

Good morning, FA Members!

**\*\* 87 Days withOUT a Contract \*\***

**Fall 2023 Week 5:**

Happy Autumn,

Congratulations! We made it through the fourth week of the Fall 2023 semester. Welcome to week 5.

As stated above, we are now *87 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.

Wall to Wall Update: We have a work group that will begin meeting to set an agenda and begin to develop a plan to collect information and engage faculty with updates. Wall to wall refers to the merging of the Faculty Association Union with the CHI Union.

T-shirt Tuesday helpful hint. Bring your shirt in on Monday so you don't forget to have it ready to wear on Tuesday.

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:**

- Thanks so much to the departments who shared "red shirt" pictures from Flex Day. It's not too late if you took one but forgot to send it! The October Board meeting is just a few weeks away (10/18). We will be reaching out to members who volunteered to speak at the meeting or email board members ahead of time, so please be on the lookout for those communications. If you didn't fill out the

survey but would like to be involved in the planning for the Board Meeting Rally, please email Vanessa: [vcrispin-peralta@lbcc.edu](mailto:vcrispin-peralta@lbcc.edu)

- If you need a shirt or stickers, please let me know, Vanessa Crispin-Peralta [vcrispin-peralta@lbcc.edu](mailto:vcrispin-peralta@lbcc.edu).

### **Negotiations:**

The negotiations team met with the district on Friday and presented contract language for the following articles:

- Article 5 - Leaves
- Article 7 – Working Conditions
- Article 10 - Hours of Employment/ Service Load
- Article 11- Salary
- Article 12 – Department Heads
- Article 13 - Retirement
- Article 16 - Reopeners
- MOU - Counseling remote workload

An email will be sent out to all members tomorrow, Tuesday 9/26 with additional information.

- REMEMBER to 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](mailto:valvarez@lbcc.edu) and Veronica Njoku-Carter at [vnjoku@lbcc.edu](mailto:vnjoku@lbcc.edu).

### **Probationary:**

- Regardless of our views and opinions the contract is clear that no one person or group can decide who will or will not conduct the third year evaluation except the committee. This decision is made at the conclusion of the second year evaluation. This decision should be rooted in the tenets of the boundaries of the contract criteria.
  - 9.4.1.1 ...With a rating of Satisfactory in the second year, evaluation in the third-year shall be at the discretion of the Tenure Review Committee and determined by the Tenure Review Committee at the conclusion of the second-year evaluation...
- Please reach out to the Probationary Representative Carol Vasquez at [cvasquez@lbcc.edu](mailto: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:**

- 11.2 Credit for Advanced Study and [Flexible Salary Advancement form](#)
  - 11.2.8 ...Credit for salary advancement may also be obtained through professional training and lower division course work pertaining to a faculty member's assignment, subject to approval by the Flexible Salary Advancement Committee, consisting of the Academic Senate President or designee, The LBCCFA President or designee, the Associate Vice President, Human Resources, or designee, and the area Dean, which is responsible for approving all flexible salary advancement plans by a majority vote of the Committee...

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

**Sept. 27, 1909:** The International Ladies Garment Workers Union begins a strike against the Triangle Shirtwaist Company. The strike eventually spread to most of the company's firms and became known as the "Uprising of the 20,000."

You can listen to a brief history of this action [by clicking here.](#)



Respectfully,

**Your LBCCEFA 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\**



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*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."

- Yasiin Bey