

WHEREAS in the current budget environment, the District has pressured faculty to negotiate severe, permanent decreases to salary and benefits while at the same time publicly denigrating the contributions of faculty to the success and advancement of the college; and

WHEREAS the LBCC faculty has answered the call and contributed untold hours of uncompensated time to the writing of Institutional Learning Outcomes, Student Learning Outcomes, Program Level Outcomes, and Outcomes Assessment Plans to preserve the college's accreditation; and

WHEREAS LBCC faculty taught students at 10% above the established maximum class size with no additional compensation for the Fall 2009 semester, and many are teaching 10% more students during the Spring 2010 semester as well; and

WHEREAS the Superintendent-President has publicly condemned the faculty's lack of contributions in the Long Beach Press Telegram and the next day, via the college's closed network, emailed his thanks to faculty for all their contributions;

WHEREAS the faculty has worked to pare instructional programs and offerings to their essential core without evidence that administration is making any effort to determine its core necessities or to make corresponding cutbacks; and

WHEREAS administrative growth has sky-rocked relative to student growth and full time faculty growth; and

WHEREAS despite the recommendation from the State Chancellor's office to consolidate Administrative duties and discontinue the hiring of Administrators during this time of budgetary distress, the District continues to hire full time administrators while insisting on cuts to faculty and programs; and

WHEREAS Administrators have taken a temporary one furlough day a month that will be eliminated when the crisis is over and have attempted to equate these temporary furloughs to the permanent salary cuts faculty have been asked to accept; and

WHEREAS the District is asking faculty to negotiate a 7.2 salary reduction that would become a permanent part of our contract and restoration to current rates would have to be hard won through negotiation after the crisis; and

WHEREAS part time faculty have suffered layoffs which total the equivalent of 64 full time faculty positions; and

WHEREAS although the district receives Cost of Living Allowance increases from the State, those increases are rarely given to the faculty and not without long and arduous contract negotiations.

WHEREAS faculty who have traditionally taught one to two summer sessions will suffer the hardship of losing anticipated income with little warning due to the severe, last-minute paring back of summer class offerings; and

WHEREAS the District has not shown any evidence that supports its inability to pay faculty salaries as provided in the contract; and

WHEREAS the District has proposed various, inconsistent and shifting cuts to faculty salary and benefits at the bargaining table at the same time the Temporary Agreement for the 16-week schedule was being finalized, after two years of negotiations; and

WHEREAS with the last negotiated contract, faculty agreed to make unprecedented contributions to our Health plans; and

WHEREAS remedies other than Salary and Benefits reductions have been forwarded by CCA negotiators and been rejected by the District;

BE IT RESOLVED THAT the Long Beach City College faculty demand recognition in a public forum for their many contributions to the stability, success and advancement of the college; and

BE IT FURTHER RESOLVED THAT members of the LBCC-CCA resist being pressured into negotiating permanent reductions to salary and benefits based on the District's fallacious claim that faculty have not yet contributed to alleviating the college's fiscal crisis; and

BE IT FINALLY RESOLVED THAT the CCA negotiating team be directed by the membership as a whole to verify the true fiscal situation of the college before negotiating any permanent cuts to faculty salary or benefits.

I endorse this resolution. _____
print name date

signature



Student Success Begins With Us!