

United Faculty Negotiations Update
November 17, 2021

Dear Colleagues,

We met twice with the District this week; once for the Temporary Spring 22 COVID-19 MOU negotiations, and again for the Collective Bargaining Agreement (CBA) negotiations.

Temporary Spring 22 COVID-19 MOU Negotiation Highlights:

- We requested that the District continue with the practice of voluntary-basis for on-campus assignments, rather than forcing faculty to be on-campus in an arbitrary manner, as we have seen at Fullerton College.
- We requested that that District extend the COVID-19 Supplemental Sick Leave (SSL) if the unit member satisfies the COVID-19 criteria, including time off for vaccinations, recovery for COVID related symptoms, and other COVID related time off as required by law.
- We proposed a financial compensation to cover the ongoing cost impact from online/remote instruction/assignments and required technology upgrades.
- Require social-distancing and wearing of face coverings while indoors.
- Provide accommodations for social distancing in classrooms, counseling offices, and libraries.
- Ensure that faculty are not responsible for any screening or verification process.
- The District caucused for approximately 40 minutes, then informed us that they will have a counter proposal for us next meeting, 11/29/21.

Collective Bargaining Agreement (CBA) Negotiation Highlights:

The District presented us with data relevant to Overload and Summer pay, and we presented them with the attached chart that highlights how poorly we rank in relation to surrounding comparable Districts, with Summer pay as an example. It was evident to both parties that our Overload and Summer pay has fallen behind significantly over the years. We requested that the District present this data to the Board of Trustees during their next meeting, and to provide us with answers on how they will create equity when it comes to Overload/Summer pay. We have another meeting scheduled with the District on 11/30/21. As always, we will send an update shortly afterwards.

Finally, we would like to welcome Dr. Byron D. Cliff Breland as the ninth chancellor for NOCCCD. We are excited for our students as they will benefit a great deal from his expertise, and we look forward to working with him.

In Solidarity,

Mohammad M. Abdel Haq
UF Lead Negotiator

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

Full-Time Summer Hourly Rate

RANK	DISTRICT	MINIMUM QUALIFICATIONS (STEP - 5 YEARS)	DOCTORATE (STEP - 5 YEARS)
1	Rancho Santiago	\$106.60	\$129.28
2	Riverside	\$102.57	\$128.57
3	Rio Hondo	\$90.96	\$103.63
4	Mt. Sac	\$89.37	\$95.77
5	Cerritos	\$76.90	\$90.55
6	Coast	\$76.61	\$92.11
7	Long Beach	\$75.48	\$79.25
8	NOCCCD	\$65.10	\$71.44