also available for those who do not want to go to a facility. Home kits include yoga, tai chi, stress management, cardio and strength, among others.

Don't forget to get out there and mingle with the Silver&Fit social activities, and stay up to date with the quarterly newsletter.

To learn more, call 877-427-4788 or visit www.silverandfit.com

Student Interns



Members of the AFT 1521 Intern Program participated in a two-day political action workshop/conference in Santa Cruz in February.

ELECTION

(Continued from Page 1)

Joanne Waddell, Guild President. "They have a clear understanding of the state budget process and the common sense and decorum befitting elected officials." Help us win this election! Here's what you can do:

- Distribute the "Dear Friend" postcards that you received in the mail to family, friends and neighbors. You can distribute an electronic version from our website www.AFT1521.org.
- Talk to your colleagues, friends, and neighbors. Let them know how important the Trustees are as leaders who make important policy decisions impacting our faculty, staff, and students.

- Help us call our members and other teachers who live in the L.A. District.
- Use Social Media – Facebook, Twitter, email, texts, Instagram – whatever works to spread the word. Share the "Dear Friend" card on the AFT 1521 Facebook page.

This election is too important to sit on the sidelines. Most of the votes cast will be Vote-by-Mail, so we must act quickly. There will be no run-off in this race – the highest vote getter in each seat on March 7 wins! This is the only chance to elect our endorsed candidates.



Dr. Gabriel Buelna



Steve Veres

L.A. Women's March



In solidarity with thousands of people in Los Angeles and across the country, members of the Faculty Guild marched downtown on Jan. 21 at the Women's March. The show of unity was held the day after Donald Trump's inauguration as a demonstration in opposition to his regressive policies and misogynistic statements.