

## LBCCFA Negotiation Update

October 26, 2017

LBCCFA met again for negotiations on October 26<sup>th</sup>. While the LBCCFA Bargaining Team found the prior two sessions between the parties to be productive, the progress LBCCFA hoped would continue in Thursday's session appears to have been hindered by a request from the Board of Trustees that they be given a chance to review LBCCFA's latest proposal prior to the parties reaching agreement.

This came as a surprise to the LBCCFA Bargaining Team. Prior sessions between the parties have included collaborative discussions regarding District financials and the ability to address LBCCFA's priority areas for across-the-board salary increases to Schedules 1 and 1A, lecturer/lab parity, and department head reassigned time. This has included agreement between the parties on the ongoing costs such items would mean to the District budget.

Based on this information, LBCCFA entered negotiations on Thursday confident that *our response to the District's October 11<sup>th</sup> package proposal would meet cost parameters previously established by the District's bargaining team*. Our proposal takes into consideration District concerns regarding enrollment, STRS costs, H&W costs, and faculty salaries in our comparable institutions. Despite the District's response that they would need to bring such proposal back to the Board of Trustees for review, the LBCCFA Bargaining Team remains confident, based on a thorough review of the District's budget, that the District can afford and agree to such proposal.

LBCCFA's October 26<sup>th</sup> package proposal includes the following improvements for faculty:

### **No takeaways or changes to health and welfare benefits.**

**Salary:** A total increase to Salary Schedules 1 & 1A of 5.85% over the life of the contract (including a portion of that on schedule retroactive to July 1, 2016). A 2% off-schedule increase, retroactive to July 1, 2016.

**Lecturer/Lab Rate:** An increase in the current lab rate from .75 to .9.

**Dept Head Reassigned Time:** An increase in the minimum Dept Head reassigned time from 20% to 50%, resulting in an increase in reassigned time and corresponding stipend amounts for 17 Dept Heads.

LBCCFA's latest package also provides non-monetary language improvements in leaves, working conditions, and evaluation. With respect to evaluation, proposed language would provide much needed updates to the probationary faculty evaluation process for both the evaluatee and committee members. The proposed package would resolve 2016 reopener negotiations as well as the successor agreement with a three-year term, July 1, 2017 through June 30, 2020 with no reopeners. A [summary of LBCCFA's October 26<sup>th</sup> package proposal](#) can be reviewed on the LBCCFA website.

The Board of Trustees will review our latest proposal in closed session at their next meeting on November 14<sup>th</sup>. We are asking all faculty to attend the upcoming Board of Trustees meeting on **November 14<sup>th</sup> at 4 p.m.** We must demonstrate to the Board of Trustees our support for a fair contract settlement now.