



## President's Report

Brian Greene, YFA President

Full-time faculty receive a Leave Used Detail report via email that has traditionally included sick leave and personal necessity leave. YFA worked with the District to add banked leave to this report and it was included for the first time in the February report, distributed last week. The most recent 24 months of transactions are included in the report.

Banked leave is covered in Article 10 of the contract and will be covered in greater detail in a future newsletter. In short, banking allows faculty to save – or bank – an overload assignment rather than get paid for it. Banked assignments can be combined and taken as a compensated full or partial leave in a future semester.

Up until now, faculty could see their total banked leave balance, but not the changes each semester. I encourage all faculty who bank assignments to review the report to see if it's accurate. Check with your school or division office first if you notice any issues. YFA is available to assist if you identify any problems that you are unable to correct.

Banking is a valuable benefit that all full-time faculty should consider using if their circumstances allow.

## Negotiations Update

Shelley Akiona Traub, Lead Negotiator

Since our February update, we signed Tentative Agreements on Article 11 (Leaves of Absence), Article 17 (Reduced Workload), and Article 37 (Online Education). We also signed on MOU on Article 17 in order to implement the new language ahead of the coming academic year.

Two days before our February 23rd session, YCCD's legal counsel, pointing to the state budget deficit, informed YFA that the District would not be ready to provide a response to YFA's most recent proposals on Articles 9 (Sabbaticals), and 14 (Compensation and Fringe Benefits), pending review and discussion of YFA's counter proposal on Article 4 (Workload). YFA presented our counter proposal on Article 4 on February 23, as planned. YCCD said it will respond to these three pay-related Articles as a whole at our next session on March 8th.

YCCD provided a first draft of an MOU for Part-Time Health Benefits, and YFA is reviewing for possible edits. We have been working on this with the District since last year, and are near agreement to reimburse up to a set amount of medical insurance premium costs to eligible part-time faculty, defined as those who average 40% load.

As mentioned last month, two big articles, Article 4 (Workload) and Article 14 (Compensation and Fringe Benefits), still have some areas where the parties have not been close in agreement. Regarding parity, YFA provided a reasonable counter proposal to shorten timeline to reach parity. We are awaiting the District's response as previous offers have not been reasonable. YFA again countered on large lecture incentives, with a focus to include a reasonable stipend incentive for students 41-50. Several of your large lecture colleagues from various schools have notified YFA that they will be destacking classes immediately, as early as summer 2024. All large lecture faculty should seriously consider destacking classes, as the financial benefit is greatly tilted away from faculty. Large lectures are not mandatory, and your ability to destack should be free of administrative interference. Please let YFA know if this is not the case.

YFA is waiting on YCCD to complete its work on a counter proposal on Article 7 (Part-Time Faculty) and Article 13 (Transfer and Reassignment Procedures). With the semester now at its half-way point, time is closing to be able to bring a vote to our membership on completed tentative agreements and ratify a new contract. We are heading toward our last few negotiations sessions, with our next on Friday, March 8. We expect YCCD to present on the articles above that come with budget impacts and hopefully head towards wrapping up this round.

## Know Your Contract

Article 5.2 of the contract describes how full-time faculty offices are determined and how they can be moved. In summary, deans are required to accommodate the preferences of faculty when assigning offices and moving an office requires mutual agreement. Lastly, when more than two faculty move offices the preference of the more senior faculty member will be honored.

## Calendar

- March 6 - Executive Board Meeting
- March 20 @ 1pm - CalSTRS Retirement Workshop
- March 20 - Representative Council Meeting