

Important United Faculty CBA Negotiations Update
December 15, 2021

Dear Colleagues,

Nearly six months into an expired contract, the District has failed at providing us with a meaningful proposal. Despite our faculty's level of frustration being at an all-time high, on the last day of the semester, the District's Lead Negotiator, Irma Ramos, emailed us to let us know that they believe that our negotiations are at an impasse.

As most of you know, we were at impasse last year, and PERB's (Public Employees Relations Board) role in the mediation process is to determine whether the parties have reached a point in their negotiations at which further meetings without the assistance of a mediator would be futile. Once that determination is made, the first stage is to request that PERB appoint a mediator.

Throughout the last few months of negotiations, The District's Lead Negotiator, Irma Ramos, displayed a lack of preparation, a take it or leave it approach, and claims that equitable Overload and Summer pay is too costly. At one point, Irma Ramos presented us with a counterproposal that had only 3 words edited from their previous proposal presented ten days earlier. Not only does this show a lack of respect towards the hundreds of faculty members that have waited patiently for the negotiations to wrap up, but it shows a lack of concern and accountability. This lack of accountability might stem from the District providing their lead negotiator with a recent 12% raise, despite a majority of full-time faculty signing a Vote of No Confidence against her in late 2019 and being found guilty by PERB earlier that year of bad faith bargaining with AdFac.

United Faculty leadership is confident in navigating the impasse process with the support and resources from CTA. Additional information will follow to help our members understand the timeline moving forward, as well as calls to action as we get close to the start of the Spring Semester.

Finally, I am attaching a letter of support from United States Congressman J. Luis Correa (46th District), which came after he heard about our District holding the state-granted COLA hostage instead of passing it to faculty.

In Solidarity,

Mohammad M. Abdel Haq
UF Lead Negotiator

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

J. LUIS CORREA

46TH DISTRICT, CALIFORNIA

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Congress of the United States
House of Representatives
Washington, DC 20515

December 13, 2021

HOUSE COMMITTEE ON HOMELAND SECURITY
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HORTICULTURE, AND RESEARCH

PROBLEM SOLVERS CAUCUS
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NEW DEMOCRAT COALITION
CONGRESSIONAL HISPANIC CAUCUS

Board of Trustees
North Orange County Community College District
1830 W Romneya Dr.
Anaheim, CA 92801

Dear North Orange County Community College Board of Trustees,

I support the faculty of North Orange County Community College District and their efforts to secure the recent cost of living allocation (COLA) from the state as well as negotiate a comparable salary and dependent health benefits.

As a longtime resident of Orange County, a graduate of CSU Fullerton, a former state assemblyman and senator, and now, a US congressman for our area, I have a long and solid track record of supporting organized labor as well as higher education, especially equal access to and resources for college students.

That the Fullerton College and Cypress College professors have yet to receive COLA this year much less salary and benefits comparable to other Orange County community colleges for nearly a decade is unacceptable. I urge the NOCCCD administration and board of trustees to make every effort to swiftly rectify this situation.

Respectfully,

A handwritten signature in blue ink that reads "J. Luis Correa".

J. Luis Correa
Member of Congress