

December 1, 2021
United Faculty Negotiations Updates

Dear Colleagues,

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

Temporary Spring 22 COVID-19 MOU Negotiations Highlights:

- The District did not include language relevant to scheduling in their proposal and claimed that it is unnecessary to include language relevant to scheduling now that registration has already opened.
- **Given the ill-conceived directive at Fullerton College to bring two-thirds of instruction back on campus (despite only 15% of students indicating a desire to be on campus), we are already witnessing a significantly larger drop in enrollment at Fullerton College in comparison to Cypress College; therefore, we requested that on-campus class offerings will not be cancelled due to low enrollment. Additionally, if any faculty agree to switch from an in-person class to a remote format due to low enrollment, we are requesting additional compensation.**
- We pointed out the recent developments relevant to the emerging COVID-19 variants, and 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. However, the District wants any faculty member who gets sick with COVID-19 twice to use any remaining portion of their SSL and then their regular sick leave.
- **Once again, the District rejected our proposal for a financial compensation to cover the ongoing cost impact from online/remote instruction/assignments and required technology upgrades.**
- While the District accepted our request to require face coverings while indoors, they rejected our proposal to provide accommodations for social distancing in classrooms, counseling offices, and libraries. Julie Kossick, Assistant Vice Chancellor, cited legal obligations and CDC recommendations, therefore suggesting that the District would only do the bare minimum.
- **The District did not address our request to ensure that faculty are not responsible for any screening or verification process. We stressed the importance of language that would clarify this matter. Irma Ramos, District lead negotiator, promised to look into this issue and consider it for our next meeting.**

Collective Bargaining Agreement (CBA) Negotiations Highlights:

The District presented UF with additional data relevant to Overload and Summer pay and suggested that the increase in Overload and Summer pay (for credit and non-credit) would cost the District approximately an ongoing \$1.2 million. A couple of weeks ago, we requested that the District present this data to the Board of Trustees and to provide us with answers on how we can create equity when it comes to Overload/Summer pay. District Lead Negotiator, Irma Ramos, stated that she presented this information to the Board but refused to provide us with any additional information, claiming that this discussion took place during a closed session. We requested additional urgent meetings since the end of the semester is around the corner. As always, we will send an update shortly after we have further information.

Finally, I encourage you to watch this 3-minute summary of some of the public comments that our colleagues made last week, during the most recent Board of Trustees meeting.

<https://www.youtube.com/watch?v=DrGKe1F8v1k>

In Solidarity,

Mohammad M. Abdel Haq
UF Lead Negotiator

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