

## LBCCFA Negotiations Update 9/27/17

On Wednesday, 9/27, the LBCCFA Negotiations Team met with the District for the first full day of discussion since May. Since no agreement was reached at the close of spring 2017, LBCCFA returned to discuss our package proposal. The following issues were discussed on 9/27.

LBCCFA began the discussion by revisiting fiscal issues, including the current budget and reserve monies.

### **Article VII: Fringe Benefits**

- a. LBCCFA maintains the current contract language

### **Article VIII: Working Conditions**

#### **D. 1. Compliance**

- a. LBCCFA proposed language to strengthen language regarding campus and classroom safety efforts
- b. LBCCFA also requested an updated list of the District's comprised safety committee

### **Article X Evaluation:**

- a. LBCCFA maintains that department heads serve as chair of tenure review committees
- b. LBCCFA maintains the current contract language regarding the self-evaluation report
- c. Probationary Faculty Review: in the event a probationary faculty receives respective score of 3,3,3, and 1 from the tenure review committee, the overall rating shall be deemed Satisfactory.
- d. If the overall evaluation is "Needs Improvement," the faculty member can request a Board of Review.

### **Article XI: Hours of Employment and Service Load**

- a. LBCCFA continues to negotiate for stronger lecture/lab parity. The District expressed a willingness to further discuss this item. The District acknowledged that lecture/lab parity is an important issue and referenced the BOT efforts of faculty.
- b. LBCCFA maintains the status quo on minimum class size
- c. Counselors will be given 5 hours per week for preparation

### **Article XII: Salary**

The parties discussed an across the board salary increase and the contract period

### **Article XIII: Department Heads**

- a. LBCCFA continued to advocate for greater equity and compensation in recognition of our department heads' workloads. The District engaged in a productive conversation with LBCCFA regarding this issue.

The LBCCFA negotiating team will reconvene with the District on 10/11/2017. The District will present its counter to our proposal and data.