

May19, 2021

MOU Ratification Vote: Temporary COVID-19 Summer/Fall MOU – Important Update

Dear Full-time Faculty,

We are very pleased to report that after weeks of deliberations, our bargaining team and the District reached an agreement on a Temporary COVID-19 Summer/Fall 2021 MOU expiring on December 31, 2021. Our bargaining team worked very hard over the last few weeks. Data from the COVID-19 Impact Survey and feedback from Representative Council helped us a great deal, so we appreciate your contribution and involvement. Similar to previous Temporary COVID-19 MOUs, our team managed to get the District to make significant moves in our direction.

Most of the language in this proposal was also borrowed from the previous Temporary COVID-19 MOUs, all of them were ratified by over 95% of our membership.

We would like to highlight the following items:

- The District argued that faculty are no longer incurring the same expenses in comparison to last year. They also suggested that most surrounding districts are no longer providing additional COVID-19 related compensation or have reduced it dramatically. Our team was steadfast in arguing that ALL faculty are still incurring additional expenses in the process of performing work for the District, and even pointed out the rising cost of electricity; therefore, we must be compensated per CA Educational Code 87032. Fortunately, the District eventually conceded to that argument. We agreed to \$500.00 to cover the ongoing cost impact from online/remote instruction/assignments for Fall 2021 to be paid by August 31, 2021. Unit members assigned for Summer 2021 shall receive \$250.00 by July 31, 2021.
- Our negotiations team and the District agreed to keep the \$250 compensation for the five hours Campus provided emergency distance education training, upon verification of completion.
- We also kept very important safeguards from the previous COVID-19 Temporary MOU. The District agreed to keep the protections for faculty that are teaching on campus in case a lab or class is split into two or more learning groups. When social distancing is not feasible and if the lab or class is split into two or more learning groups instructed at different times, while retaining the instructor of record, the instructor will be compensated

for the number of instructional hours assigned to complete the Fall 2021 course. The total faculty load may not exceed 25 LHE for credit/35 hours for NOCE unless approved by the IMS as per the collective bargaining agreement.

In comparison to surrounding districts, our CTA staff have assured us that this is a very strong and successful MOU. We have spent a lot of hours to get to this point; all while guided by your feedback and data from the COVID-19 Impact surveys. We hope that we will get your support and that you will encourage faculty in your department/division to support this strong Temporary Summer/Fall 2021 COVID-19 MOU.

- **What's next?**

An email concerning a ratification vote will be sent out electronically by the Elections Committee. Voting opens at 8:00 AM tomorrow, Thursday, 5/20/2021, and will close by noon on Tuesday, 5/25/2021. 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 financial assistance that is needed during the COVID-19 crisis. 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 received the election email with. Please check your spam, trash, etc.

Please contact Jane Walker at jwalkeruf@gmail.com if you experience any problems. If you have any questions or concerns about the temporary Summer/Fall 2021 COVID-19 MOU before casting your vote, please do not hesitate to email me and/or Christie directly.

Thank you all for your hard work.

In Solidarity,

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