



President's Report

Optimism One

Dear colleagues,

One benefit of my role as YFA President is that I get to interact with many more people who work for the District than I did when my primary workspace was the second floor of Founders Hall on MJC's east campus. Whether it's cruising into the District Office or bouncing between Tamarack Hall and Upper Manzanita at Columbia College, my connections have multiplied 10X. And as a social person, this is great. I've never felt more integrated in the YCCD community.

What I've also learned, though, is that in every corner I visit, staff and administrators alike are sometimes the recipients of direct faculty vitriol.

*A faculty member calls HR and yells at the person trying to help them.

*A faculty member shows up in the Instruction Office, makes a scene, and verbally assaults a staff member.

*A faculty member calls a dean and goes "from 0-60" about a minor issue.

*A faculty member cusses at YFA's Secretary before hanging up on her.

Now, I understand how frustrating it can be to not hear or get what you want or even "rightfully" expect, but I'm also asking my colleagues to remember the human being who is receiving your words, energy, and actions. As I like to say, we might be wearing different uniforms, but we're all on the same team. We will encounter mistakes and sometimes disagree, but both can be approached in a professional way. Thanks for listening. ~Op

Negotiations Update - Brian Greene

YFA is busy preparing for this round of negotiations, with the first meeting scheduled for November 14th. One important topic will be regarding lab parity. We distributed a survey on Thursday, October 18th to gather relevant information from faculty. If you teach a lab class, please work with your colleagues to submit a response by the November 19th deadline.

Regular Substantive Interaction (RSI)

You've heard the rally cry. You've read the Memorandum of Understanding (MOU). You've even perhaps reviewed your peers or been reviewed. It's possible, too, that you're simply sick of the subject. If it's the latter, then please skip to the next heading. After all, RSI is a critical component of our accreditation, and until MJC gets the thumbs-up from the Accrediting Commission of Community and Junior Colleges (ACCJC), we will be beating the RSI drum.

In all humility, though, the YFA office would like to acknowledge that the aforementioned MOU does not address many of the circumstances that we simply didn't foresee. This was not for lack of trying or concern, however. We considered and codified many what-ifs, and now, we're learning as we go and trying to be as responsive to your experiences as possible. To that end, we are working closely with MJC's Academic Senate, the Distance Education Department, and the Instruction Office to clarify and correct whatever we can for the forthcoming rounds of reviews. Meanwhile, we appreciate your patience, understanding, and perseverance in this inherently nerve-wracking process. Of course, please don't hesitate to reach out if you need our support.

CBA Talk: Course Modality Preparations

Article 4.5 in our Collective Bargaining Agreement addresses the maximum number of preparations for full-time faculty: "four wherever feasible and educationally sound." An exception can be when a faculty member *chooses* more preparations. Another exception is when one's dean argues that there "are no reasonable options." The latter can be appealed.

In addition, in our previous round of negotiations, YFA negotiated for different modalities of the same course to be treated as separate preps. The updated 4.5.1.E now reads, "An online section, hybrid section, Hyflex section, and a face-to-face section of the same course name and number shall all count as separate preparations." In other words, if you teach the same class, for example, English 1000, but you teach it in different modalities, each modality counts as a distinct preparation.

Calendar

- Wed., Nov. 5 @ 3-5 p.m. - YFA Executive Board
- Wed., Nov. 19 @ 3-5 p.m. - YFA Rep. Council