

October 16, 2020

Dear Colleagues,

I want to send you a quick update regarding the ongoing COVID-19 Temporary Spring 2021 MOU negotiations. So far, our team has met twice with the District; last week on Thursday, 10/8/2020 for two hours, and again earlier today for another two hours.

During both sessions, our negotiations team stressed the importance of unit members not being required to use sick or other leave balances for COVID-19 related issues.

During the first session, the District's negotiations team committed to providing us with the legal language and rationale behind their claim that faculty cannot work from out-of-state. We argued that being out-of-state does not necessarily establish a tax nexus (in accounting circles this is a situation in which a business has a tax presence in a particular state for employees). This is a very gray area, and we are consulting with CTA and looking up how other public institutions have handled similar situations.

The District did not have their rationale/legal language ready earlier today, so we agreed to keep it out of the COVID-19 Temporary Spring 2021 MOU discussions until the District can provide us with their rationale/legal language so that we can review it and respond appropriately.

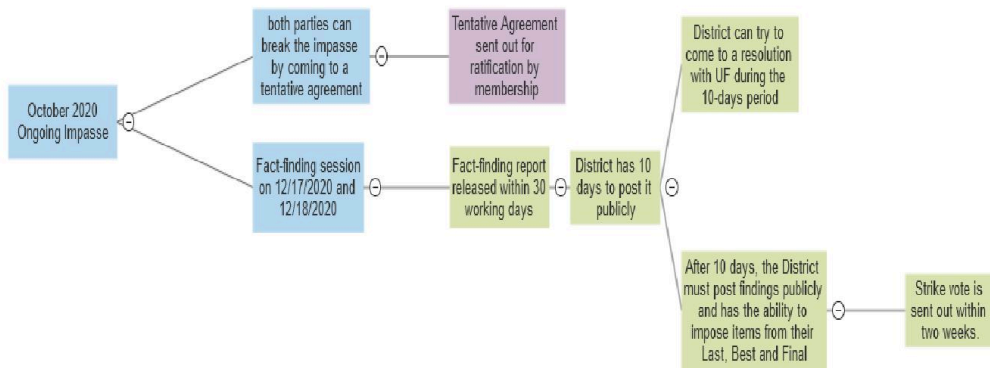
So far, the district has not offered anything for the increased workload. Our team made an argument for additional compensation that would reflect an increased workload (especially that all of us are working longer hours than we ever did in our careers). We also argued for additional compensation to cover the ongoing cost impact from remote instruction/assignments and required technology upgrades, per CA Educational Code 87032; this includes things like upgraded internet, electricity, software, printing supplies, etc. Simply put, the District must compensate faculty for expenses that are incurred in the course of performing services for the district.

Since these negotiations usually take multiple meetings, we scheduled a third meeting for Thursday, 10/22/2020 at 8:00 am. Meanwhile, we encourage all of you to continue providing us with feedback as we go through the process of negotiating another temporary COVID-19 MOU.

In Solidarity,
Mohammad M. Abdel Haq, M.A.
Professor of Sociology
UF Lead Negotiator
Fullerton College, Fullerton

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

Impasse/Fact-Finding Estimated Timeline



SOCIALLY-DISTANCED FACT-FINDING INFORMATIONAL PICKET

LET YOUR VOICES BE HEARD ON Tuesday, 10/27/2020, 4:15 PM



**JOIN US ON TUESDAY, 10/27 AT 4:15 PM FOR AN
INFORMATIONAL PICKET**

CELEBRATE OUR UNION SOLIDARITY BY WEARING RED
IN ADDITION TO ALL APPROPRIATE SOCIAL DISTANCING MEASURES, SANITIZER AND
MASKS WILL BE PROVIDED



- 4:15 PM -- MEET AT CORNER OF EUCLID & W ROMNEYA DR**
- 5:00 PM -- DEADLINE TO SUBMIT A COMMENT VIA EMAIL**
- 5:30 pm -- PUBLIC COMMENTS/BOT MEETING BEGINS**

ADDRESS:

**Corner of Euclid & W Romneya Dr, Anaheim,
CA 92801**

FAIR SETTLEMENT NOW!

"Our District is low in both salaries and benefits across the member units."

- Fred Williams, Vice Chancellor of Finance

FULLERTON COLLEGE. CYPRESS COLLEGE. NOCE



FOLLOW US ON FACEBOOK

[HTTPS://WWW.FACEBOOK.COM/UFNORTHORANGE/](https://www.facebook.com/UFNORTHORANGE/)