

Good morning, FA Members!

**\*\* 94 Days withOUT a Contract \*\***

Fall 2023 Week 6:

Happy Week 6,

Congratulations! We made it through the fifth week of the Fall 2023 semester. Welcome to week 6.

As stated above, we are now *94 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:

The workgroup met and they will keep us all updated through the MMM under W2W. Please rest assured that this workgroup is tasked with researching data, engaging with faculty, getting answers regarding the process, and responding to members' concerns. We ask for your patience while the workgroup orients itself to set an agenda and then communicate it to all of us.

\*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.

Congratulations to Veronica Njoku-Carter for being selected as the first ever community college DSPS counselor to present at the CTA California Teachers Association Special Education Conference! The event will take place on October 6-8, 2023 at the Hyatt Regency in Garden Grove.

Thank you, Veronica, for representing Higher Education and Long Beach City College Faculty Association.

Are you interested in presenting at CTA, NEA/NCHE, or CCA conferences? Keep an eye out for requests for Proposals from various email requests. Not receiving these requests? Make sure your off-campus email address is updated through CTA. Contact the office and your membership chair Ama Boakyewa.

For an example of a call for presenters. See email sent Sept 29th, subject: '2024 CTA Equity & Human Rights Conference - Call for Presenters'

LBCC Faculty - Your work and your dedication to our students, the college, and to your union are appreciated and seen. Please know that we have an organizing plan to support you and our negotiations. We are working to the plan within our power base. Please let us know what you need to better understand what and why we do what we do to support and protect our working conditions. Wearing red buttons, and posting signs are more than the action. They show we are building capacity as an organization. Feel free to reach out directly with your comments or concerns and also note that we want to encourage you to reach out to your department reps to communicate to the e-board regarding your concerns. Let's make this structure work.

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

Suzanne

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:**

- Negotiations: The Board of Trustees meeting is only 16 days away! If you haven't touched base with the rep for your department, please reach out to them or Vanessa to RSVP for the event. We want to make sure that the board room is jam-packed, so bring your friends, your family, your neighbors, and your students. If you put in an order for a shirt, they should be here this week! We will be in touch to get them to you as soon as we can.
  - 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 9.29 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 was sent out to all members Tuesday 9/26 with additional information.

- Next meeting with the district is 10.6.2023
- 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...

**Wall 2 Wall (W2W) UPDATE(s):**

- Allow me to introduce the W2W workgroup, Alex Hatlestad-Shey Communications Studies, Carol Vasquez Nursing, Cynthia Orozco Library, Emily Barrera LARs, Nancy Roback Physical Science, Ryan Carroll Physical Science, and Vanessa Crispin-Peralta History, Poli Sci, & Ethnic Studies. They had their first meeting on 9.28.2023. The group is currently collecting information to share with members at a later date. The next meeting is scheduled for Oct. 12."

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

**October 6, 1995:** Thirty-two thousand machinists begin what is to be a successful 69-day strike against the Boeing Co. The eventual settlement brought improvements that averaged an estimated \$19,200 in wages and benefits over four years and safeguards against job cutbacks. Read an archived article about this historic labor victory [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\****

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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