

March 16, 2023  
**Flexible Scheduling MOU Ratification**

Dear Colleagues,

We are very pleased to report that after weeks of deliberations, our bargaining team and the District reached an agreement on a 1-year Flexible Scheduling MOU expiring at the end of the 23/24 academic year. Our bargaining team worked very hard over the last few months. Data from the recent *Flexible Scheduling Survey* and feedback from the Representative Council helped us a great deal, so we appreciate your contribution and involvement.

We would like to highlight the following important gains that we won for our members:

- Instructional faculty (credit and noncredit) are required to be on campus for a minimum of two days a week. Instructional faculty choose whichever obligation they want to fulfill during those two days. Instructional faculty who are scheduled to teach 80% or more in Distance Education (DE) Modalities, as recorded on their Staff Assignment Sheet (SAS), are only required to be on campus a minimum of one day each week per semester as indicated on their SAS.
- Librarian faculty are required to be on campus a minimum of two days per week and sixteen (16) hours per week. The workweek for librarians shall be assigned an average of 35 hours and 5 hours for professional activities for a total of forty (40) hours per week.
- Counseling faculty can schedule up to sixty percent (60%) of their required annual workload remotely. Counselor's schedules will meet student demands and comply with the collective bargaining agreement Scheduling Article 4 and Counselor Workload Article 6. The total annual hours stated in Article 6 shall remain 1,245 hours annually.
- Unit members may attend regularly scheduled department and division meetings remotely. Unit members will attend meetings on campus/onsite which must comply with Brown Act legal requirements of being conducted on campus/site.
- Unit Members who have already submitted a Fall 2023 schedule to their IMS may revise their Fall 2023 schedule according to the terms of this MOU.

**What's Next?**

**An email concerning a ratification vote and a copy of the MOU will be sent out electronically by the Elections Committee. Voting opens at 8:00 tomorrow, Friday, 3/17/2023, and will close by 5:00 pm on Monday, 3/27/2023.** We strongly urge you to vote in support of this temporary MOU, as it will provide faculty with the peace of mind, clarity regarding working conditions, and flexibility that is needed to accommodate our students. The MOU voting ballot is coming from UNITED FACULTY OF NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT via Simplyvoting.com. It will be sent to whatever email address you receive the election email with. Please check your spam, trash, etc.

Please contact Jane Walker at [jwalkeruf@gmail.com](mailto:jwalkeruf@gmail.com) if you experience any problems. If you have any questions or concerns about the MOU before casting your vote, please do not hesitate to email me and/or Christie directly, or reach out to your Representative Council member.

Thank you all for your hard work.

In Unity,

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

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