

November 22, 2019

Dear Colleagues,

Our United Faculty Negotiations Team met with the District again this morning at 10:00 am at the Anaheim District Offices. As I stated in my last report, the District's last proposal offered a "status quo" for 2018/2019. The UF Negotiations Team stressed the importance of focusing our efforts on negotiating only 2018/2019 to wrap up an already eighteen-months late negotiations; still, we were given a three-years proposal. Not only does this lengthen negotiations, but the proposal failed to address concerns relevant to lab/lecture parity, dependent coverage, and on-schedule and retro-pay, among other items that were in the 2019/2020 Successor proposal.

The District's Lead Negotiator Irma Ramos has displayed a lack of preparation during our November 13th meeting, when she announced during the meeting that she "did not have time" to look over some of the data that we provided her nine days prior. More shocking was the fact that a proposal was provided on that day. Not only does this show a lack of respect towards the hundreds of faculty members that have waited patiently for the 2018/2019 negotiations to wrap up, but it shows lack of concern as well.

Notes about today's meeting:

- We gave the District's Lead Negotiator Irma Ramos an opportunity to provide us with another proposal in lieu of a "status quo" for 2018/2019, since she agreed with us regarding the urgency of wrapping up 2018/2019 during a previous meeting with the District. However, she said that she did not have another offer.
- Our team pointed out that the District's Negotiations Team basically did a "copy and paste" of the rejected Tentative Agreement (TA) and they only added minor and meaningless changes.
- Our Team wanted to find out how the District ended up providing us with a 3-years proposal, rather than focusing on 2018/2019 only, and Lead Negotiator Irma Ramos pointed out that this was the Board of Trustee's desire. When we asked if this was suggested to them by the BOT, or if the BOT suggested it to the District's negotiations team, Lead Negotiator Irma Ramos would not give a clear answer.
- Given the fact that negotiations are eighteen months behind, and the district failed again at providing us with anything meaningful, our faculty's level of frustration is at an all-time high. Both teams acknowledged earlier today that we are far apart; therefore, the UF Negotiations Team declared that the parties are at an impasse. Our UF team will be working through the weekend to file the necessary paperwork to request the Public Education Relations Board (PERB) to appoint a mediator, which is the first stage of an impasse.
- Our request for impasse will be reviewed by PERB to determine whether the parties have reached a point in their negotiations at which further meetings without the assistance of a mediator would be futile. Once certified, we will be assigned a mediator.

- Our Team will be holding “informational sessions” the week following Thanksgiving break to help our faculty understand where we are in negotiations and what an “impasse” process means. More information will follow.

As we continue our communication and consultation with CTA throughout this process, we will keep you posted with the most up-to-date information.

In Solidarity,

Mohammad M. Abdel Haq, M.A.
UF Lead Negotiator
Associate Professor of Sociology
Chair of the Diversity Committee
Fullerton College, Fullerton