



President's Report

Brian Greene, YFA President

On Monday, November 20th all YFA members received a ballot to ratify a proposal to change the YFA Bylaws. The voting window closes at 5 p.m. on Tuesday, December 5th, and I strongly encourage you to take a moment to review [the proposal](#) and cast your vote before then.

This ratification is the culmination of a months-long Bylaws review process. A work group comprised of Dimitri Keriotis, Optimism One and Pam Guerra-Schmidt did the initial review, drafted recommendations and incorporated copious feedback from the Exec Board, Representative Council and faculty directly. The resulting proposal that we're asking the membership to ratify is a cleaner, improved document that I hope will serve our organization well going forward. Big thank you to the three of them for their time and effort.

On Wednesday, Nov. 13th YFA is hosting a holiday social from noon - 2 p.m. in the faculty lounges on MJC East Campus and at Columbia College. I hope to see many of you there as we celebrate the holiday season and the close of a busy semester.

Thank you for all that you do and, as always, please let me know if you have any questions.

Negotiations Update

Shelley Akiona Taub, Lead Negotiator

Since our last report, tentative agreements have been reached on Article 23 (Association Rights) and Article 16 (Part-Time Placement). Article 23 changes are primarily housekeeping matters that bring language current with AB 119, which obligates the District to provide information to YFA. Article 16 aligns part-time faculty placement with full-time placement; plus, a substantive win for PTOL movement on the salary schedule is that summer work will now count towards step advancement.

If you are nearing retirement, keep an eye out for updates to Article 17 (Reduced Workload); this may benefit faculty who wish to reduce their teaching load in the years preceding retirement. If you are expecting, or have young children in your home, Article 11 (Leaves of Absence) is nearing completion, with child bonding and maternity/paternity leave language being negotiated.

Articles 4 & 14 are large articles around workload and compensation. YFA continues to work toward a reasonable resolution on large lecture course incentives and non-instructional workloads. The District has proposed a plan to reach pay parity for part-time faculty; however, YFA has a concern over the number of years it would take to reach the goal and is preparing a counter-proposal.

Our final 2023 session is scheduled for December 8th. YFA desires to complete this round of negotiations by the end of the spring term. Faculty are currently working on an expired contract, but please note that all language in that contract remains in full effect.

Know Your Contract

While Article 6 of the contract covers the evaluation process, the timelines and deadlines are defined in Appendix C3. Probationary (i.e. tenure-track), 1-year temporary and some part-time faculty are evaluated in the fall. Week 14 (last week) was the deadline for reports and meetings with evaluatees to be completed. If you were evaluated and have questions about the report you received or the process in general, please contact your YFA Vice President or the YFA Office at yfa@yosemite.edu.

Calendar

- Dec. 6 - Executive Board Meeting
- Dec. 13 - Holiday Social (noon - 2 p.m.) & Representative Council Meeting
- Jan. 10 - YFA General Meeting (noon - 1 p.m.)