

September 28, 2021  
**United Faculty Update**

Dear Full-Time Colleagues,

We had our first meeting with the District earlier this evening to discuss another Temporary COVID-19 MOU for Spring 2022. Among other things, we stressed the importance of continued health and safety measures for all faculty on our three campuses.

Since there have been significant scheduling issues at Fullerton College, we spent the majority of the first session discussing these concerns.

We relayed to the District that we have received many emails from faculty at FC who do not feel comfortable teaching face-to-face in the Spring for a variety of valid reasons.

We pointed out that Cypress College administration provided flexibility and choice to their faculty, and they ended up with approximately 55% of their sections on-campus. We inquired about the "60-70% mandate" rumors that some FC deans have been claiming to faculty. Once again, the District confirmed to us that this is an "aspirational" number and is only a guideline. When we inquired about the individuals that were involved in making this decision, it became clear that this mandate came from Fullerton College administration without any extensive discussions with faculty.

We concluded the meeting by proposing to the District that faculty across the entire District maintain flexibility and choice. The District stated that they will discuss our proposal and get back to us.

Meanwhile, please note that Article 4.2.1 and 4.2.2 in our contract states:

*"The Immediate Management Supervisor or designee shall collaborate with Unit Members through written communications or department meetings before and after decision making in determining the following:*

*4.2.1.1 classes offered;*

*4.2.1.2 scheduled times of offerings;*

*4.2.1.3 number of sections within divisional allocation;*

*4.2.1.4 assignments of Unit Members;*

*4.2.1.5 development of divisional and departmental budgets;*

*4.2.1.6 allocation and specification of equipment and facilities;*

*4.2.1.7 participation in professional activities.*

*4.2.2 Such collaboration shall be through department meetings, division meetings or written communications, as appropriate, in such manner as will afford a bona fide opportunity for participation of Unit Members in the decision-making process."*

We will report back to you as soon as we hear back from the District.

In Solidarity.

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

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