

September 17, 2021

UF Collective Bargaining Agreement (CBA) Negotiations Update

Dear Colleagues,

We met with the District earlier this afternoon. **Please note that this is a negotiations session for the Collective Bargaining Agreement (CBA) and is separate from the Spring 2022 COVID-19 MOU meetings, which will begin in the next 10 days.**

Today, we discussed the following items:

1. Given the high inflation and the rising cost of living, we stressed the importance of passing the state-funded Cost of Living Adjustment (COLA) for 21/22 and 22/23 to our faculty. COLA for 21/22 is 5.07% and for 22/23 it is estimated at 2.48%, totaling approximately 7.55%.
2. We relayed to the district that we need to work towards a clear implementation process and timeline for achieving lab/lecture parity, and we proposed that implementation take place no later than Spring 2023.
3. We asked the District to work with UF towards a clear implementation process and timeline for achieving the 75th percentile, and we proposed that implementation take place no later than Fall 2023.
4. We proposed the implementation of full family medical coverage by January 2023.
5. The District remains interested in discussing the reclassification of multiple sections minimum enrollment percentage.
6. We believe that our union and the District are moving closer to each other, and we are working hard to accomplish a Tentative Agreement that our faculty would ratify successfully. We will keep you posted as we continue meeting with the District to address salary, benefits, and lab/lecture parity, among other items.

Fullerton College Scheduling Concerns:

In a separate topic, we received some questions from Fullerton College faculty regarding scheduling concerns and a misunderstanding by some deans regarding a 60% (and in some cases 70%) requirement for faculty to be on campus. We addressed these concerns with the District, since faculty have been working on submitting their schedule requests. Fullerton College VPI, Dr. Jose Ramon Nunez, clarified to us that this was not a requirement, but rather a guideline and a recommendation. The District stated that it was "a general idea, not a strict mandate." We explained to the District that with the new COVID-19 variants and continued safety protocols, providing flexibility in scheduling is very important. The scheduling concerns will be addressed as part of the Spring 2022 COVID-19 MOU. The first meeting that the District provided us is on 9/29/21, and several additional meetings are scheduled afterwards, so please keep providing feedback to your rep council member regarding this matter.

In Solidarity,
Mohammad M. Abdel Haq
UF Lead Negotiator

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