

Good morning, FA Members!

**\*\* 73 Days withOUT a Contract \*\***

**Fall 2023 Week 3:**

Hello Faculty,

Congratulations, we made it through the second week of the Fall 2023 in semester. Welcome to week 3.

1. ☐ As stated above, we are now 73 days without a contract. Please post this statement on your doors, whiteboards, Zoom background, etc. until we win a ratified contract. The last ratified contract date was June 30, 2023.
2. ☐ Evaluations, Probationary and Tenured. Our office is working to make sure all committees are filled per the contract and its exceptions. There are many changes, retirements, resignations, DH elections, etc that are affecting the compositions of many of the committees. Additionally, there were four probationary faculty hired that were not in the original hiring priority selection. Therefore, we must conduct elections for these committees.

We ask for patience as we work on getting these committees formed and wait for responses from tenured faculty as well.

We are also addressing article 9.1.8 regarding diversity on these committees. See article language below.

9.1.8 All members of the tenure review committee shall support the diversity described in California Education Code §87663. Within thirty (30) days of the formation of the Tenure Review Committee (or a change in committee membership), if an evaluatee believes that the composition of their evaluation committee is not sufficiently diverse, the evaluatee shall have the right to request that an additional tenured faculty member from the evaluatee's department or tenured faculty member with documented equivalency to teach in that discipline or a tenured faculty member from a closely related discipline be added to the committee. The selection of the additional member must be mutually agreed to between the evaluatee and the area dean/administrative supervisor.

We ask for your patience and help. Please email us if you have not heard back from us regarding your committee formation and note that we are still within the recommended 2 - 4 weeks to schedule the initial evaluation conference

. Our office continues to provide exceptional service and we ask that you work with us and not form your own committees as this will delay the process.

☐ Are you interested in changing assignments? There is a contractual process you can consider if you are thinking of a little change in your working assignments.

Article 10.6.2 A faculty member may be assigned by the District to teach in a discipline other than the one in which such faculty member was hired provided that the faculty member meets the minimum qualifications for that discipline approved by the California Community College Board of Governors. **A faculty member may request reassignment to teach in a different discipline for which the faculty member meets the minimum qualifications** by

1. making a request in writing to the faculty member's department head
2. who shall forward the request to the appropriate dean with a recommendation.
3. The appropriate vice president shall grant or deny the request.
4. If the request is denied, and if requested by the faculty member, the faculty member shall be provided with a written statement indicating the reason for the denial of therequest.

There have been several requests in the past few years and there has been some misunderstanding on the process and on the fact that this option exists.

Is there any other issue that you would like us to address? Please let us know.

I wish the best for all of you this Academic year,  
Suzanne

[lbccfa.email@gmail.com](mailto:lbccfa.email@gmail.com)

**E-board and Rep Council:**

**Membership:**

- [NEA Student Debt Navigator](#)
- [SAVI](#)
- If you have any questions or concerns regarding membership and membership benefits please contact our Membership Chair Ama Boakyewa at [aboakyewa226@gmail.com](mailto:aboakyewa226@gmail.com)

**Organizing:**

- T-Shirt Tuesdays: Remember to wear red for T-Shirt Tuesday. Red shirts and/or buttons and stickers are acceptable alternatives.
  - If you need a shirt or stickers, please let me know, Vanessa Crispin-Peralta [vcrispin-peralta@lbcc.edu](mailto:vcrispin-peralta@lbcc.edu).
- Here is a practical way to track the days without a contract. Print the flier from last week's MMM and please consider using one of the zoom backgrounds we emailed out in the Spring, or spice things up with one of our new options (copied below). If you haven't already done so, consider hanging a sign in your classroom sharing how many days we have been working without a contract. You can change out the days with a simple sticky note and a marker.

**Negotiations:**

- If you have any questions or input regarding negotiations, contact the two spokespersons for the negotiation team, Veronica Alvarez at [valvarez@lbcc.edu](mailto:valvarez@lbcc.edu) and Veronica Njoku-Carter at [vnjoku@lbcc.edu](mailto:vnjoku@lbcc.edu).

**Probationary:**

- See welcome message above and contract below.

**Tenure Committee Information:**

- See president's report above and contract language below.

**Contract:**

- [Article 9 Faculty Evaluation](#) Hello Committee members. The evaluation process and how and what we are supposed to evaluate is layed out within the pages of the contract. Please take time to review this process and reference it frequently while you are engaged in this process. Memory and how we used to do it should never be how we interpret the contract in any capacity.

- PPTs highlighting this article will be made available later this week to faculty and DHs.

***This week in labor history:***

**September 12, 1918:** Socialist labor leader Eugene Debs is sentenced to ten years in prison for his opposition to World War I. While in prison, Debs received over one million votes for president.

Read about it by [clicking here](#).





Respectfully,

**Your LBCCFA Executive Board**

***Accommodations:***

- ***If you require sign language interpreting services, please contact Rebecca Lucas at [rlucas@lbcc.edu](mailto:rlucas@lbcc.edu) at least 5 business days prior to the event.***
- ***If you require Communication Access Realtime Translation (CART) services, please contact Jaymee Hunt at [cart@lbcc.edu](mailto:cart@lbcc.edu) at least 5 business days prior to the event. \*Please note requests are based on provider availability\****



***follow LBCCFA on Twitter @LBCCfaculty***

***LBCCFA email: [ccalbccoffice@gmail.com](mailto:ccalbccoffice@gmail.com)***

Brian J. Garcia, Ph.D.  
*Professor, English Department*

*Long Beach City College*

"Why did one straw break the camel's back?

Here's the secret: the million other straws underneath it."

U lookmmm

- Yasiin BeyU

