

Good morning, FA Members!

**** 20 Days with a Ratified Contract ****

Spring 2024 Week 2.1 Tuesday:

- **Celebrating and acknowledging Black Heritage Month. Shared from our District I Representative Dr. K. Moore.**

- **[African American Caucus | Jan 2024 State Council Presentation \(CC\)](#)**

Welcome to week 2 of Spring 2024. I hope you are well. The good news is that our raises are coming soon. The COLA raise as well as the DH stipends along with the lab parity pay are retroactive to 7.1.2023. Another great win, thanks to our fabulous negotiations team. There is more information regarding timelines under negotiations. Please thank your human resource and payroll colleagues for the extra work involved to input and update our raises, it is quite the tedious task.

Your Faculty Association needs you! The following positions are currently vacant. Please consider running for and filling the currently vacant positions: Secretary 23 - 25, Probationary 23 - 25 (Must be a current probationary faculty to accept nominations), Communications 24 - 26. The following positions whose terms are up at the end of this academic year: Vice-President, Treasurer, Equity Representative, PCC Representative, Membership Chair.

Take the time to consider the work of these positions. Read the [Standing Rules](#) and [Bylaws](#) for more information on these positions and responsibilities. Please note that you will need to attend at least two Friday meetings 10 am - 12 noon a month. The only position at this time that has reassigned time is the Communication and VP positions at 10%. All other commitments listed would fall under your college service hours for compensation.

Fun facts to know:

- **Discretionary leave - see new language regarding the nuances of this leave.10.4.2**
- **Graduation is a paid day of service to the District (Section 10.1). Faculty members are required to participate in the graduation ceremony in order to be paid for this day of service unless the faculty member is absent due to**

illness or has an absence that has been preapproved (the use of discretionary leave, under 5.12, is not applicable to Graduation nor the first week of the fall and spring terms, unless the discretionary day is pre-approved by the area VP a week before the day of graduation or the first week of the term).

- **Probationary Faculty.**

- *If you have any questions or concerns please contact Suzanne Engelhardt at lbccfa.email@gmail.com.*

Organizing:

- *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.**

- *Our first event will be a celebration of the new contract! More details to come.*

Negotiations:

- **Greetings LBCC faculty,**

FA has communicated with the District about the timelines for new pay rates and retroactive pay as a result of our ratified contract.

The District estimates that HR and Payroll will have the new pay rates in effect by the February 28th payroll. The District has authorized HR to work overtime to meet this timeline given that they have to complete our W-2's during the same window. Based on the timeline for new pay rates, retroactive pay will encompass approximately seven (7) months. The District anticipates completing disbursement of retroactive pay by April

2024. The District has also approved overtime for this process, which is protracted as a result of HR staffing shortages and the level of detailed work required to ensure that our STRS/PERS accounts properly reflect the disbursal.

- ***COLA increase will be effective 2.29.24 pay issue date.***
- ***Department Head stipends retro and retro pay from 7.1.23 - 1.31.24 is scheduled for pay issue date of 4.16.24.***
- ***Lab parity - Tentative 3.15.24 and 4.16.24***

Membership:

***Opportunities - Interested in leadership positions beyond your local chapter?
Consider saving the date for***

- ***April 26 - 28, 2024. 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 - good things are worth the wait.
This week in labor history:***

- ***[BHM: This week in History Feb 12 - 18](#)***

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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