

Dear LSSC Board of Trustees,

As promised in our previous correspondence, the members of UFF-LSSC, the college's faculty union, are writing to provide you with a monthly update on the status of the college's union negotiations.

We are pleased to report that the college has agreed to bargain with us on July 13<sup>th</sup>. We are eager to get back to the table and begin working to ensure safe and effective learning conditions for our students. However, we are disappointed by the college's decision not to allow a virtual option for this session, as it is both out-of-keeping with the approach currently being used for the BOT meetings and inconsistent with the college's own stated re-opening policies. We are also disappointed that they have only agreed to give us two hours for the session, as we have been away from the bargaining table since February, and the list of things that need to be discussed has only continued to grow.

This will be the first time we have been allowed to discuss working conditions since February. There have been numerous issues that needed to be addressed during that time, from unfilled faculty positions to class scheduling, to safety, but all attempts on the faculty side to open the lines of communication, whether they came from the union, the faculty senate, or individual instructors, have been rebuffed.

As a result, the decisions regarding the way courses will be taught and scheduled in the fall have been made without the input of faculty who are subject area experts. This has resulted in a plan that often fails to take into account or address the unique natures of each discipline. The communication of these decisions has also been deeply problematic. Faculty were contacted individually about issues that concern compensation, workload, and working conditions, which is a violation of the legally-defined collective representation we are entitled to because we have unionized. The decision to wait until halfway through the summer semester to communicate those decisions, particularly when a plan was developed much earlier, has robbed faculty of much-needed time to prepare their courses to be taught in these new modalities, and the refusal to speak with us collectively has created a great deal of uncertainty and angst. This has caused undue stress for faculty and further lowered morale.

Given the administration's refusal to meet or even speak with us away from the negotiating table, the bargaining sessions have become more important than ever. After five months away, and five months of being prohibited from having a dialogue about our working conditions, we have a great deal to discuss. As such, the two hours they have agreed to allot us is deeply insufficient. We urge you to encourage administration to make the time necessary to meet with us so that we can devise a solution to the challenges created by COVID-19 that will allow us to provide the best possible education for our students while also keeping the college, its students, and its faculty safe.

Sincerely,

UFF-LSSC