

Good morning, FA Members!

**** 27 Days with a Ratified Contract ****

Spring 2024 Week 3.1 Tuesday:

- Welcome to week 3 of the Spring semester. I hope you are well. Make sure you read the Organizing section below. It is time to celebrate our wins!
- Grievance, Rep Council, or FA President. Who do you contact when you believe you are being disciplined, or are called in as a witness or respondent in a case coming through Human Resources:
 - Weingarten Rights
 - If a bargaining unit member (you) has a reasonable belief that discipline or other adverse consequences may result from what they say in a meeting with administration, the bargaining unit member (you) has the right to request union representation.
 - The bargaining unit member (you) must make the request for representation.
 - When the bargaining unit member makes the request for a union representative to be present, administration has three options:
 - It can stop questioning until the representation arrives,
 - It can call off the interview or,
 - It can continue the interview if the employee voluntarily gives up their rights to union representation - an option the employee should always refuse.
 - Typically, at this level the Rep Council member elected to serve your department is the person that is called to represent the member (you) with the administration.
 - Grievance
 - An alleged violation of the Collective Bargaining Agreement (CBA - our contract) between LBCCFA and the District.
 - See Article 4 Grievance.
 - Grievances are filed against management, not other union members.
 - Timeline - filing outside the timeline will make the grievance moot.
 - Contact the Grievance Chair as soon as you believe the contract has been violated.

- Frances Outhwaite francesgrievchair@gmail.com
- Faculty to Faculty
 - Resolving faculty to faculty conflict.
 - Contact the LBCCFA office at ccalbccoffice@gmail.com to coordinate meetings with Ombuds and or Conflict Resolution Facilitator.
- Complaints through Human Resources.
 - If you receive an email and or letter in the mail stating you are either a respondent (someone has filed a complaint against you) or are called as a witness to a complaint, and you want to have representation during these meetings.
 - Email the President at lbccfa.email@gmail.com to request representation.
- **Fun facts to know** - Why stipends are typically held at \$1,999.00:
 - 11.5 Salary Schedule 3 - Additional Time and/or Responsibility Compensation 11.5.1 At the request of the LBCCFA, the District will provide a list of all District Stipends, amounts and recipients.
 - 11.5.2 The following notification process will be utilized for any District stipends of \$2,000 or more wherein the District administration retains complete discretion over the selection process.
 - 11.5.2.1 The District and LBCCFA agree that the following will be included in the distribution notice: • desired applicant criteria • application deadline • essential duties and responsibilities • amount and duration of stipend
 - 11.5.2.2 Final selection of the stipend recipient will be made by the District and is not subject to any grievance, complaint, or challenge in any form.
 - 11.5.3 Individuals selected to receive stipends will receive payment (in whole or in part) only for work that is completed in accordance with the signed stipend agreement.
 - 11.5.4 Any additions, deletions, or modifications to this Schedule 3 shall be negotiated between the District and LBCCFA.
- **Probationary Faculty**
 - If you have any questions or concerns please contact Suzanne Engelhardt at lbccfa.email@gmail.com.
- **Organizing:**

- *Save the Date! Join us at the LAC campus on March 7th (3 - 7) and/or the PCC campus on March 12th (3 - 7) to celebrate the new contract with your fellow members. It was truly a group effort to make this happen and we want to show our appreciation! Keep watching the MMM for more details.*
- **Negotiations:**
 - The negotiations team is working on proofreading the new contract. Once completed the contract will be posted on the school website and the LBCCFA website. Additionally, hard copies will be made available if requested.
- **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:***
 - [*This week in labor history, February 19 - 25.*](#)

Respectfully,

Your LBCCFA Executive Board

Accommodations:

- *If you require sign language interpreting services, please contact Rebecca Lucas at 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 at least 5 business days prior to the event. *Please note requests are based on provider availability**



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LBCCFA email: cocalbccoffice@gmail.com