



**Tentative Agreement Between
The Yosemite Community College District (YCCD) and the
Yosemite Faculty Association (YFA)
July 1, 2021—June 30, 2023**

- I. **Benefits (Article 14)**—YCCD and YFA agree to the following:
- A. **Dental and vision benefits:** YCCD shall continue coverage of both dental and vision benefits for eligible faculty.
 - B. **Medical benefits or 2021-2022 fiscal year:** YCCD shall provide fully covered medical benefit premiums of the Kaiser HMO and Blue Shield 80G plans for eligible faculty for the 2021-2022 fiscal year. Faculty who “buy up” shall be personally responsible to pay the premium difference.
 - C. **YCCD and YFA reopeners for 2021-2022 negotiations:** YCCD and YFA agree to submit a mutual reopener topic studying a new medical benefits model for eligible faculty.
 - D. **2021-2022 YCCD-YFA negotiating meetings:** The first meeting to begin studying a new medical benefits model for eligible faculty shall occur between August 16-19, 2021. This will be the only meeting in August. From September 2021 onwards, YCCD-YFA shall have a minimum of two negotiation meetings per month. These shall be four-hour meetings unless a change is mutually agreed upon.
 - E. **New medical benefits model:** YCCD and YFA shall develop a mutually agreeable new medical benefits model for eligible faculty.
 - 1) **YFA has a strong interest** in affordable, quality, and fully paid medical option(s) for eligible faculty at both MJC and Columbia College with an additional interest in “buy-up” options for faculty. YFA is also interested in developing a new medical benefits model that continues the District’s ability to offer an affordable, fully paid, quality medical plan. These interests are non-binding.
 - 2) **YCCD has a strong interest** in developing options where employees share cost of premiums with employer to enable YCCD to manage medical benefit premium costs to the District. This interest is non-binding.
 - 3) **YCCD and YFA agree to explore all options** before developing a new medical benefits model for eligible faculty and doing so by the agreed upon deadline.
 - a) **Ideal deadline:** March 31, 2022, for YCCD-YFA agreement.
 - b) **Final deadline:** May 31, 2022, for YCCD-YFA agreement (if extension is mutually agreed upon).

- c) **Missed deadline:** The District may hold medical benefit premium coverage for eligible faculty to \$1,656 for the 2022-2023 fiscal onwards if an agreement is not reached by the final deadline (or a mutually agreeable deadline extension).

F. Both parties agree to the following good faith expectations:

- 1) Both YCCD and YFA negotiating teams shall meet as defined in Item #D above (2021-2022 YCCD-YFA negotiating meetings).
- 2) Task deadlines that are not met risk the development of a new medical benefits model. Therefore, both YCCD and YFA negotiating teams shall:
 - a) Meet task deadlines to provide relevant and necessary information for negotiating meetings, unless extended by mutual agreement.
 - i. **Missed task deadlines by the YFA** shall result in monthly medical premium coverage by the YCCD held to \$1,656 per month for the 2022-2023 fiscal year onwards until a new benefits model agreement is reached between the parties.
 - ii. **Missed task deadlines by the District** shall result in medical premium coverage by the YCCD held to \$1,726 per month for the 2022-2023 fiscal year onwards until a new benefits model agreement is reached between the parties.
 - iii. In order to avoid any confusion/misunderstanding, the tasks and deadlines will be specified in writing by both parties and signed (or acknowledged via email) by the respective lead negotiators.
- 3) In information from external agencies is not available for development of a particular model, both parties will work on developing an alternative model that is NOT contingent upon receipt of external information.

- II. **Contract Language Update (Exhibit #1)**—YCCD and YFA agree to the various minor contract language updates identified in Exhibit #1. (See attached)
- III. **Due Process (Article 39)**—YCCD and YFA agree to the various contract language updates identified in Article 39, revised. (See attached)
- IV. **Part-Time Office Hours and Part-Time Re-employment Preferences (Article 7)**— YCCD and YFA agree to the various contract language updates identified in Article 7, revised. (See attached)
- V. **Stipends and Reassigned Time (Article 14 and Article 23)**— YCCD and YFA agree to the various contract language updates identified in Article 14 and Article 23, both revised. (See attached)
- VI. **Large Lecture Class Incentives (Article 4)**— YCCD and YFA agree to the various contract language updates identified in Article 4, revised. (See attached)

VII. **Class Capacity (Article 4)**— YCCD and YFA agree to the various contract language updates identified in Article 4. (See attached)

VIII. **One-Time Payments to Faculty for Additional COVID Expenses**—YCCD shall pay all full-time faculty a one-time, off-schedule payment of \$1,500 for the Fall 2020 and Spring 2021 semesters. Part-time faculty who provided service to the YCCD shall receive this one time off-schedule payment in the amount prorated to their assignment or teaching load for the Fall 2020 and Spring 2021 semesters. Payment shall be made no later than November 30, 2021.

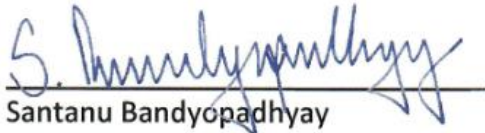
IX. YFA Contract

- A. YCCD and YFA agree on these terms **effective July 1, 2021 through June 30, 2023.**
- B. This agreement is limited to collective bargaining agreement topics specified in this document and the attachments.
- C. Representatives of YCCD and YFA hereby agree to support its approval by the YCCD Board of Trustees and ratification by the YFA membership.
- D. Before executing this agreement, it is understood that approval by the YCCD Board of Trustees and ratification by the YFA Membership shall be required.

YCCD Representatives



Henry C. V. Yong
YCCD Chancellor



Santanu Bandyopadhyay
YCCD Lead Negotiator

YFA Representatives



Dimitri Keriotis
YFA President



Jim Sahlman
YFA Lead Negotiator

This agreement was signed by both the YCCD and YFA representatives on July 7, 2021.