

# United Faculty News Brief Nov. 25, 2019

## Why Impasse?

Mohammad Abdel Haq, Lead Negotiator

- Negotiations for 2018/2019 are approximately eighteen months behind.
- The District's most recent 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-year 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 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.
- The District's Negotiations Team basically did a "copy and paste" of the rejected Tentative Agreement (TA) in their most recent proposal, and they only added minor and meaningless changes.
- 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.

## What Can Faculty Do To Show Support?

### 1. Attend one of the United Faculty information meetings on December 3<sup>rd</sup>.

Fullerton College 3:00-4:00 pm, Room 1413 / Cypress College 5:00-6:00 pm, Humanities 302

### 2. Wear your red United Faculty t-shirt (or just red in general) on Wednesdays.

### 3. Some departments/divisions are writing statements to the BOT and the Chancellor.

### 4. Work to the contract only (no work beyond the contractually required hours, i.e. classroom, office hours, and required campus hours per week).

### 5. Like us on Facebook and share with friends: <https://www.facebook.com/ufnorthorange>

### 6. Let the NOCCCD Trustees know what you think.

Ryan Bent: [rbent@nocccd.edu](mailto:rbent@nocccd.edu)

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**Irma Ramos**

*Vice Chancellor, Human Resources*

### Annual Salary:

\$252,736

### Annual Benefits

Package: \$22,530

Source: 6/11/19 Board of Trustees Minutes (Additional Information)

*Faculty deserve a fair negotiations process as well as a fair contract. An offer of "Status Quo" requires no preparation or effort.*

In May 2019, a PERB judge found NOCCCD guilty of bad faith bargaining with Adjunct Faculty United (AdFac).

Read more at <http://adfaced.org/wpcontent/uploads/2019/05/AdFactsapr2019.pdf> or visit our [ufnorthorange](https://www.facebook.com/ufnorthorange) Facebook page for more information.