



NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

CYPRESS COLLEGE · FULLERTON COLLEGE · NORTH ORANGE CONTINUING EDUCATION



December 14, 2020

Dear Colleagues,

We have all accomplished so much to build the strength of our union this past year. By working together with steady determination, we made a big step forward towards salary and benefits comparability. Your willingness to wear your red unity shirt, pick up a protest sign, and repeatedly and honestly speak at the Board of Trustees meetings finally resulted in a Tentative Agreement, now ratified, which broke the deadlock in negotiations. In addition, your individual strength to stand up to contract violations has made our stance as a union even stronger.

Here is a summary of some of our major accomplishments that only happened because we all worked together.

SALARY AND BENEFITS SETTLEMENT: Big Step Towards Comparability

After almost three years of stalemate, our collective organizing activities and willingness to go to impasse helped our UF Negotiations Team reach a significant salary and benefits settlement this month that includes the following big steps towards our goal of comparability:

- 5.5 percent raise on all salary schedules
- \$10,000 one-time payment
- District contribution for dependent medical coverage
- 75th percentile taskforce
- Lecture/Lab taskforce

Our TA ratification of 93% attests to the unity of purpose we have built together over the past year. This unity propels us forward to Fall 2021 negotiations when we will push to attain not only the 75th percentile in salary and benefits but also rectify the longstanding lecture/lab parity injustice.

COVID MOUs: Financial and Safety Protections

We successfully ratified three COVID-19 MOUs, which included a total of \$3600.00 compensation for faculty in addition to many workplace protections.

POLITICAL ACTION: Election of a Faculty-Friendly Trustee

We endorsed and campaigned for a successful Board of Trustees candidate, Prof. Evangelina Rosales. In addition, our second candidate, Keri Kropke, made an impressive showing, winning 45 percent of the votes.

RACIAL JUSTICE AND EQUITY: New UF Committee

We created the Racial Justice and Equity Committee (RJEC) to elevate issues of racial justice and equity as a priority within our union so we may ensure that our efforts to improve the working conditions, quality of life, pay, and benefits for all members is truly equitable (from the RJEC Vision Statement). The Racial Justice and Equity Committee is already working with groups across the District, including the Black Lives Matter Taskforce.

CCA AWARD: Recognition of Membership

The Community College Association (CCA) awarded United Faculty the Membership Award for having the most newly enrolled chapter members this past year.

Thank you all again for your support and unity throughout this past year. We've accomplished so much as a faculty united, and we have many more accomplishments to achieve going forward!

I wish you all a restful winter break.

In Unity,

Christie

Christie Diep
President, United Faculty