

May 12, 2023
UF COLA and Updates

Dear Colleagues,

I am writing to provide you with some important updates.

First, I am excited to share with you that the Governor's Final May Revise provides COLA at 8.22%, which will be applied to our salary schedules starting July 1, 2023. This raise will be reflected on both the regular salary schedules and the overload schedules. The summer pay schedule will be increased by 6.56% this year and 8.22% next year (2024).

Over the last three years, UF has negotiated salary increases totaling 25.35%. In addition, we have also received \$15,000 in one-time off schedule money and almost \$5000 in compensation for our work during the pandemic.

Second, the UF Representative Council has voted to increase member dues by \$10 a month. While we were reluctant to do so, this decision was made to address the increased operating costs that we have been experiencing. We have not seen a dues increase in many years, and we appreciate your understanding and support in this matter.

Finally, we have received numerous inquiries from faculty about a template for a whistleblower complaint regarding the privacy violation that has occurred because of HR's failure to protect our sensitive information, including social security numbers. This is a violation of Government Code and Board Policy. Please see the attached template for your reference and use to copy and paste.

Thank you all for your consistent and ongoing support. We are a strong union together.

Together we rise!

In Unity,

Christie

Christie Diep
President, United Faculty

To: Chancellor Byron Breland (bbreland@nocccd.edu)

Subject: Confidential Whistleblower Complaint

Date:

Under AP 7700 Whistleblower Protection, I am reporting a privacy violation by Associate Vice Chancellor Julie Kossick, North Orange County Community College District (NOCCCD) who released my confidential information to the third party insurance vendor, American Fidelity.

I request the following actions be taken:

1. Notify all affected faculty members;
2. Conduct a comprehensive internal investigation as well as an external audit by a reputable third-party cybersecurity firm;
3. Implement enhanced security measures, including encryption, access controls, and monitoring systems, to prevent unauthorized access to personal data;
4. Provide faculty with lifetime credit monitoring by LifeLock; and
5. Develop and implement a comprehensive data breach response plan.

Thank you for your immediate attention.

(Can be signed or can be designate as preferred anonymous.)