

December 16, 2019

Dear Colleagues,

I am sending you a quick update before the holidays regarding negotiations.

I will keep this email as concise as possible, since most of you are very busy with grading this week so you can meet the fast-approaching grading deadline.

Since the District provided us with a multi-year proposal with a “Status Quo” offer for 2018/2019, it left faculty with nowhere to go other than declaring an impasse. The good news is that the Public Employment Relations Board (PERB) reviewed our declaration of an impasse, and they did agree with us that an impasse does indeed exist, and that further negotiations without a mediator would be futile; therefore:

- PERB assigned us a mediator last week, and we have our first tentative date for a mediation session on 1/21/2020.
- California Teachers Association (CTA) assigned us a team of three specialists to work with us and guide us through the impasse process. One of the CTA specialists will be with our negotiations team during the mediation sessions.
- We are very excited to announce that Dr. Naji Dahi (Political Science, Fullerton College) was appointed Chair of the Organizing Committee. Please be on the lookout for an introductory email from Dr. Dahi.
- I must stress again the importance of a note that I included in my last correspondence on 12/5/2019: “Please be careful in regards to rumors about union action. Directions regarding union action will come directly from the Union leadership and/or the Union's Organizing Committee through one or multiple methods of communication. If you are not sure about anything, please do not hesitate to reach out to us to clarify.”
- As of right now no Union action has been determined in regard to Flex Day or any other days for next semester. Union action requires **time**, in-depth discussions, and careful planning.
- Since most faculty check their emails intermittently during the Winter Break, I must stress the fact that we find ourselves during a critical period of negotiations that requires the attention of our faculty; therefore, I encourage all of you to make sure that you check your emails more often than you usually would during the break. This is especially important as we get closer to the first mediation session, which is scheduled the week before the beginning of the Spring Semester.

In my Opening Statement to the District on 10/28/2019, I mentioned that “Community colleges are meant to be sites of liberation, critical thinking, and resisting systems of oppression.” As educators, I think we all can agree that words without action are empty words, and an essential part of resisting systems of oppression is praxis; therefore, I want to leave you with one of my favorite quotes by Frederick Douglass. This quote speaks to the heart of any social progress, so I encourage you to read it carefully and to adopt its spirit:

“If there is no struggle, there is no progress. Those who profess to favor freedom, and yet depreciate agitation, are men who want crops without plowing up the ground. They want rain without thunder and lightning. They want the ocean without the awful roar of its many waters. This struggle may be a moral one; or it may be a physical one; or it may be both moral and physical; but it must be a struggle. Power concedes nothing without a demand. It never did and it never will.”

In Solidarity,

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