

February 7, 2023
IMPORTANT: UF Negotiations Update

Dear Colleagues,

We are emailing to bring to your attention concerns we have regarding potential unfair labor practices taking place at the District. It has been almost three months since United Faculty sent VC Irma Ramos a demand to bargain a distance education (DE) flexible schedule MOU beginning Fall 2023. Since then, we have only been given one slow response and many blatant attempts to delay negotiations by the District. UF has sent multiple emails to the District to address these violations. However, three months later, we still do not have a date to meet with VC Ramos.

These practices not only violate labor laws, but also create a disrespectful work environment for faculty and jeopardize our ability to plan our schedule for Fall 2023 in a timely manner. With all the talk about increasing enrollment at our District, these delay tactics in negotiating a flexible scheduling MOU make it difficult for faculty to plan ahead of time, which ultimately impacts our ability to serve our students.

In December 2019, an overwhelming majority of faculty signed a vote of no confidence in VC Irma Ramos for negligence in negotiations. Over three years later, the lack of accountability persists, and VC Ramos is still using delay tactics to avoid negotiating with UF. It is imperative that the District take immediate steps to address these serious issues.

Meanwhile, we would like to remind faculty that our Collective Bargaining Agreement (CBA) does not mandate the modality of our teaching hours or days. In addition, we would like to point out the current contractual obligation relevant to scheduling virtual office hours:

5.2.5.5 A Unit Member assigned distance education courses as part of the regular contract workload shall be permitted to hold "virtual" office hours proportionate to the percentage of load constituted by the distance education courses, rounded to the nearest half-hour. The virtual office hours shall be reflected on the Unit Member's staff assignment sheet.

5.2.5.5.1 If the percentage of load constituted by distance education courses assigned as part of the regular contract workload exceeds sixty (60) percent, the Unit Member shall be responsible for two (2) scheduled office hours per week on campus during the semester.

5.2.5.5.2 The provisions of section 5.2.5.1 notwithstanding, each of the two (2) required on campus hours shall be scheduled on separate days, Monday through Friday, between the hours of 8:00 a.m. and 5:00 p.m., at the discretion of the Unit Member.

We will keep you posted about the next steps.

In Solidarity,

Mohammad M. Abdel Haq, M.A.
UF Lead Negotiator

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