

November 14, 2020

Dear Colleagues,

First, I want to thank everyone that worked hard to show up at the November 12th BOT meeting. We had a massive turnout of over 100 faculty members. It was a sea of red shirts, and a public comments section that lasted approximately 2 hours. The BOT members wrapped up their meeting shortly before 11:00 pm. We had a strong show of solidarity from across the district. I especially want to thank our Rep Council members for spreading the word and showing up, among other great work!

I know this is a very anticipated report given the fact that we were eagerly awaiting a response from the district regarding our 18/19 proposal. As many seasoned faculty have pointed out, the district has a pattern; this pattern reveals a lack of commitment, slogans with no action, a corporate design, and being **tone-deaf to its faculty's demands. Not surprisingly, the district came back with a three-year proposal.**

Despite our UF Negotiations Team providing a proposal for only 18/19 so that we can wrap it up as soon as possible, the district is ignoring our attempt to finalize an already 18-months late negotiations. Instead, the district came back with a proposal for three years; 18/19, 19/20, and 20/21. In this proposal:

- A “status quo” response to 18/19, which means, no changes from the most recent failed TA.
- Did not include any retro pay.
- The only real difference from the last failed TA was the district increasing their offer on fringe by approximately \$58 per month for 20/21.
- Did not address lab/lecture parity.
- Increase of vesting to 50 years for retiree medical for all new hires starting July 1st, 2020.

Not only is this insulting, but it is a clear sign of how tone-deaf the district has become to its faculty. This does not show a real effort to move closer to us. **When the meeting started at 3:30 pm, the lead negotiator, Irma Ramos, said that she had some questions about some of the data that we provided her 9 days ago because she “did not have time to look over it,” confirming the current culture of how much the district cares about our salaries and benefits.** When we stated that we were concerned that they did not seem prepared, the district’s team seemed to take offense to it, and still presented us with a counter proposal without “having time to look over” at least some of the material that we provided them last week. While our Vice Chancellor of Finance, Fred Williams, makes nearly quarter of a million dollars in salary and benefits, it seems that faculty salaries are not a priority on the district’s budget. **Here is a direct quote from a 2015 memo from Fred Williams: “The results of the 2015 Total Compensation Comparability Study indicated that our district is low in both salaries and benefits across the member units.”**

The district is risking the commitment that many of us have developed to our campuses. Our faculty is rightfully frustrated. We are angry at the fact that our district carries the second largest reserve among all community colleges in California, and we remain

among the lowest paid in comparison to surrounding districts. We are angry at the fact that the district refuses to commit to us despite our commitment to them and to our students, by wanting us to accept off schedule one-time payments. What they do not realize is that committed folks commit to not accepting the crumbs. Just as we've shown commitment to our students, we are committed to fair wages, lab/lecture parity, and dependent health coverage, so that we can have comfortable living and retirement for ourselves and our families. We deserve it.

The UF negotiations team will continue to meet before our next meeting with the district on 11/22/2019, so that we can continue discussing our strategy. Meanwhile, we urge you to continue in the solidarity that we have shown during this week's BOT meeting. Continue voicing your concerns to the Trustees. While the district keeps echoing slogans of commitment, but are empty of any action, we will materialize our slogans. We need you to stay attentive to these developments as they unfold. As usual, I will send a report within 24 hours after our next meeting with the district.

In Solidarity,

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