

November 5, 2019

Good Morning Colleagues,

I am emailing you to keep you updated in regards to our second negotiations meeting with the district that took place yesterday, 11/4/2019, at 5 pm.

- Our negotiations team provided Irma Ramos and her team with copies of the signed 2013 MOU along with the Total Compensation Study that was commissioned by the district in 2015. Additional copies were printed to be passed to the Board of Trustees and the Chancellor so that they are aware of this history as well.
- Fred Williams, Vice Chancellor of Finance and Facilities, joined our meeting to present the most recent financial statements. According to Fred, our district's financial health is "very good." Fred also acknowledged that lower enrollment is a trend across the state, and that our district does not suffer from unique circumstances.
- Vice Chancellor Irma Ramos and her team did not provide us with a response in regards to our proposal from last week, so our team requested that the district provide us with a response next week during our scheduled meeting. Irma agreed.
- Given the financial health of our district, our negotiations team made it clear that one-time offers are offensive to our faculty; rather, we expect meaningful salary raises and benefits. Faculty have a continuing commitment to the district and our students. We expect a continuing commitment from the district.

In Solidarity,

Mohammad M. Abdel Haq, M.A.
UF Lead Negotiator
Chair of the Diversity Committee
Fullerton College, Fullerton