

April 22, 2020

Dear Colleagues,

As the perfunctory COVID-19 introductions start disappearing from our emails, it becomes evident that we have moved into a new norm. As I mentioned previously, the union is here to make sure that our rights are protected and that we are compensated fairly during these uncharted circumstances. So far, we have successfully bargained a Temporary Spring 2020 MOU, that was ratified by nearly 99% of our faculty. Although there has been no District-wide official announcement regarding moving online for the summer, we are seeing a lot of colleges/universities moving in that direction; therefore, in order to remain proactive, we sent a Demand To Bargain to the District last week. A Demand To Bargain is the first step to address concerns related to the Summer 2020 and Fall 2020 Semesters regarding the continuing COVID-19 crisis and its impact on our working conditions/compensation.

What Is Next?

Our number one priority remains the same: the health and safety our students and faculty, and their family members. Our bargaining team is working on a survey tool that will be sent out on Monday, 4/27/2020, to help us identify other priorities and concerns due to the ongoing crisis. The survey will close by 5:00 pm on Thursday, 4/30/2020. This information will help us focus on, and prioritize, items of interest to our faculty during negotiations of another Temporary MOU for Summer 2020 and Fall 2020.

What Else Do We Know?

The U.S. Department Of Education released allocations under the CARES Act. Our District received a total of \$16,848,668. Even though \$8,424,334 are allocated as the minimum for emergency financial aid grants to students, the remaining 50% can be spent at the District's discretion. Over 16 million dollars is a significant amount of relief, especially for a District with approximately 100 Million in reserves. As is expected in these circumstances, our union will be sending another Demand To Bargain specific to these funds so that faculty voices are heard and represented.

Finally, please continue wearing your red shirt on Red-Shirt Wednesday, which happens to be today! And share your pictures with us on social media and via email. This solidarity is very important, as it gives our bargaining team the confidence and the strength to demand the best possible working conditions/compensation.

In Solidarity,

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