

Good morning, FA Members!

**** 80 Days withOUT a Contract ****

Fall 2023 Week 4:

Hello Faculty,

Congratulations! We made it through the third week of the Fall 2023 semester. Welcome to week 4.

As stated above, we are now *80 days without a contract*. Please post this statement (attached here, and originally found in the email titled "LBCCFA Monday Morning Message" from 9/5/2023) on your doors, whiteboards, Zoom background, etc. until we have a ratified contract. The last ratified contract date was June 30, 2023.

Hello, Second Year Probationary Faculty.

The third year of the probationary evaluation process is NOT mandatory if you receive a satisfactory evaluation for your second year. It is a committee decision. There is no standard or contract language that guides committees to make this decision. It should be based on robust, transparent conversations rooted in the contract Article 9 language as a guideline.

Therefore, we encourage the following conversations within second year committees:

- Is it the committee's view that the evaluatee will automatically have to complete a third year evaluation? If yes, what is the contractual and or department's view on this point?
- The contract is silent on who has to complete the third year evaluation if the evaluatee receives a satisfactory rating in the second year. Completing a third year evaluation is at the sole discretion of your committee. What if there is a tie when your committee votes to have the evaluatee conduct a third year evaluation? Who gets to decide the outcome? This is not addressed in the contract.
- What is the concern and or benefit of having the evaluatee complete a third year?
- Let this be a conversation that is happening during your initial evaluation conference. If you already conducted this meeting, then we encourage all second year committees to meet again to have this conversation.

Your LBCCFA E-Board voted to resolve to pursue going wall to wall. We have four members that volunteered to gather information and data to bring back to the membership. We will keep all posted. Wall to Wall references combining LBCCFA and CHI unions under one bargaining agreement.

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

lbccfa.email@gmail.com

Local Chapters Asking for Support:

- The San Bernardino Community College District Teachers Association is working to gain healthcare for its part-time members. Please sign this petition and encourage your members to do so.
 - [San Bernardino CCD Healthcare for Part-Time Members Petition](#)

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

Organizing:

- This year Flex Day coincides with our T-shirt Tuesday initiative. Do your best to remember to wear your FA shirts, but if you can't make that happen, wear something else that's red. This is one of the rare times when many of us are together on campus, so let's show our unity and solidarity!
 - If you need a shirt or stickers, please let me know, Vanessa Crispin-Peralta vcrispin-peralta@lbcc.edu.

Negotiations:

- The negotiations team is eager to get the faculty an updated equitable contract.
- The negotiations team will be presenting the bulk of our proposals at the upcoming 9/22 negotiations meeting with the district.
- Pack the House with red at the next BOT meeting on 10/18!!!!

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

Probationary:

- Please reach out to the Probationary Representative Carol Vasquez at cvasquez@lbcc.edu for any probationary related questions.

Tenure Committee Information:

- Article 9.5.1.1 Tenured faculty members shall be evaluated at least once in every three (3) years.

Contract:

- **11.8 Compensation for Instructor Evaluation Activities**
 - 11.8.1 Faculty members who conduct an **evaluation of a part-time instructor**, shall receive three **(3) hours of hourly pay for each annual evaluation**, provided that the evaluation is conducted in accordance with the evaluation procedures for hourly instructors specified in the Certified Hourly Instructors (CHI) Master Agreement. No pay shall be provided for incomplete or late evaluations when submitted after the established committee timelines.
 - 11.8.2 Tenure Review Committee members, excluding the evaluatee, who **conduct an evaluation of a probationary full-time faculty member**, shall receive three **(3) hours of hourly pay for each annual evaluation**, provided that the evaluation is conducted in accordance with the evaluation procedures for probationary full-time faculty specified in Article 9 of this Master Agreement. No pay shall be provided for incomplete or late evaluations when submitted after the established Tenure Review Committee timelines.

This week in labor history:

Sept. 20, 1878: Legendary muckraker and lifelong labor advocate Upton Sinclair,

best known for his novel *The Jungle*, was born on this day in Baltimore, MD.

[Click here to read](#) about Upton Sinclair's labor agitation right here in southern California.



Respectfully,

Your LBCCFA Executive Board

Accommodations:

- *If you require sign language interpreting services, please contact Rebecca Lucas at 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 at least 5 business days prior to the event. *Please note requests are based on provider availability**



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"Why did one straw break the camel's back?
Here's the secret: the million other straws underneath it."
- Yasiin Bey