



President's Report

Brian Greene, YFA President

I hope everyone had a restful winter break and that the spring semester is going well for you so far. We recently shared the news that faculty on part-time and overload (PTOL) teaching contracts for the spring would be paid on the 10th of March, April, May and June. This caught many of us by surprise as typically PTOL paychecks for spring have been in February, March, April and May. I wanted to take a moment to explain what is going on.

Since 2017, the PTOL pay periods have been from the 16th of a month through the 15th of the following month, payable on the 10th of the subsequent month. In recent memory the spring semester has started before the 16th of January, which resulted in a February 10th paycheck. This year the semester started on January 16th, which results in a March 10th paycheck. This is similar to the fall when the first check is in October. If the fall semester started before August 16th, the first check would be in September.

Even though the normal process is being followed, we realize this is disruptive for many people and YFA is working with the District to amend the pay periods going forward. Thank you for your patience.

Negotiations Update

Shelley Akiona Traub, Lead Negotiator

YFA has reached agreement and will be signing an MOU and a Tentative Agreement on Article 17 (Reduced Workload). YFA has also reached agreement on Article 37 (Online Education) and will be signing a Tentative Agreement on that as well. Active negotiations are happening on Article 7 (Part-Time Faculty), Article 9 (Sabbaticals), and Article 11 (Leaves of Absence), as well as health benefits options for part-time faculty. YFA expects to reach agreement on all of these within the next few weeks.

Unfortunately, progress has slowed on portions of two big articles: Article 4 (Workload) and Article 14 (Compensation). We have come to agreement on much of the language in these articles; however, there are several key areas where that is not the case.

Regarding parity, YFA is concerned that the District has now provided consecutive proposals with little to no movement towards compromise. YFA has continually communicated to YCCD that we are amenable to a reasonable plan to reach parity for part-time instructional faculty. YCCD has communicated that they share the goal to reach parity yet they continue to make proposals that would take 40+ years to get instructional faculty there!

Our District has made little progress over the last decades on parity. The one exception was in 2019 when parity was improved by less than 1%. The current YCCD offers are just not acceptable. We will be countering with a more reasonable proposal for both parties.

YFA is also concerned with the little progress the District is making with large-lecture incentives. The District-initiated pilot was shut down at its conclusion, and now large-lecture faculty are being asked to accept an extremely small amount per student to teach large lectures while YCCD receives a substantial profit margin from them.

YFA continues to advocate for reasonable compensation to benefit the faculty and the colleges alike. If this matter remains unresolved, large-lecture faculty should seriously consider destacking classes, as the financial benefit is greatly tilted toward YCCD and not reasonably shared with faculty.

We have another negotiations session on Friday, February 9, where we will advocate for significant progress towards closing the remaining gaps and reaching agreements.

Know Your Contract

Mileage reimbursement is covered in two articles: 5.4 for full-time faculty and 7.4 for part-time faculty. Full-time faculty are eligible for reimbursement if they're assigned to a secondary location more than ten miles from the primary work site, defined as the location of their office. Part-time faculty are eligible if they're assigned to two locations more than ten miles apart. Work with your school or division office to start the reimbursement process.

Calendar

- Feb. 7 - Executive Board Meeting
- Feb. 21 - Representative Council Meeting