

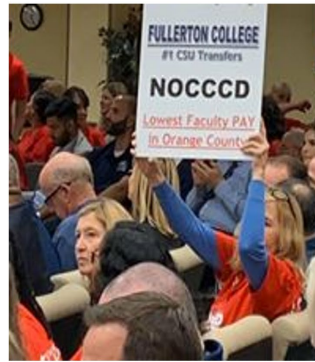
UNITED FACULTY NEWS

Negotiations Synopsis – NOCCCD Fails to Invest in Faculty

Mohammad Abdel Haq, Lead Negotiator



**OFF Schedule
IS OFF
THE TABLE**



In This Issue

Page	Topic
2	Benefits & Lecture/Lab Parity
3	Financial Health of the District & COLA
4	No Salary Progression, Just Regression
5	Poor Compensation Impedes Faculty Diversity
6	Contact Information & Announcements

The UF Negotiating Team has been meeting with the District on a weekly basis. Our meetings so far have left us with the impression that the District does not understand the importance of investing in its faculty. NOCCCD's 2019-2020 beginning balance reserve is over 100 million dollars. Although this is the second highest among all community colleges in the State of California, our faculty remains among the lowest paid in both salaries and benefits across the member units in comparison to surrounding districts. The reality of our low pay and benefits was stated clearly in a 2015 memo from Vice Chancellor of Finance, Fred Williams. Sadly, this reality is not being addressed in a meaningful way by our district.

The current level of faculty dissatisfaction is very high, that over 100 faculty members from across the district attended the Board Of Trustees Meeting on November 12th, 2019 to voice their frustration regarding meaningless offers and lack of real commitment to our faculty. The Public Comments section lasted over two hours. The following day, November 13th, the UF Negotiations Team met again with the District for a very anticipated response. To wrap-up an already eighteen-months late negotiations, United Faculty's Negotiations Team stressed the importance of negotiating only 2018/2019 very early on. Unfortunately, the District responded with a three-years proposal; in addition to lengthening the negotiations by doing so, the district ignored the topic of lab/lecture parity that our Union is trying to address in the 2019/2020 Successor Proposal. In this three-years proposal, the District failed to offer anything that shows real commitment to our faculty.

At this point, the District has not provided our faculty with a meaningful offer that would reflect the purported values of our individual campuses and the mission of NOCCCD as a whole. Under the *Values and Shared Beliefs* section on the District's Website, item 3.6 is *Respect*; this claim is in question when faculty does not feel respected by the District. The stories that our faculty shared on the night of November 12th to our Board of Trustees went into the echo chambers; instead, the voices of our Vice Chancellor of Finance, Fred Williams, and other decision makers took precedence. The stories of living paycheck-to-paycheck, the struggle to catch up on medical payments, and worries about retirement seemed to take a backseat. Our faculty is tired of hearing slogans of commitment that are not followed by action. When a slogan is stripped of its element of action, it is an empty word.

The Negotiations Team will continue meeting to discuss strategy before meeting again with the District on November 22nd, 2019.

Teachers deserve better. Our families deserve better.

Fall 2019 NOCCCD Medical and Lifetime Benefits Comparability

College/ District	District Provided Medical	District Provided Dental/Vision	Cash in Lieu of Medical	Lifetime Medical
Cerritos	100% or \$23,500 per year member/dependents	100% covered member/dependents	\$4000.00	Lifetime
Chaffey	100% member/dependents	100% covered member/dependents	None	Medical to age 65 for early retirees
Coast	\$150.00 per month maximum employee contribution for member/dependents	100% covered member/dependents	None	Full medical to age 70/supplement after
El Camino	100% PERS Select or \$15,936 for other plans member/dependents	70% covered dental/vision member/dependents	\$420.00	Lifetime
Long Beach	92-96% coverage for member/dependents	100% covered member/dependents	None	Member pays 4% dependent eligible
Mt. SAC	\$12,159 per year for member/dependents	Included in \$12,159	\$7814.00	Lifetime
Pasadena	100% member/dependents	100% covered member/dependents	\$3500.00	Lifetime
Rancho	100% member + spouse or child	100% covered member + spouse or child	None	To age 70 member/dependent
Rio Hondo	\$17,833 per year for member/dependents	100% covered member/dependents	\$1500.00	Lifetime
Riverside	100% member/dependents	100% covered member/dependents	None	None
Santa Monica	100% for PERS Plan member/dependents	100% covered member/dependents	\$2000.00	Lifetime
South Orange	100% member/dependents	100% covered member/dependents	None	Lifetime
North Orange	100% for member only \$4640.00 per year for dependents	Member pays from same \$4640.00 per year	\$300.00	Lifetime

Table created by Liz Putman & Jeremy Peters, United Faculty Negotiators



Liz Putman and her nursing students.

Student Testimonial – Why Lecture & Labs Deserve Equal Pay

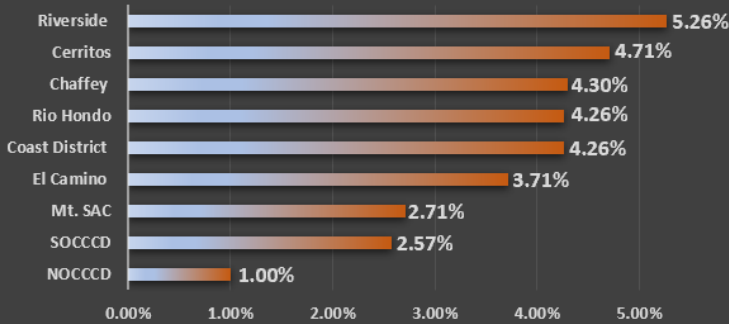
"My name is An Vo, and I took the course BIOL 112- Principles of Biology at Cypress college 7 years ago. The knowledge and skillset I had learned under professor instructions have created such a strong foundation for my personal and professional development.

Not only providing us an opportunity to apply what we had learned from lectures, lab sections further enabled us to obtain hand-on experience such as visualizing cell division stages under microscope or running PCRs followed by gel electrophoresis. In order for us to gain such valuable experiences, our lab professor had to spend HOURS to DAYS to prepare not just the lab lectures but also lab material/equipment so that his students could learn at their best potential.

With the nature of laboratory work, we often had difficult times navigating through procedures and lab spaces. However, professors went beyond their way to make sure we were comfortable with every step of the way. He would always be available outside of lab hours to offer help if needed. The guidance which professors provided in lab has made me become more critical in learning environments during my time at UCLA as an undergraduate and graduate student. Therefore, I strongly believe that all other professors who are teaching lab at Cypress College deserve a better pay"

An Vo, UCLA transfer and Nurse Practitioner MS program

RECENT RAISES FOR COMPARABLE DISTRICTS

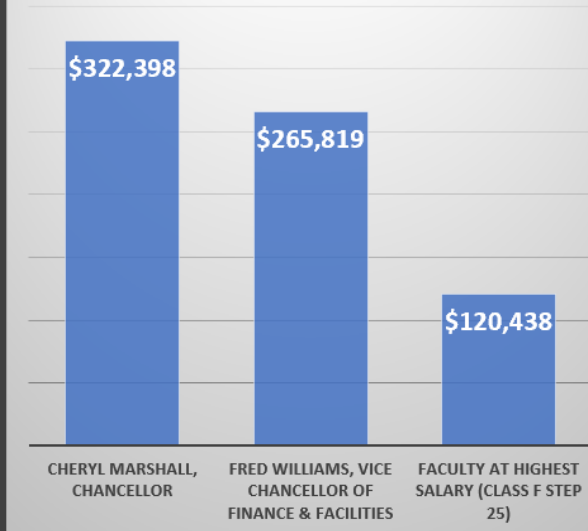


WE'RE SLIPPING FURTHER BEHIND

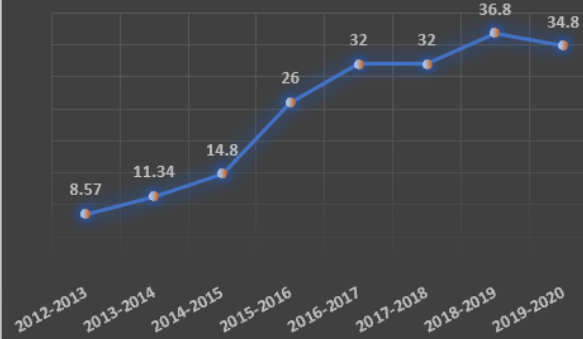
How do our salaries compare to the comparable Districts?

	2015-2016	2019-2020
CLASS B STEP 10	7 OUT OF 13	12 OUT OF 13
CLASS E STEP 13	7 OUT OF 13	9 OUT OF 13
CLASS E STEP 20	6 OUT OF 13	9 OUT OF 13
CLASS F STEP 25	9 OUT OF 13	10 OUT OF 13

Salary for 2019-2020



NUMBER OF TEMPORARY ADMINISTRATORS



The number of temporary administrators has risen by **306%** since 2012.

UF proposed an increase of COLA (2.71%) + 7% on-schedule increase for 2018-2019. The District came back with "status quo" for 2018-2019 and a 1% on-schedule increase for 2019-2020 and a 1% on-schedule increase for 2020-2021. This is what would happen if we were to accept the District's proposal....

	Class B Step 10	Class E Step 13	Class E Step 20	Class F Step 25
2018-2019	\$84,528	\$101,917	\$110,611	\$120,438
2019-2020	\$85,373	\$102,936	\$111,717	\$121,642
2020-2021	\$86,227	\$103,966	\$112,834	\$122,859

Infographic created by Nicole Ledesma, United Faculty Negotiator

“THE DISTRICT FINDS ITSELF IN EXCELLENT FISCAL SHAPE.”

Fred Williams, Vice Chancellor of Finance & Facilities



WHILE DISTRICT RESERVES CONTINUE TO INCREASE BEYOND \$102 MILLION, FACULTY SALARIES CONTINUE TO DECREASE TOWARDS THE BOTTOM OF COMPARABILITY

1% = DISRESPECT

COLA = RESPECT

COLA + = The only way to progress towards comparability

Debunking the Funds 2020

Jeremy Peters, United Faculty Negotiator

The following are two quotes taken directly from the 2019/2020 NOCCCD Financial Report: “The District finds itself in excellent fiscal shape.” “The District has accumulated significant reserves that can be used to buffer an economic downturn.”

For clarification, the State requires the District to have a 3% reserve of total operating costs, and the Board of Trustees decided that NOCCCD will have a 5% reserve.

3% of total operating costs = 9 million dollars

5% of total operating costs = 15 million dollars

Currently, NOCCCD has 102 million dollars of reserve carryover. The second largest reserve amongst all of the 73 California Community College Districts.

Despite the 19/20 Financial Report showing a \$16 million dollar deficit for 19/20, Fred himself agreed that the current \$102 million dollar carryover is expected to **increase** to over **\$125 million** by the end of this fiscal year.

The District has \$44 million in uncommitted funds they are trying to spend down or move around. The latest discussion wants to see these uncommitted funds being locked into a Trust to accumulate future revenues for the District. That means money off the table for faculty.

A Note on COLA

Christie Diep, President, United Faculty

While the cost of living in California climbs exponentially, it’s sad news that the NOCCCD Trustees have once again refused to provide faculty with a basic cost of living adjustment (COLA).

We are well aware that the State provides COLA as ongoing money for our District – 2.71% for 18/19 and 3.26% for 19/20. So why aren’t faculty receiving this basic income protection when our District has a carryover reserve that is approximately 80 million dollars higher than the reserve required by the state and by the NOCCCD Trustees?

COLA is an ongoing **income adjustment** designed to help us keep up with the cost of living increases. The 18/19 non-offer of ZERO COLA can be felt every time we pay our bills and buy our groceries. In the meantime, we see many of our comparable district colleagues benefit from receiving cost of living adjustments, plus more, to their salary schedules.

In the upcoming months, some of us might feel another sting from our steadily declining salaries as we begin a new round of hiring. This is not only an individual paycheck issue, this is a department, program, and District issue. Our ability to attract and retain faculty is at risk.

The future of our District is being destabilized by a finance department obsessed with a corporate model of hoarding money. We know the damage that is happening as we watch our salary and health care benefits being undercut and undermined, while our comparable districts address cost of living and cost of health care to provide ongoing stability as public institutions. How can we compete when we are told that we are worth an offer of ZERO?

Low Compensation Further Decreases Our Ability to Attract and Retain Diverse Faculty

Steven Estrada, Cypress College Professor of Ethnic Studies & United Faculty Negotiator

At the Board of Trustees meeting this past week much attention was paid to the upcoming vote regarding Sherbeck Field and United Faculty's current round of negotiations with the District. However, there was another agenda item for the night, a presentation on the most recent report and relevant data on our district's institutional commitment to diversity, equity, and inclusion.

This commitment to diversity is necessary due to the diversity of our student population and the recognition that diversification of district employees will help to better serve and meet the needs of our students. In order to promote and support diversity, the district must develop and engage in designing strategies to promote an inclusive and welcoming work environment which will serve as an essential recruitment and retention tool for minoritized employees to build and sustain a diverse workforce. The report highlighted increases in the diversity of our new hires in the past 5 years, NOCCCD's higher percentages of employee diversity when compared to community colleges statewide, as well as developing initiatives and events district wide to better promote and address diversity, and inclusion. These efforts and improvements related to diversity and inclusion are definitely worthwhile and deserve recognition. However, the district's commitment to diversity, inclusion and, equity must also be addressed through compensation.

Approaches to improving diversity and inclusion must emphasize the barriers that block employees from using their full range of skills and competencies. The lengthy public commentary segment at the start of the Board of Trustees meeting revealed the various, and serious, ways in which faculty's current salary and benefits are in fact impeding faculty on a multitude of levels. There were accounts of faculty who cannot serve on committees or advise student clubs because they must work for another employer to either receive dependent health coverage or earn additional income to cover the high cost of health coverage through our district. Faculty are having to normalize overload or take on second jobs to cover the ever-increasing cost of living, health coverage costs, and quite simply, just to make ends meet. Faculty shared their struggles of maintaining such heavy workloads and engaging in other campus activities, being more available for students and having time for their families and partners. At least one student spoke of the recent loss of her professor/mentor/club advisor due to the departure of a recently tenured faculty member who chose to leave for another more competitively compensated district. Both senior and junior faculty shared their frustrations and personal stories revealing the multitude of ways our current compensation is limiting us to perform at our full potential as employees/faculty/campus community members, and in our personal lives.

When I was in my graduate program at Cal State Fullerton, I worked as a tutor for Fullerton College's Entering Scholars Program. It was a critical period for me as it served to solidify my aspirations of becoming a community college professor. I was a first-generation college student who had transferred from Fullerton College. I enrolled at Fullerton College a year after graduating high school, basically as an exit strategy from my machinist apprenticeship position. It took me four years to transfer out of Fullerton College. I was not a good student. I married young and had my first child before enrolling in college and had to work multiple jobs all throughout my academic journey. Just before graduating with my master's, while working for the Entering Scholars Program, my mentor at the time (and our wonderful colleague) and I had a conversation regarding my concerns about potentially pursuing a career as a professor. Her advice at the time was, "Follow your heart, and the money will follow." I must admit that at the time I did not appreciate this advice. I was struggling to navigate my own college experience as the first in my family to reach that level of education, to provide for my family as a full-time student and primary breadwinner, and to seriously envision myself "fitting in" or being accepted in a workplace so foreign to my working class background. But I wanted to believe this could be true. I wanted to believe that pursuing my passion would "pay off" in the end. I'd like to believe that all faculty, despite having different experiences and journeys to get to where we are, also believed the same; pursuing their passion would eventually "pay-off." Yet here we are, diligent, committed and, most importantly, passionate professors unfortunately limited and hindered by our district's lack of commitment to an equitable and comparable compensation. Our ability to retain and recruit a diverse faculty body and fulfill the District's commitment to inclusion and equity is at risk.

UNITED FACULTY REPRESENTATIVES

UNITED FACULTY EXEC BOARD		
Christie Diep	President	2019-2021
Gloria Badal	Vice President	2019-2021
Billy Pashaie	Secretary	2018-2020
Queen Peterson	Treasurer	2018-2020
Jennifer Combs	FC Site Rep 1	2019-2021
Guy Dadson	FC Site Rep 2	2018-2020
Amy Ward	CC Site Rep 1	2018-2020
Robert Grantham	CC Site Rep 2	2018-2020
Janet Cagley	NOCE Site Rep	2019-2021
REP COUNCIL		
Cathee Mang	NOCE	2018-2020
Tim Byrnes	FC Business, CIS, PE	2019-2021
Juan P. Gonzalez	FC Counseling	2019-2021
Philip Dimitriadis	FC Fine Arts	2019-2021
Lugene Rosen	FC Library, Humanities 1	2019-2021
VACANT	FC Library, Humanities 2	× ×
Nick Huerta	FC Math, Computer Science	2019-2021
VACANT	FC Natural Sciences	× ×
Naji Dahi	FC Social Sciences	2019-2021
Brendon Kirby	FC Tech, Engineering	2018-2020
Jeremy Peters	CC Business, CIS, CTE	2018-2020
Kendra Velasco	CC Health Sciences	2018-2020
Bret Kaufman	CC Language Arts, Library	2019-2021
Alma Castro	CC SEM	2018-2020
Steven Estrada	CC Social Sciences	2019-2021
Dana Bedard	CC Counseling, Fine Arts	2019-2021
GRIEVANCE		
Linda Borla	CC, NOCE	President's discretion
Kevin Sampson	FC, NOCE	President's discretion
COMMUNICATIONS		
Brandy Young	District-wide	President's discretion

NEGOTIATIONS TEAM

Mohammad Abdel Haq, Lead Negotiator

Steven Estrada, Team member

Nicole Ledesma, Team member

Jeremy Peters, Team member

Liz Putman, Team member

United Faculty meets on the second and fourth Wednesday of every month. Locations alternate between campuses.

Join us at our next meeting.

Dec. 11th 3:00-5:00pm

Anaheim Campus, Room 105

Be on the lookout for announcements about Red Shirt Wednesdays!

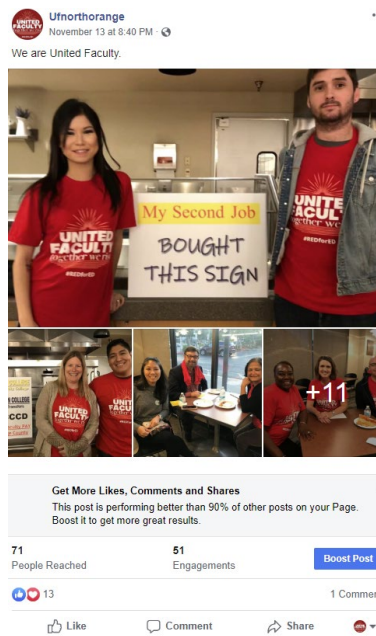


Stay in the Loop

[Ufnorthorange.com](https://www.ufnorthorange.com)

In addition to our website, don't forget to check out our Facebook page. You do not need a Facebook account. Just go to:

<https://www.facebook.com/ufnorthorange>



Questions or comments? Send an email to

ufnorthorangecommunications@gmail.com