



**VIA EMAIL**

January 13, 2020

Dr. Reagan Romali, Superintendent-President  
Long Beach Community College District  
4901 East Carson Street  
Long Beach, CA 90808

**RE: LBCCFA Sunshine Notice**

Dear Dr. Romali,

In accordance with the Educational Employment Relations Act (EERA), the following represents the LBCCFA's public notice and "sunshine proposals" for negotiations for a successor agreement. While negotiations for a successor agreement permits the parties to propose and amend any and all articles to the collective bargaining agreement, at this time LBCCFA intends to address:

Article 2: Association Rights – Update current contract language pertaining to recent changes in the law regarding new educator hiring and orientation meetings and bargaining unit member contact information.

Article 3: Organizational Security – Update current contract language pertaining to recent changes in the law regarding union membership and dues.

Article 6: Leaves – Improve family friendly practices and parental leave benefits. Update language to reflect recent changes in statute regarding child bonding leave, differential pay, and other leave benefits.

Article 8: Working Conditions – Improve procedures regarding reporting and employer responsiveness to concerns regarding workplace health and safety conditions. Create accountability measures to ensure workplace health and safety concerns are addressed in a timely manner. Add language to include faculty member input and participation on Behavioral Intervention Teams. Add language to ensure Community Emergency Response Team (CERT) trained faculty are assigned to every building.

Article 10: Faculty Evaluation – Amend language to provide training for evaluation committees. Amend written narratives in evaluation in order to streamline processes. Align and ensure consistency in contract language and corresponding evaluation forms. Discuss the pros/cons of online student evaluations and explore whether this can be equitably and appropriately implemented at LBCC. Explore support for student equity and diversity as part of the self-evaluation processes.

Article 11: Hours of Employment/Service Load – Address current online course maximums to allow more flexibility above 60% maximum based on department input and need. Amend language to memorialize current MOU on Large Class Stipend. Amend language addressing minimum class size.



Amend language to establish lecture/lab parity. Explore support for student equity and diversity as part of the self-evaluation processes.

Article 12: Salary – Negotiate an across-the-board salary increase to Salary Schedules 1 and 1A, effective 2020-2021. Explore salary increases to Salary Schedules 1 and 1A for future years of successor contract for all bargaining unit members. Negotiate increases to Salary Schedule 3, Additional Compensation Paid to Academic Employees Based on Additional Time and/or Responsibility. Negotiate increases to Salary Schedule 5A, Hourly Pay. Address stipends and process by which stipends are assigned. Explore adding Faculty Mentors, Faculty Equity Facilitator, and/or Faculty Ombudsperson to Appendix C. Bring LBCC full-time faculty salaries, hourly rates, additional compensation, and stipends in line with rates of pay for faculty in surrounding community college districts. Amend language regarding credit for advanced study.

Article 13: Department Heads – Update current language to include election, duties, reassigned time, and stipends of co-chairs. Add and clarify processes for election/selection processes, responsibilities, and reassigned time/stipends for Program Directors, Program Leads, Program Coordinators, and other similar positions.

Article 14: Retirement Options and Benefits – Improve retiree medical benefit options and qualifications for District-paid hospital/medical benefits available to faculty to be one year of District paid hospital/medical benefits for every three years of service.

Article 17: Reopeners – Update current contract language pertaining to reopeners.

Article 22: Duration of Agreement – Update current contract language pertaining to duration.

Please submit this notice to the Board of Trustees for inclusion on their January 22, 2020 agenda.

Respectfully,

Janét Hund, Sociology, LBCCFA Chief Negotiator

cc: Gene Durand, LBCC Vice President of Human Resources  
Diana Ogimachi, Counseling, LBCCFA President  
Tom Pinkava, Regional Uniserv Staff, LBCCFA/CTA