

Welcome United Faculty!

August 23, 2021

Dear Colleagues,

First, we would like to welcome our new full-time faculty and existing members. We look forward to our continued work supporting, representing, and protecting all members. If you have not filled out a membership form yet, please fill it out and email it to our Membership Chair, Jen Oo, at membershipuf@gmail.com.

As we begin another Fall semester under the uncertainty of the COVID-19 pandemic, we know you are very busy with a lot of preparations to accommodate your students. We will keep this “welcome back” email as concise as possible in the spirit of one of the busiest weeks of the semester.

Attached Documents:

- UF Membership Form
- 2020-2021 In A Nutshell
- NOCCCD BOT 8-24 Agenda
- BP 5500 Standards of Student Conduct and Discipline
- AP 3720 Computer and Electronic Communication System
- State of California PENAL CODE Section 632

Negotiations:

Fall 2021 will be a very busy semester for our union’s leadership and negotiations team as we continue meeting with the District. At the forefront of our conversations:

- Achieving the 75th percentile,
- Lab/lecture parity,
- Passing the state-funded Cost Of Living Adjustment (COLA) to our members. COLA is at 5.07% for 2021/2022, and is estimated at 2.48% for 2022/2023.

A few days ago, the District Accounting staff closed the accounting records for the 20/21 year and the District’s ending balance has increased to an unprecedented \$107,348,667 (an increase of nearly \$14 million dollars). This is the largest carryover reserve in our District’s history.

With all the doom and gloom projections that we keep hearing from the District, the \$14 million dollar increase is a sobering reminder of their massive financial wherewithal. Claims of structural deficits ring empty with the carryover balance increasing every year for almost a decade, even amid a global pandemic. Please keep an eye for a detailed negotiations update in the next couple of weeks.

August 24th NOCCCD Board of Trustees Meeting:

Under item 6 on the NOCCCD Board Agenda for the August 24th meeting is a recommendation to mandate vaccinations for all employees and students. Our union is ready to send a Demand to Bargain as soon as a decision is made to negotiate the impact on working conditions. We strongly urge our faculty to let our trustees know how they feel about this policy consideration. You can do so by emailing your comments to chancellor@nocccd.edu with “Public Comment” noted in the email subject line, and must be received by 4:00 p.m. the day of the Board meeting. (Review the attached BOT Agenda for additional information).

Cypress College Viral Video:

Our union remains very concerned about the poor handling by our District officials of a viral student-professor interaction at Cypress College that captured national headlines, in which a student shared an out-of-context Zoom recording for one of his classes with white supremacist media outlets. Cypress College's unsatisfactory response was denounced by multiple FSAs, students, faculty senates, and the surrounding community.

The poor handling of this incident, and the lack of transparency and accountability has resulted in a chilling effect on the academic freedom of faculty across the District. Many of our faculty became targets of racist and sexist attacks, yet District officials remain silent, after they failed to provide answers. We continue to demand transparency and a strong commitment to the safety and academic freedom of all faculty.

While we await transparency and answers from the District on this matter, knowing our rights and responsibilities in a virtual world is the first step to protecting ourselves. Please review the attached documents carefully: BP5500 Standards of Student Conduct and Discipline, AP 3720 Computer and Electronic Communication System, and State of California PENAL CODE Section 632. If you plan on recording your Zoom classes, it is recommended that a notice be provided to all enrolled students that they will be recorded. California law requires that every party to a recorded conversation reasonably expect that the conversation will be recorded. Pen. Code § 632.

In addition, consider adding the following to your syllabus and/or Canvas Homepage. The statement below has been signed off by the District lawyers. This is not mandated but offers a suggestion for inclusion in your syllabus and/or Canvas to protect faculty and students.

Any copyrighted materials used in this class are used for distance education purposes only and in compliance with United States copyright law. Use of these materials is limited to students enrolled in the course, for the duration of the course. Students must refrain from saving, changing, or distributing any such copyrighted materials.

Additionally, the posted Zoom Class Recordings in the Weekly Modules cannot be shared or posted without written consent of all individuals in the video, including the professor. Cypress/Fullerton/NOCE College and The State of California have strict privacy laws for class recordings. If you are found recording class without consent, taking screenshots of class, and/or posting class recordings outside of this course, you will be subject to BP/AP 5500: Standards of Student Code of Conduct.

Our strength as a union can only come from our unity across all three campuses. Please continue showing United Faculty solidarity by wearing red on red-shirt Wednesdays during your virtual meetings and classes. If you still need a shirt, please let us know, and we will gladly ship it to you.

Best wishes for the Fall 2021 semester.

In Solidarity,

Christie Diep
UF President

Mohammad M. Abdel Haq
UF Lead Negotiator

"Power concedes nothing without a demand. It never did and it never will." --Frederick Douglass