

December 4, 2020

Dear Colleagues,

I am writing you today to share with you some great news; after two years of negotiations, an impasse, an attempted mediation, and shortly before fact-finding, the District and United Faculty came to a settlement. This settlement is the product of an immense amount of work over the past couple of years. Our CTA Staff Representative, Robin Devitt, has worked extensively to secure this excellent offer; the strongest offer for our faculty in over a decade. Here are the highlights of this Tentative Agreement (TA):

- Unit members will receive a 5.5% on-schedule increase on all salary schedules effective January 1, 2021.
- Unit members will receive a \$10,000 off-schedule payment, paid in two increments of \$5000 paid on January 29, 2021 and \$5000 paid on February 26, 2021.
- The District will contribute a maximum of \$8058 annually towards dependent care medical premiums. The current \$4646.10 fringe for all unit members remains the same.
- Supplemental Early Retirement Program (SERP) will be offered to eligible unit members with five (5) or more years of service credit. The SERP will provide the eligible unit member the amount of \$1,000.00 per year of service up to a maximum dollar amount of \$25,000 with annuity options.
- During the Spring 2021 semester, a Lecture/Laboratory Parity taskforce will be formed to provide mutually agreed upon recommendations for procedures, guidelines, and Lecture/Laboratory ratio compensation to be negotiated beginning 2022.
- During the Spring 2021 semester, the 75th Percentile taskforce will be formed to provide recommendations of the community college districts and benchmarks for 75th Percentile Total Compensation Comparability to be negotiated beginning 2022.

Additional details and specifics are in the attached document.

While other districts accepted that they will not be receiving any raises due to a global pandemic that upended everything, we managed to get a significant on-schedule raise, dependent health-coverage contribution of \$8058 (existing \$4646 fringe remains the same), a one-time payment of \$10,000, a commitment towards lab/lecture parity, and another commitment to bring our salaries to the 75th percentile in comparison to surrounding districts. This is a very successful and strong TA, and it was only possible due to all the hard work and dedication of our members. Thanks to everyone that showed up at the Board of Trustees meetings to protest our compensation, and wore their red UF shirts, and wrote letters, emails, and comments to our trustees. Thanks to those that placed their trust in our negotiations team and supported them, especially our organizing committee, rep council, and our recently-formed Racial Justice and Equity Committee. Finally, I want to thank our UF President, Christie Diep, for her hard work and for recognizing that our unity as a union depends on common threads of equity and empathy.

What is next?

All our members will have an opportunity to vote on this TA. An email concerning a ratification vote will be sent out electronically by the Elections Committee. Voting opens at 12:00 PM today, Friday 12/4/2020, and will close by noon on Wednesday, 12/9/2020.

The TA voting ballot is coming from UNITED FACULTY OF NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT via Simplyvoting.com. It will be sent to whatever email address you received recent voting emails with. Please check your spam, trash, etc. Please contact Jane Walker at jwalkeruf@gmail.com if you experience any problems.

As we witness our members' commitment to the hard work of bridge-building in the never-ending struggle in the cause of equitable working conditions and compensation, this TA reaffirms our optimism. Shortly after this TA is successfully ratified, we will survey our members before re-opening negotiations for 21/22. We look forward to hearing our members' needs and concerns so that we can represent you effectively. Thank you for placing your trust in your negotiations team. We are only as strong as the support and unity that you provide us.

Congratulations to all of you!

In Solidarity,

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

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