

June 9, 2020

Dear Full-time Faculty,

I'm very pleased to report that after weeks of deliberations, our bargaining team and the District reached an agreement on a temporary COVID-19 Summer/Fall MOU expiring on 12/18/2020.

Our bargaining team worked very hard over the last few weeks, and we were guided by data from the COVID-19 Impact Survey and feedback from Representative Council. Like our last COVID-19 temporary Spring MOU, our team managed to get the District to make significant moves in our direction. Our negotiating team worked tirelessly to shift the District's perception to view this temporary MOU while taking into account the ongoing national discourse and the racialized reality of the COVID-19 pandemic.

The District was adamant about compensating faculty only for courses that were not previously converted to remote teaching. However, the majority of courses were already converted, so it would've meant that only a small number would be compensated. Our team was steadfast in arguing that faculty still have more work to do for courses that were already converted since the majority happened in the middle of the semester. Fortunately, the District eventually conceded to our argument.

This was the result of a lot of hard work over the past few weeks. We are confident that we reached the best possible agreement, especially in comparison to surrounding districts.

Please review the attached temporary MOUs carefully. Copies of the MOUs are also available on the Association's website: [www.ufnorthorange.com](http://www.ufnorthorange.com)

The document titled: *Temporary Summer 2020 COVID-19 MOU For Spring Classes* addresses specifically a small number of faculty that are finalizing incomplete spring lab/cohort classes, so you do not have to worry about reviewing it if you are not resuming a Spring course into Summer 2020.

As for the *Temporary Summer/Fall 2020 MOU* document, which has an impact on all faculty, the overwhelming majority is language that was borrowed from the last temporary COVID-19 Spring 2020 MOU, which was successfully ratified by nearly 99% of our membership. However, I would like to highlight the following items:

- Unit members (credit and non-credit) who are migrating to online/remote instruction/workload for their assigned Summer 2020 classes/assignments shall receive a stipend of \$250.00. Unit members will be paid for Summer 2020 by July 31, 2020
- All unit members (credit and non-credit) who are migrating to online/remote instruction/workload for their assigned Fall 2020 classes/assignments shall receive a stipend of \$500.00. Unit members will be paid for Fall 2020 by October 31, 2020. In addition, all unit members shall receive \$500.00 to cover the ongoing cost impact from online/remote instruction/assignments and required technology upgrades, per CA Educational Code 87032, to be paid by August 31, 2020.

- In the event that a unit member is unable to make their full load or assignment in Fall 2020 due to COVID-19 restrictions, the unit member will be compensated for his/her full load/assignment. However, unit members who cannot make load may use any load bank balance to fulfill their contractual work hours, per CBA Article 23.4, or perform alternative work equivalent to the number of hours of their assignment. This work may include, but is not limited to, the following: one-on-one student mentoring; develop and implement curriculum for remote and/or online delivery; develop instructional materials and lessons; mentor colleagues or students for remote/online instruction and learning; assist with classes that have enrollment sufficient to continue; or perform other alternate assignments, which will be determined in consultation with the unit member and approved by the immediate management supervisor. If a unit member chooses not to accept or perform the alternate work, the unit member will not be compensated for the portion of their full load or assignment that the unit member is unable to perform.
- Campus provided emergency distance education training in response to the COVID-19 pandemic shall be five (5) hours for unit members. Unit members attending the five (5) hours of training shall receive a stipend of \$250.00 to be paid upon verification of completion.

### **What's next?**

We sent out multiple emails before the end of the Spring 2020 semester to all faculty reminding them to keep checking their emails. **An email concerning a ratification vote will be sent out electronically by the Elections Committee. Voting opens at 8:00 AM on Wednesday, 6/10/2020, and will close by noon on Monday, 6/15/2020.**

**We strongly urge you to vote in support of this temporary MOU, as it will provide faculty with the peace of mind, clarity regarding working conditions, and financial assistance that is needed during the COVID-19 crisis.**

The MOU 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 the election email with. Please check your spam, trash, etc. Please contact Jane Walker at [jwalkeruf@gmail.com](mailto:jwalkeruf@gmail.com) if you experience any problems.**

If you have any questions or concerns about the temporary Summer/Fall 2020 COVID-19 MOU before casting your vote, please don't hesitate to email me and/or Christie directly.

In Solidarity,

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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