

April 10, 2020

Dear Colleagues,

I'm happy to report that the temporary COVID-19 MOU has been ratified successfully by an overwhelming 98.6% majority with a faculty participation of over 72% of our membership. Not only is this one of the highest voter turnouts in the history of our union, but it was also supported by over 98% of our members, with only 5 "No" votes.

What does this mean? A high voter turnout is a strong indicator of the high level of faculty engagement. And an overwhelming 98.6% support shows that our faculty are pleased with the outcome of negotiations regarding our temporary COVID-19 MOU.

As I mentioned previously, our negotiations team wouldn't have been able to negotiate a strong and favorable MOU without the support of our faculty. This serves as an example of what we can accomplish when we are united. Undoubtedly, the District paid attention to the red shirts, the en masse showing at the BOT meetings, and the countless speeches, emails, and letters to the District's leadership.

I must stress that we continue our fight for lab/lecture parity and fair and meaningful on-schedule raises and benefits comparable to our surrounding districts. As is the case with any MOU, we expect our District to fulfill their MOU promise from over 6 years ago and bring our total compensation to the 75th percentile. We are confident that the fact-finding chair will make recommendations that are favorable to our faculty as soon as he gets an opportunity to look at all the facts, especially when we have not even received a Cost of Living Adjustment (COLA) for the past few years. Meanwhile, please continue supporting our bargaining team and wear your red shirts on Red-Shirt Wednesday. When our bargaining team wins, we all win.

Finally, I want to thank every single one of you for your hard work and dedication. Despite not having received any raises for years, the work that our faculty has done over the past few weeks was nothing short of phenomenal. We transitioned the overwhelming majority of our courses to remote instruction in record time. This is a testament to our commitment to our students. We are the value producers; without us, there is no District.

In Solidarity,

Mohammad M. Abdel Haq, M.A.
Professor of Sociology
UF Lead Negotiator
Fullerton College, Fullerton

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

Results - COVID-19 Pandemic MOU Ratification

Start: 2020-04-06 08:00:00 America/Los_Angeles

End: 2020-04-10 12:00:00 America/Los_Angeles

Turnout: 357 (72.6%) of 492 electors voted in this ballot.

Ratification Vote

Option	Votes
Yes	352 (98.6%)
No	5 (1.4%)

VOTER SUMMARY

Total	357
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