

Good morning, FA Members!

**** 6 Days with a Tentative Agreement (TA) Contract ****

Fall 2023 Week 16:

- We made it and we are on our way to ratifying our contract. As you finish up finals week and get ready for some well deserved away time, I want to say thank you for your support and dedication to this union and this institution. You have completed another semester serving our students, this institution, and each other. Thank you for all you do. Please find time to refresh and renew your bodies and spirit.
- Before you go, don't forget to vote, vote, vote for the contract. There are four opportunities this week to get any questions answered about this contract and then it will be open to vote between December 13th - December 19th. Don't forget to look in your 'Other' folder and or Spam box. There is more information below under Organizing and Negotiations.
- A big thank you to a team that went further and deeper engaging faculty in a way never done before. This campus felt the work you did and it is appreciated - Thank you Negotiations Team.
- Watermark update - Beginning Spring 2024, only faculty that are up for evaluation will be evaluated through this software. The link that kept students from completing their assignments will be disabled. AAA/AA will be accessing the student evaluations of faculty forms and sending them to the chairs of the committees. 8.EA and 8.EF will be used where appropriate. There will be a process developed to allow faculty not being evaluated the option to request their course receive the evaluations.
Thank you for your patience and trust as we work through getting the software to align with our contract.
- Please share feedback regarding your experience with the Watermark software and the 8 week compressed scheduling, pros and cons
 - Membership Feedback click [here](#).
- Probationary Faculty.
 - If you have any questions or concerns please contact Suzanne Engelhardt at lbccfa.email@gmail.com.

Organizing:

- Thank you for all of your support through the negotiations process! The next step is ratifying the TA. The team will be holding information sessions to answer any questions that you might have. See the Negotiations update for the details! Voting will run from December 13 - December 19th.
- *For the Spring semester, organizing will be shifting the focus from negotiations to general engagement. If you would like to participate in the planning of events, or if you have any ideas, please reach out to Vanessa, vcrispin-peralta@lbcc.edu.*

Negotiations:

- The negotiation team will be hosting information sessions for questions about the [Tentative Agreement](#) between LBCCFA and LBCCD on **Tuesday Dec 12th from 11:00am – 12:00pm & 5:00 pm - 6:00 pm, Wednesday Dec 13th 12:00-1:00.** (FA will send out a Zoom link along with information to request accommodations). We will be available to answer questions at that time. **A ratification vote will take place from December 13th – December 19th.**

Membership:

- Virtual Retirement Workshops, 2023-2024
Click [here](#) for the 23-24 retirement workshop schedule.
Click [here](#) to register.
You're never too young or old to learn about your CalSTRS benefits, programs, and services. There will be materials and discussion of the CalSTRS retirement benefit formula, options, Defined Benefit Supplemental program, survivor benefits, legislative changes, and Social Security Offsets.

Topics Include:

STRS – Overview of The System and How It Works

Social Security – Effects on CalSTRS Members

Time:

All workshops are virtual from 4:30 p.m. - 6:30 p.m.

Space:

Registration is limited to 300 participants for each workshop.
If members get a message that the workshop is full, please select a different date.

Click [here](#) for the 23-24 retirement workshop schedule.

Click [here](#) to register.

- [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

Wall 2 Wall (W2W) UPDATE(s):

- No update this week; group at work.

This week in labor history:

December 13, 1924 - Samuel Gompers, president and founder of the American Federation of Labor, dies in San Antonio, Texas at the age of 74.

INVEST IN FACULTY

**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 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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LBCCFA email: ccalbccoffice@gmail.com