

UF Negotiations Update

September 16, 2024

Good Morning Fellow Faculty,

By now, many of you have likely read the Chancellor's email titled "Chancellor's Office Update: NOCCCD Fall 24'." In this communication, the Chancellor shared several pieces of important news, including positive updates on enrollment and the District's continued commitment to offering comprehensive educational programs and services that meet the needs of our diverse student body and communities, as well as updates on the status of ongoing negotiations across the district.

The Chancellor also included a link to the District's "Last, Best, and Final" proposal, which ultimately led UF to declare impasse in May 2024 - marking the third such occurrence in the last three negotiation cycles. As we all know, declaring impasse is never a decision taken lightly. However, after seven months and hundreds of hours dedicated to these negotiations, the District's persistent offers with little movement, which would erode some faculty rights and reverse the progress we've made, left UF with no other choice.

Here are some of the concerns we have with the District's "Last, Best, and Final" proposal:

Salary:

- Salary schedule increases of 1.5% for 2024/25, and 0% for 2025/26 and 2026/27.
 - UF has made it clear that this is not acceptable, and, once again, that 0% is simply an insult.
 - Intersession and overload pay schedule increases of approximately 15% have been offered, though the District has yet to provide a proposed intersession and overload salary schedule, as was stated in their last proposal.
 - The District continues to refuse to address the inequitable compensation structure for Counseling, Librarian, and NOCE faculty during intersession and overload assignments.

Article 10 – Intersession Assignments:

- The District has proposed mandatory office hours for faculty who teach during intersession.

Article 15 – Transfers:

- The District wants to introduce "nonvoluntary" faculty transfers (administrative transfers) based on "interpersonal conflicts."

Article 22 – Distance Education:

- The District proposed article lacks clarity, and, in spite of the fact that we are now in the second year of the successful implementation of our flexible scheduling MOU, the District seeks to take away these rights. UF will not agree to this regressive bargaining.

Article 24 – Grievance Process:

- The District's proposed language removes important grievance rights and timelines that have been part of our CBA for decades. These provisions benefit both parties by ensuring timely responses during the grievance process. The District's proposal weakens the accountability structures that help resolve grievances efficiently.

Article 30 – Emergencies:

- The District is asking UF to waive its legal rights to negotiate during local, state, or national emergencies.

Our UF negotiation team is working diligently to prepare for PERB mediation that is scheduled for the first week of October. If we reach an agreement on a potential TA, the team will meet with the UF Rep Council prior to sending a TA out for a ratification vote by all members.

UF negotiators will always advocate for a fair and equitable CBA that respects the work we do and protects the integrity of our profession.

Together We Bargain, Divided We Beg.

In solidarity,

Jeremy Peters

Professor of Culinary Arts & Hospitality Management

Lead Negotiator - United Faculty

Chairperson - Extensive Lab Committee

Board Member – District Retiree Fund

CBF - UF Representative

DCC - UF Representative

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