

March 4, 2020

Dear Colleagues,

We finally heard back from the State assigned mediator. Since both parties have been unable to affect a mutually acceptable settlement by using the mediation process, he decided to release both parties to fact-finding in accordance with Section 3548.1 of the Educational Employment Relations Act (EERA). This is a very frustrating outcome for our negotiations team, but we are looking forward to the fact-finding stage.

Fact-finding is the second stage of an impasse, and we anticipate having it completed by the end of the semester. During fact-finding, the Public Employment Relations Board (PERB) assigns a neutral party as part of three-party panel to hear evidence from both sides and issue a report with a non-binding recommendation for the settlement.

We recognize that this is a process that a lot of faculty may not be familiar with, so our Union leadership will offer fact-finding workshops in collaboration with CTA to help educate faculty and provide answers to questions. We plan on announcing the dates/times/locations in the next few days.

I must stress that the District has never claimed a financial inability to cover the costs of our proposal during the last 18 months of negotiations. The District can end the entire impasse process by providing faculty with a fair settlement before the end of the fact-finding stage.

Consider this: a 1% on-going raise for ALL full-time faculty is equivalent to approximately \$680K. In other words, the salaries and benefits of two Vice Chancellors are enough to give every single full-time faculty approximately a 1% raise.

Finally, I want to thank all of you for your unwavering support. Our strength is from our unity. None of us pursued a career in education so that we can have a mundane job. We do it so that we can inspire our students given our passions for our disciplines. Let us continue inspiring our students through our actions as we demonstrate the importance of challenging the status quo. **UF will continue to say no to crumbs and fight for meaningful, on-schedule raises.**

In Solidarity,

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