

LBCCFA Negotiations Update 4/12/2017

On Wednesday, 4/12, the LBCCFA Negotiations Team met with the District. The following items were discussed:

Article II: Association Rights

The District rejected LBCCFA's proposal to have a LBCCFA faculty representative on an ad hoc committee for the Superintendent/President, Vice President, or Deans.

Article VIII: Working Conditions D. 1. Compliance

LBCCFA proposed language to strengthen the current contract regarding campus and classroom safety efforts.

LBCCFA also requested that two faculty, appointed by LBCCFA, be included on campus-wide health, safety, and, security committees.

Article XI: Hours of Employment and Service Load

D. Teaching Units; LBCCFA continues to negotiate for stronger lecture/lab parity with a one (1.25) lab hour equal to .85 teaching unit across the disciplines and the option to petition for 1:1 for extensive labs. More data to support lecture/lab parity will be presented at the next negotiations. The District expressed a willingness to further discuss this item.

G. Counselors, Instructional Specialists, Librarians, and Coordinators

The District contends that counselors' hours of contact time is sufficient for counselors to complete both students contact hours and intervention work. The District presented data that suggests that counselors have, on average, nine (9) hours of "unoccupied" time per week in which to complete their work. LBCCFA challenged the District's interpretation of this data. LBCCFA's position is that intervention time and student contact time are defined differently. LBCCFA proposed a restructure of the counselors' weekly schedule. LBCCFA and the District also discussed moving the current semester schedule for librarians and instructional specialists from an 18-week semester calendar to a 16-week semester calendar. The District and LBCCFA will revisit this item.

J. 2. Compensation

LBCCFA proposed faculty receive 80% *contract pay* for summer and/or winter intersession assignments. The District rejected this proposal. This item will be revisited.

M. Minimum Class Size

The District rejected LBCCFA's initial proposal of a minimum class size of 15. The District countered with a minimum class size of 26. LBCCFA flatly rejected this number and proposed maintaining the status quo at a minimum class size of 20.

N. Load in Large Lecture Classes

LBCCFA proposed a faculty member assigned to a class with an enrollment of 205% of the class maximum will receive $1\frac{3}{4}$ times the usual teaching units for the class.

Article VII Fringe Benefits

The District proposed LBCCFA amend the contract so that current medical premium rates apply to the employer/employee cost share rather than 2014/15 rates specified in our current contract language. This change would provide the District an additional \$68, 000 from faculty to cover “new” costs. LBCCFA rejects any further contributions. LBCCFA’s position is to maintain our current contributions in support of faculty priorities.

Article VIII Department Heads

The District contends that requests by DH’s to acquire additional reassigned time to fulfill duties have been approved in the past and there is no need to extend the 60% reassigned time to all DH’s. The District provided docs from Spring 2015-Fall 2016, which cite the names, FTE %, Total % of Load, and names of faculty granted increases.

LBCCFA challenged the completeness of these docs and asked if they included requests for reassigned time which were not granted to DH’s. LBCCFA is fact-checking on this issue.

The District also proposed removing DH’s from evaluating classified staff because classified staff are represented by a different bargaining unit.

LBCCFA is arguing for a minimum 60% reassigned time for DH’s to fulfill their extensive job description. While the District rejected LBCCFA’s proposal at a minimum 60%, the District is willing to reexamine the DH formula at our next negotiations meeting.