



YFA REPRESENTATIVE COUNCIL MINUTES
September 20th, 2023
 YFA Faculty Lounge, Room 102—MJC East Campus

Executive Board

YFA President	Brian Greene	[X]
MJC Vice President	Steve Choi	[Absent]
CC Vice President	Craig Johnston	[X]
Secretary	Optimism One	[X]
Treasurer	Hardev Dhillon	[X]
MJC College Council	Iris Carroll	[X]
MJC Member At-Large	Barbara Adams	[X]
MJC Member At-Large	Tom Nomof	[X]
Past President	Dimitri Keriotis	[X]
Lead Negotiator	Shelley Akiona Traub	[X]
Faculty Liaison	Allan McKissick	[X]

Rep. Council

Agriculture	Lori Marchy	[X]
Health Professions	Allison Sampson	[X]
Arts, Performance & Humanities	Haleh Niazmand	[X]
Arts, Performance & Humanities	Brian Sinclair	[Absent]
Behavioral & Social Sciences	Erin Black	[X]
Child Development	Jessica Brennan	[X]
Library	Iris Carroll	[X]
Language Arts	Laura Manzo	[X]
Language Arts	Theresa Stovall	[X]
Physical Education & Recreation	Jim Stevens	[Absent]
Science, Engineering & Math	Mike Adams	[X]
Science, Engineering & Math	Joseph Caddell	[X]
Counseling	Hanna Louie	[X]
Special Programs	Ben Riley	[Absent]
Industry, Trades & Public Safety	<i>Vacant</i>	[]
Business & Computing	Tim Vaughan	[X]
CC Member At-Large (A)	Tim Elizondo	[X]
CC Member At-Large (B)	Derrick Wydick	[X]
CC PT Member At-Large	Rosa Hernandez	[X]
MJC PT Member At-Large	Duane Brooks	[Absent]

Meeting called to order: 3:14 pm

Introductions: New semester and some new members, so each of us introduced ourselves to the group.

Consent Agenda:

- Approve the minutes from the April 19, 2023 Representative Council meeting*
- Appoint Rosa Hernandez as Columbia College Part-Time Representative
- Appoint Derrick Wydick as Columbia College Full-Time Representative (B)
- Appoint Dimitri Keriotis, Optimism One and Pam Guerra-Schmidt to a YFA Bylaws revision work group.
- Appoint Shelley Akiona Traub as Lead Negotiator
- Appoint Hardev Dhillon to the Negotiations Team

Motion to approve: Iris Carroll; seconded: Pam Guerra-Schmidt; vote: unanimous

Discussion/Continuing Projects

- Representative Handbook*

Brian Greene asked that old and new reps read the [YFA Representative Council Handbook](#).

On p.3, there is a great summary of “How I represent YFA.”

Currently, there are 311 full-time and 500ish part-time faculty, so let’s be cognizant of who and how many people we represent. It’s important that we represent our respective schools, not ourselves.

It’s also okay to insist on procedure.

If you sit on a committee as a representative of YFA, follow the template for submitting reports.

Allan McKissick added that when one serves on a committee, make sure YA agrees on the position you’re advocating for.

- 100% Remote Work Assignments

Brian: Article 37 was written when faculty were concerned that they'd be made to work remotely. The rule is that you have to have at least one academic assignment on campus per year. The college President can grant exceptions. There's an ADA component required for that. Now, there's push from both directions by faculty, some who are interested in teaching fully online and some who are against so much online teaching.

Theresa: Can the dean decide percentages? Or can faculty invoke the "one class" contractual language?

Brian: The dean would need to be consistent.

Theresa: Can we flesh out the language so deans can't interpret it their way?

Brian: Yes, we're trying to do that in negotiations.

Laura: In SLAE, especially Spanish, PTers are choosing only online, which is now requiring FTers to teach f2f more than they would want. The availability form JD is using prioritizes the needs of PTers.

Brian: Article 7: FTers get full load plus one round of OL before anything goes to PTers. Deans can then ask FTers to switch, but FTers are under no obligation to switch.

Hannah: Will the Negotiations Team please include non-instructional in this language?

Rosa: As a PTER for two different subjects and two different deans, there isn't uniformity in the process. She is not asked which modality she wants. She is presented with "this is what we have."

Tim E.: Pay should not be impacted. At CC, enrollment is in flux.

Shelley: Yes, protect salaries. Also, the District will certainly be interested in professional duties, including documentation.

Erin: In her school, there's a big push among faculty to have a robust faculty presence.

Iris: There's an issue with how people will perform their professional duties if teaching 100% online.

Tim V.: His area has a certification for students to become online support, yet his dean came up with 40% (f2f)/60% (online).

Tim E.: We need to discuss what it means for deans to have "right of assignment." How is it determined?

Theresa: What is "right of assignment"?

Brian: PERB is often cited to say right of assignment doesn't exist. But the lingo in the PERB filings suggests that it really needs to be consistent.

Action

- 2023-24 YFA Budget - Hardev Dhillon

Hardev presented her proposed budget based on recent trends and inflation.

YFA is given 1.5 FTES by YCCD. Anything over, we pay back.

Brian Greene reminded the Reps to keep budgeting reports general.

Craig Johnston: Do we have a strike fund to pay striking members?

Brian/Iris: This was discussed in the past.

Iris: Maybe we can use our interest from the CD?

Motion to approve: Mike Adams; seconded: Theresa Stovall; vote: unanimous

Announcements, Updates, Reports, and Other Business

- President's Report - Brian Greene
 - We're trying to broaden YFA representation and get all positions filled. Bring Brian suggestions for people in your area who would be good to rep us on committees.
 - Ben Riley and Lori Marchy will serve on the search committee for President.
 - Calendar Committee: pass to Optimism One
Cesar Chavez Day & Indigenous People's Day put back on the calendar after Board took them off. We also added a one-week break following the spring semester.
Allan: How would this affect the summer to have a full term?
Shelley: Some departments said they couldn't do seven weeks. They'd have to do eight.
Brian: CC meets soon to get more feedback. These holidays might be dependent on how much students advocate for them.
Haleh: Let's remember Mondays, which are already an issue with many holidays.
 - Article 15: Placement for new FTers is now established:
Licensed people get one year for one year credit, especially important for Allied Health but also trades and perhaps even counseling. If anyone needs to be re-placed, then they need to reach out to YFA (Steve or Brian). No retro pay, however.
Also, Step 10 cap for incoming FTers is still there but with exceptions for YCCD PTers who move to FT. They won't have to go backward if they've passed Step 10.
 - Meeting with faculty
Brian's goal was to meet with every administrator in the District and now has maybe one remaining. Now he wants to meet all the faculty. Please let Amber/Brian know when we'll meet with our respective schools so he can at least talk to and hear from faculty.
 - Vision Resource Center
Ask faculty what their experience is like. We can maybe switch services.
 - Banked leave issues
Not accurate for Brian and at least one other person. Should be current as of Spring '23. "Does this seem right?" Brian G has asked for a ledger that includes when and how much was banked and then when and how much was un-banked.
As of 2019, 270 hours is the max (for one full year of leave, which is also the cap). It was lower, which might explain the issue.
This is in Self-Service under "leave," but it might be better to check once the ledger is added.
 - YFA newsletter
Coming in a couple weeks.
- Vice Presidents' Reports
 - Steve Choi - Not present.
 - Craig Johnston
Some issues but it's looking up for faculty involved. Office hours on Wednesdays.
- Negotiations Update - Shelley Akiona Traub
Dates calendared through fall and spring. YFA is settled on benefits for three years, which is historic since we usually get one year.
June 30 was the expiration date on our last contract, everything from past contract is in full effect.
Now in successor negotiations for our three-year contract.
Focus: Parity and health benefits for PTers + Articles 4 & 14, which we hope to wrap up this fall.
Brian: The PT faculty need to come up 36%, but we'll have to get there incrementally.
- Treasurer's Update - Hardev Dhillon
Our finances look good, and they will improve once we get all of the new FTers signed up. The CD turned out to be a wise decision.

- Membership Update - Amber Maines
Per payroll deductions from August 31, 2023 there are currently 283 full-time members & payroll deductions on August 15, 2023 for 39 part-time faculty members. Of the new hires we have received all but 9 full-time forms and will be working with reps to contact them. PTers will go back up after summer.
- Faculty Liaison Update - Allan McKissick
Meeting today for policies. Send concerns to Allan.
Brian and Allan represent YFA in District Council.
Board Policy Committee is an important spot for us to advocate for or resist what's being done.
- Accept Council & Committee Reports
 - College Council at MJC - Iris Carroll
Classified Senate asked us to read their Constitution and Bylaws.
Would anyone like to serve on a task force to implement no smoking policy.
There is talk about having an armed guard on each campus.
RAF: Jackie Hernandez (Sara Shrader's office) did a great job of reporting the numbers and how they all come together.
B.A. program and non-resident income is in the black.
Brian: In DFAC, Trevor Stewart was quite positive about the foreseeable budget.
Tom: This year is good, but not certain about upcoming years.
Iris: Sara had a similar sentiment.
 - College Council at CC - Pam Guerra-Schmidt
See report.
 - MJC Professional Development Committee - N/A
 - MJC Resource Allocation & Facilities Committee - Iris Carroll/Lori Marchy
See report.
 - MJC Student Success & Equity Committee - Claudia Ramirez
See report.
 - MJC Technology Committee - Brent Wedge
See report.
 - MJC Online Education Committee - Steve Miller
See report.
- Other - Open Forum
Tim: Curious about prison. How do things happen?
Brian: Sierra Conservation Center in Jamestown. "The count" does not align with when classes end, which puts faculty in a position of having to stay longer than they're scheduled.
Tim: Yes, there are other issues.
- Highlights/Take-Aways – All
 1. Welcome new members to YFA Rep and YFA: Rosa, Derrick
 2. Article 15
 3. Training next Wednesday for Academic Freedom
 4. Remote work assignments – hoping to clarify if not codify - talk to your peers
 5. Negotiations

Adjourned: 5:04 p.m.