

Good morning, FA Members!

**\*\* 143 Days withOUT a Contract \*\***

### **Fall 2023 Week 13:**

As we head into this shortened week anticipating the coming Thanksgiving holiday, on behalf of the LBCCFA E-Board, we thank you for your support and your commitment in solidarity for a stronger union. Safe travels and be well.

Membership Feedback click [here](#).

### **Organizing:**

As you will see below, the negotiations team continues to make good progress, although there are still a few issues to work out. The next meeting isn't until 11/28, but we can continue to send the district a message by wearing our red shirts and buttons. DHs, if you haven't been wearing your black DH shirts, now is the time to start. If you are a new DH and you don't have a shirt yet, reach out to Vanessa, [vcrispin-peralta@lbcc.edu](mailto:vcrispin-peralta@lbcc.edu).

### **Negotiations:**

The FA's Negotiation Team met with the district's representatives on November 14.

Overall, it was a positive meeting with some progress toward a new contract. A tentative agreement was reached for Articles 7 & 10.

FA's counter proposal of Year 1: COLA (8.22%) Year 2: COLA(3.54%), Year 3: COLA (3.34%) was rejected by the district and their counter proposal was 2023-2024 – COLA (8.22%), 2024-2025 – COLA (forecast at 3.54%), effective 7/1/24 through 6/30/25; minus 1% starting 7/1/25. 2025-2026 – COLA (forecast at 3.34%), effective 7/1/25 through 6/29/26, minus 2% starting 6/30/26; If LBCCD attains 20,000 FTES, full COLA shall be applied to salary schedules 1 and 1A. FA rejected their counter proposal and proposed 2023-2024 – COLA (8.22%), 2024-2025 – COLA

(forecast at 3.54%); 2025-2026 – COLA (forecast at 3.34%), effective 7/1/25 through 6/29/26, minus 1% starting 6/30/26; If LBCCD attains 20,000 FTES, full COLA shall be applied to salary schedules 1 and 1A.

Article 12, the DH stipend increases along with additional on campus hours for the summer and winter intersession was proposed by the distinct. A meeting with DHs has taken place to communicate the particulars.

A MOU for the nursing stipend of up to 80 hours was proposed and the details have been communicated to the nursing department along with a meeting. The district submitted a counter proposal for the DEIA MOU which FA will respond to once the Academic Senate is consulted.

The FA Negotiation Team has another scheduled meeting with the district on Tuesday 11/28 where we will continue to negotiate for a fair and equitable contract for all members.

Please submit your feedback using this [form](#).

### **Membership:**

- [NEA Student Debt Navigator](#)
- [SAVI](#)
- **Opportunities** - Interested in leadership positions beyond your local chapter? Consider applying for Winter 2024 California Leadership Academy. Click [here](#) for more information.
- 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)

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

- No update this week; group at work.

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

**November 20, 1816:** The Albany Typographical Society coins the use of “scab” as a derogatory term to reference strike breakers.

The rest, as they say, is history.

Click on the iconic image below to hear more on the subject:



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# INVEST IN STUDENT SUCCESS



When You Invest in Faculty, You Invest in Student Success

Respectfully,  
Your LBCCFA Executive Board

**Accommodations:**

- **If you require sign language interpreting services, please contact Rebecca Lucas at [rucas@lbcc.edu](mailto:rucas@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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