



## President's Report

Brian Greene, YFA President

YFA elections concluded earlier this week and I want to thank everyone who stepped forward to serve. The best part of being YFA President is getting to work with people from across the district and I look forward to working closely with all of the electees to advocate on behalf of faculty. Congratulations to the following faculty who were elected:

- YFA Secretary – Dr. Theresa Stovall
- Columbia Member-at-Large/College Council Rep – Joe Manlove
- MJC VP – Optimism One
- MJC Member-at-Large (B) – Tom Nomof
- MJC College Council Rep. – Iris Carroll
- MJC Part-Time-at-Large – Duane Brooks

April is a good month to check on your FLEX participation to ensure you're on track to meet your obligation by the end of the year. All full-time faculty have a 28-hour FLEX obligation as part of their base load. Part-time instructional faculty have a comparable FLEX obligation, again based on how many full-length classes they teach. (Part-time non-instructional faculty do not typically have a FLEX obligation.)

Please contact the Instruction Office or your YFA representative if you have questions about your FLEX obligation.

## Negotiations Update

Shelley Akiona Traub, Lead Negotiator

Our latest session was held on March 8th and focused on the District's combined proposal on Article 4 (Workload), Article 9 (Sabbatical Leaves) and Article 14 (Compensation), as well as YFA's counter proposal to said articles. These articles make up the majority of items remaining in negotiations. Negotiations had previously stalled with the announcement of the projected state budget deficit and have now resumed. YFA again countered on large lecture incentives, with a focus on reasonable stipend incentives for faculty who add students 41-50. Notably, we have reached agreement on Article 13 (Transfer and Reassignment Procedures) and will be signing a TA soon.

Regarding compensation parity for part-time faculty, YFA received clarification on the District's last proposal and have submitted a counter proposal to YCCD. YFA believes that an agreement on a plan to remedy the parity gap may soon be reached. We also continue to work on finalizing the MOU for Part-Time Health Benefits, and YFA is advocating for non-taxable reimbursement of medical insurance premiums to eligible employees. YFA is completing our counter proposal on Article 7 (Part-Time Faculty) which we will present at the next session scheduled for Friday, April 12. This article includes the rehire process by which part-time faculty are assigned classes.

We have scheduled a few sessions in the summer to conclude negotiations and YFA intends to bring a finalized contract to the membership for ratification early in the Fall term.

## Know Your Contract

Articles 15 and 16 of the CBA cover the process for initial placement on the salary schedules and column advancement for full-time and part-time faculty. When you're first hired it's important to ensure your initial placement is correct as it sets the stage for your earning potential for your entire career. YFA recently worked with HR to make improvements to the notifications faculty receive so corrections can be made in a timely manner. We're also working on an MOU to codify the timeline for submitting new documentation.

Column movement is accomplished via the Professional Improvement process, which is further described in the Guidelines found in Appendix A-4 and A-5 of the CBA and on the YCCD website. The process encourages pre-approval of professional improvement activities but April provides a window of opportunity to request approval retroactively. Please see the email sent on April 1, 2024 with the subject 'Professional Improvement and Column Advancement' for more details.

## Calendar

- April 3 - Executive Board Meeting
- April 17- Representative Council Meeting
- April 24 - New Faculty End of Year Wrap-Up @ 1pm