

Sep. 13, 2021
UF Update

Dear Colleagues,

Earlier today, our UF negotiations team had our first meeting with the District to address some questions and concerns that faculty relayed to us relevant to the recently board-approved COVID-19 vaccine mandate, and to request additional meetings to negotiate a COVID-19 Spring 2022 MOU. While the District did not have answers to all our questions, they informed us that they are still working on the specifics. Meanwhile, this is what we learned relevant to the recent vaccine mandate:

1. The District understands the importance of uniformity in the application of the vaccine mandate across all groups (students, faculty, classified, managers, and all other members of NOCCCD).
2. The District does not know yet if there is a time-limit on the vaccine mandate or if it is a permanent requirement.
3. The District is still working on determining the ramifications for unvaccinated individuals past the Board-approved vaccination date. The Board of Trustees approved an effective date of 11/01/21. To be considered fully vaccinated, the final vaccine dose must be received no later than 10/17/21.
4. The District is considering hiring a third-party vendor to process the vaccine documentation and verification process. Details are to be announced by the District soon. The District does not know how they will handle the verification process for individuals that were vaccinated outside the country, but they promised us to find out more information through the third-party vendor.
5. The District is still working on the accommodations form and process, and they will have more information in the coming days.
6. Our UF negotiations team inquired about a financial incentive for vaccinated individuals. The District stated that the Board of Trustees rejected the idea of a financial incentive; however, we requested that the District bring it up again with the Board of Trustees.
7. The District intends on emailing a "Q&A" document regarding the vaccine mandate later this week.

In a separate conversation, we also requested to schedule as many meetings as possible to address our fifth COVID-19 MOU for Spring 2022, that will provide continued flexibility and safety protections.

We have another previously scheduled meeting this Friday to continue our contract negotiations, which will focus on improving salary and benefits, and achieving lab/lecture parity.

We will keep you posted.

In Solidarity,
Mohammad M. Abdel Haq
UF Lead Negotiator

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