

LBCCFA and LBCC met for negotiations on Monday February 13, 2017

During this session, the parties discussed Article V Grievance, Article VI Leaves, Article VIII Working Conditions, Article XIII Department Heads, Article XIV Retirement Options and Benefits, and Article XX Contract Administration. Highlights from this session include:

- **Article VIII, Working Conditions:**

LBCCFA previously proposed language to Article VIII, Working Conditions, requiring health and safety compliance to include proper security and emergency measures such as lockable classroom doors, windows, etc. LBCCFA's proposal also provided for bargaining unit member representation on any campus-wide health and safety committees.

While the District's February 13 counter proposal rejected both of these concepts, the parties engaged in a productive dialogue regarding safety. The District explained that facilities is currently in the process of installing locks on all classroom doors, though the anticipated completion timeline is still uncertain. The District shared its concerns that requiring lockable classroom doors in the collective bargaining agreement might not necessarily align with the rollout from facilities, thus the rejection of this proposal.

As for LBCCFA representation on campus-wide safety and health committee, the District thought this might better be addressed through the shared governance procedures. LBCCFA shared that while it understands the may be senate representation on these committees, there should also be LBCCFA representation. From LBCCFA's standpoint, these committees can benefit from more faculty representation and input.

LBCCFA will respond to the District's counter on this proposal in its next session on March 3.

- **Article XIII, Department Heads:**

During its session on February 13, LBCCFA presented its proposal for changes to Article XIII, Department Heads. This proposal was largely based on responses generated from our Department Head survey disseminated at the end of the fall semester. Based on the survey results, LBCCFA proposed a restructure to how the Department Head reassigned time is calculated. Under LBCCFA's proposal, all Department Heads would receive a baseline reassign time amount minimum with additional reassigned time granted to larger departments based on full-time equivalent faculty, weekly student contact hours, and the number of classified employees. LBCCFA awaits a response from the District to this proposal.

- **Article XIV: Retirement Options and Benefits:**

Currently, a faculty member, who retires from the District under STRS or PERS guidelines, after fifteen (15) or more years of service, qualifies for one (1) year of District-paid hospital/medical benefits for every five (5) years of full-time District service. During its session on February 13th, LBCCFA presented a proposal that would modify this benefit from one (1) year of District-paid hospital/medical benefits for every five (5) years of full-time District service to one (1) year of District-paid hospital/medical benefits for every three (3) years of full-time District service. LBCCFA awaits a response from the District to this proposal.

Next Steps:

The parties meet again for negotiations on Friday, March 3rd. In addition to the articles mentioned here, there continues to be a number of outstanding proposals, including Article II Association Rights, Article X Faculty Evaluation, Article XI Hours of Employments/Service Load, and Article XII Salary. Stay tuned for the next update and ways you can support our efforts to achieve a fair contract at the bargaining table.