

March 27, 2023

Congratulations! Flexible Scheduling MOU Ratified

Dear Colleagues,

The results are in! The 23/24 temporary Flexible Scheduling MOU was ratified by our members with a strong 87% majority and a high level of voter turnout of 62% of our members.

Congratulations to all of us! This MOU was a labor of passion and determination to accomplish a very important and long-standing promise of providing flexibility to faculty so we can best serve our student population.

MOU Highlights:

- 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.

Thanks to our members for their continued engagement and feedback as we negotiated this MOU. We also want to thank Chancellor Breland, as we have witnessed meaningful cultural and tangible shifts under his leadership. We appreciate his efforts, and we look forward to continuing a strong relationship based on shared educational goals and student-centeredness.

In Solidarity,

Mohammad and Christie