

UF Negotiations Update

May 9, 2024

Dear Colleagues,

UF presented salary and benefits proposals to the District negotiating team last November and December. On Monday, May 6, we finally received their counter proposals. We have been asking for counter proposals for five months, and we were told over and over by Vice Chancellor Irma Ramos that the District is waiting to figure out the budget. From what we received on Monday, it's very apparent that the District took five months to do the most minimal work possible.

Here is a summary:

On Schedule Salary

UF proposed a 5% salary increase for each of the following three years--24/25, 25/26, and 26/27.

District team countered with a 1.03% raise to cover for three years--COLA for 24/25, which is no cost for the District (projected to be 1.03%), zero % for 25/26 and zero % for 26/27.

Overload/Intersession Pay

UF proposed significant increases on the overload and intersession pay schedules.

UF presented data to the District team last December verifying that NOCCCD full-time faculty are second to the bottom in comparability with the seven other Districts agreed to in our last TA.

District team countered with a decrease in pay for some in order to pay for a minor increase for others.

Benefits

UF proposed an increase in benefits for dependents to be at the Kaiser rate going forward. Faculty selecting Kaiser would not have any additional cost for premiums. Faculty selecting a plan that has higher premiums would pay the difference between the Kaiser rate and the plan selected.

District team countered with a \$584.50 total increase for +1 dependent and a \$935.50 total increase for +2 or more dependents to cover for the next three years.

In addition to the insulting counter proposals that we waited five months to receive, the District team is now pressing to create some form of surveillance in our online classes. They are suspicious of faculty work hours and seem to want us to punch a timecard for our online work. The District appears to think that faculty are suddenly not professionals when teaching online and now need to be monitored. We pushed back very hard on these assertions and will be

submitting an EERA information request to determine if administration has engaged in any surveillance of full-time faculty online courses.

If some of these things sound familiar to you, it's because they are. We don't forget that not too long ago many of us held signs saying "I am worth more than 1%" at multiple board meetings and other events. We had high hopes for the new leadership and the new direction we seemed to be going. The District counter proposals demonstrate the complete opposite.

Once again, NOCCCD has a bloated ending balance, the 4th highest in the state, and once again Vice Chancellor Fred Williams claims that this District is too poor to spend money on full-time faculty. NOCCCD currently has a \$141 million ending balance, which is expected to surpass \$160 million when the October budget numbers are recorded. And once again, with an exponentially expanding ending balance, Vice Chancellor Williams reports to the Trustees that the District is in a deficit and cannot afford to spend money on employees.

Yesterday morning, UF sent the District team our responses to the insulting counter proposals. We requested a response back by this Friday, May 10, and have repeatedly made it clear that we do not ratify TA's over the summer when faculty are off contract. In short, we are running out of time. **Based on how far apart we are in our proposals and how long it took the District team to even present their counter proposals, it appears that we are now moving towards impasse—yet again. It seems that our District cannot function as required by the laws and regulations without constant PERB oversight.**

I will send another update soon. Our next negotiations meeting is scheduled for Monday, May 13.

Thank you all for your hard work and for your dedication. Our faculty are talented, passionate, and devoted professionals, and we deserve meaningful and ongoing recognition in our paychecks and in our benefits. Our District should be ashamed to even think of offering us a 1% raise to cover three years.

We will stay strong. Together We Rise!

In Unity,

Christie

Christie Diep
President, United Faculty