

On Wednesday, 10/11 the LBCCFA Negotiations Team met with the District for the second full day of discussion of bargaining this academic year. The District presented its counter proposal to LBCCFA's package proposal presented on 9/27. Progress continues to be made at the bargaining table. While there is still work to be done to help the parties move toward resolution. The District has acknowledged that in order to reach conclusion, any agreement must include contractual improvements that address the LBCCFA's membership's priority areas. This is thanks to the advocacy work of faculty with LBCC administration leadership around salary, lecture/lab parity, department head workload as well as other areas. The following issues were discussed on 10/11/17.

Article VII: Fringe Benefits

- a. LBCCFA and the District agreed to maintain the current contract language

Article VIII: Working Conditions D. 1. Compliance

- a. The District agreed to additional language proposed by LBCCFA regarding campus and classroom safety efforts

Article X Evaluation:

- a. The District agreed to maintain to maintain the status quo that department heads serve as chair of tenure review committees
- b. Evaluation Timeline: The District proposed that HR distribute a recommended timeline for the Tenure Review Committees to follow for the subsequent academic year by *the last day* of the spring semester. A copy of the recommended timeline will also be provided to the LBCCFA President. The Tenure Review Committee may adopt and/or modify the proposed timeline throughout the process as long as all Tenure Review Committee activities, including the Board of Review, are completed by *March 1st*.

Article XI: Hours of Employment and Service Load

- a. The District agreed to the current contract language regarding minimum class size.
- b. The District and LBCCFA continue to discuss greater lecture/lab parity.

Article XII: Salary

a. The District and LBCCFA made important progress in discussing faculty salary increases including both retro and on-schedule increases. In preparation for the next session, LBCCFA continues to review the budget and salary data in order to achieve a fair faculty salary increase and address all member needs.

Article XIII: Department Heads

- a. The District and LBCCFA had a productive exchange regarding reassigned time minimums and compensation in recognition of our department heads' workloads.
- b. The District proposed that area deans be responsible for hiring classified staff but department heads may still provide input on classified staff evaluations as requested by the administrator conducting such evaluations. This change will not alter the current department head formula for reassigned time. The District stated that the intent of this proposal was to address issues around evaluation, discipline, and termination. LBCCFA responded that department heads must still be given authority and permission to provide work direction for classified employees since department heads engage with staff on a daily basis.

We are scheduled to meet again on Thursday, 10/26 from 9:30-2:30pm

Please join us and/or speak to salary, department head release time, lecture/lab parity, and student success stories at the next Board of Trustees meeting on Tuesday, October 24 at 5pm.