

October 29, 2022

Important UF Temporary COVID-19 Spring 22 Negotiations

Dear Colleagues,

We met with the District earlier today to discuss the Spring 2022 Temporary COVID-19 MOU:

- **The District did not offer any financial compensation** to cover for the ongoing cost impact from online/remote instruction/assignments and required technology upgrades, due to the claim that campuses are being reopened with full access.
- We requested that the District extend the COVID-19 Supplemental Sick Leave until the end of the Spring 22 semester.
- **Irma Ramos, District lead negotiator, stated that she spoke with the Interim President of Fullerton College, Gil Contreras, regarding the scheduling concerns, and the FC administrators insisted on treating Fullerton College faculty differently than Cypress College.**
- District Lead Negotiator Ramos stated that she spoke with the Board of Trustees during a closed session on 10/26/21, and they, too, supported the decision of Interim FC President, Gil Contreras, and VPI, José Ramón Núñez. When we inquired if she provided the board with any evidence or data to support the decision, she declined to answer.
- **We repeatedly cited the recent survey information from Fullerton College, where approximately 14% of FC students stated they wanted to be on campus, 35% hybrid, and 51% completely online. And we questioned the logic of the leadership of Fullerton College wanting to bring two thirds of the instruction back on campus. We did not receive any clear or logical reasoning for this, especially as we are still amid a global pandemic.**
- We argued that the lack of clear logic might stem from the FC leadership having made that decision before even finding out what our students want, and the refusal to pivot has really confused our faculty and created a chaotic scheduling situation.
- **We questioned the District about why some Fullerton College faculty were asked to be on campus for 2 days, even if they were teaching a 3 unit class in one day. The response made it clear that it was about having faculty on campus for the sake of having faculty on campus. None of the answers we received were student-centered or based on data.**
- The session ended without coming to a consensus. Earlier this week, we requested additional meetings and we did not receive a response, so we emailed another reminder again yesterday, and we reminded the District again this morning. We are still waiting on them to provide us with additional meetings.

While this report is specific to the Temporary COVID-19 Spring 2022 MOU, I will be sending another report specific to the CBA negotiations on Monday.

In Solidarity,

Mohammad M. Abdel Haq
UF Lead Negotiator

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