

Important UF Information
May 20, 2024

Dear Colleagues,

I want to provide an update before the semester ends this week. Although we will come back next fall with an expired contract, the legally binding terms and agreements remain in force, as does the flexible scheduling MOU for 24/25.

The following items provide important faculty information.

Successor Contract Negotiations--Impasse:

Since October 2023, United Faculty has engaged in 16 meetings and 32 hours of negotiations with the District for our next three-year contract. Despite these efforts, we are now at impasse.

The District's counter proposals on salary, benefits, and overload/intersession pay are beyond inadequate and also reference pay schedules that VC Irma Ramos has not even bothered to create. The District delayed our last meeting by 30 minutes and then presented proposals that had almost no changes and appeared to be thrown together while we waited for the meeting to start.

In addition, the Board of Trustees approved a budget claiming a \$30 million deficit, despite having a current ending balance of \$141 million that is projected to surpass \$160 million. Our District's ending balance has doubled in seven years and now ranks fourth highest among all community college districts in the state. Our District also has a substantial emergency reserve account earning interest.

Once again, the administration asserts a misleading financial crisis to avoid fair compensation for faculty. These contradictions demand rigorous scrutiny and an external audit.

Our District's continued need for PERB oversight underscores a distressing lack of effective leadership. **Nevertheless, UF remains resolute in securing meaningful agreements for our members.** We now await PERB's response to move forward. Please see the attached impasse process documents for reference.

Winter Intersession 24/25—Know Your Rights:

Scheduling plans for the five-week Winter Intersession 24/25 have started. The previous winter intersession proved to be very successful, and faculty deserve a lot of credit--and a significant increase in intersession pay. Our faculty consistently demonstrate an unwavering commitment to meeting the evolving needs of our students.

As a reminder, all full time faculty have contractual priority and contractual rights for requesting intersession classes.

Article 10.4.4 spells out the process: *"Each year, the Immediate Management Supervisor **shall** distribute a form on which Unit Members may indicate the assignments they*

*would be interested in assuming as an intersession assignment. **Any such forms returned to the Immediate Management Supervisor shall serve as the basis for scheduling intersession assignments.***

If your dean has not sent out this form by early next fall semester, or if you think your scheduling rights have been violated in any way, please let us know.

Fall 2024/Spring 2025 MOU:

I've attached the 24/25 flexible scheduling MOU (ratified by members on 2/9/24), which is almost identical to the one we are working under now (23/24). **Remote access for department and division meetings is still required.** The only changes in the 24/25 MOU are that the dean may request faculty to attend two meetings in person per semester, and faculty should have their cameras on during remote meetings, as technically feasible.

Finally, any updates we can share about the PERB process going forward will be posted on our UF website (see link below). Voting on a tentative agreement (TA) will not occur unless all faculty members are on contract.

Thank you always for your support and strength, and I wish everyone a restful summer.

In Unity,

Christie

Christie Diep
President, United Faculty

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