

January 30, 2023
UF Update

Dear Colleagues:

I want to give you a few important updates on salary, lab parity, and pending negotiations.

COLA:

Although COLA won't be definite until late June when the state budget is enacted, right now the numbers look very promising. I'll keep you updated as things unfold. We will receive the full COLA on our 23/24 salary schedules, and starting next fall, UF begins negotiations with the District for our 24/25 salary and benefits.

Lab Parity:

The Extensive Lab Committee for lab parity processed over 500 applications during the Fall 2022 semester. An official list of approved EL courses for the Fall 2023 start date will be sent once finalized. The EL committee agreed to accept new submissions for Spring 2023 and will be sending out the specific information to faculty shortly. I want to once again thank the Extensive Lab Committee members who have worked countless hours to finally see an end to this long-standing inequity: Jeremy Peters (Committee Chair), George Bonnand (FC), Pamela Lewin (FC), Maha Afra (CC), and Stephanie Spooner (CC).

Flexible Scheduling for Fall 2023:

As I reported in my December email, UF put in a demand to bargain an MOU for flexible scheduling starting Fall 2023, including online/remote office hours. We need to ensure that members are not subjected to different expectations across the District. On December 5, Vice Chancellor Irma Ramos promised UF a response; however, we have yet to receive the promised response, which is legally required by the duty to bargain in good faith.

Academic Calendars:

We are also waiting for Vice Chancellor Ramos to engage in academic calendar negotiations with UF, as is required by Government Code and BP 4010. We have requested a two-year calendar (23/24 and 24/25), but so far we have only received a one-year calendar proposal (23/24) sent to UF by an executive assistant without any direct communication from Vice Chancellor Ramos herself concerning required negotiations. In response to these serious negotiation issues, UF filed an association grievance based on the legal duty of the District to bargain in good faith.

Member Survey:

UF has been receiving an increasing number of concerns from members regarding the functioning of HR under Vice Chancellor Ramos and Associate Vice Chancellor Julie Kossick. We have been advised by CTA to conduct an anonymous member survey regarding member interaction with HR management in order to see if there are patterns of concerns that CTA can help us address. This survey will be short and completely anonymous, and we will be sending it out within two to three weeks.

I'll send another update when we have news on the MOU for flexible scheduling.

Thank you again for your continued support and strength.

In Unity,

Christie

Christie Diep
President, United Faculty