YFA Newsletter

November 2026



President's Report

Optimism One

Dear colleagues,

YFA has continually fought for the YCCD to honor Article 22.2 in our contract, which states that they will provide us a list of "each building with security cameras, the number of cameras installed, what the cameras cover, whether the cameras are in proper working condition, and whether or not proper signage for the security cameras is in place." And each year, the District sends us incomplete, inaccurate information. So, we filed a grievance.

In the District's response, it writes, "After careful review, the District finds that it has complied with the requirements of Article 22.2." It goes on to say, "The District has acted in good faith throughout this process." That the District is not embarrassed to make such specious claims is disturbing. After all, they did not provide us a list of "each building with security cameras," which also means we do not have the actual "number of cameras installed." Also, the District's list completely ignores "what the cameras cover," "whether the cameras are in proper working condition," and "whether or not proper signage for the security cameras is in place."

Therefore, YFA has escalated this to a Level II Grievance, but you can imagine our frustration that we even have to.

Stay tuned. ~Op

Negotiations Update - Brian Greene

As you know, YFA filed a request for impasse because of stalled negotiations. Subsequently, the Public Employment Relations Board (PERB) approved our request and assigned a mediator. We are scheduled to have our first mediated session on Friday, November 13.

This is not where we expected or wanted to be in negotiations. So how did we end up in this situation? YFA and YCCD have been negotiating this round since last fall. Over the past year, we made headway on scores of items across a dozen articles and MOUs. At the District's request, we compiled a package proposal that we presented in early July. Both teams were supportive of the package at the table, and the District team needed additional direction from the Board before they could formally accept it.

We next negotiated on July 15, the week after the July board meeting. The first and most prominent item on the agenda was the District's response to YFA's proposal. The only concern the District raised about the package proposal was regarding full-time and retiree health benefits. No one from the District team mentioned any concerns over salary. However, immediately after the August board meeting, the District team told us the benefits pieces were now acceptable, but an element related to salary - which we were led to believe was previously resolved - was not. Their position was a constantly moving target.

The morning after the board meeting, YFA met with the District for several hours to work through the latest challenges. At this meeting, the District proposed a solution. To avoid any confusion, we requested the proposal in writing, which the District provided and we subsequently accepted. But then, after the September board meeting, the District backtracked again.

In addition, soon after the September board meeting, another significant problem arose. This third issue is related to the part-time faculty minimum wage situation, which we discussed at the YFA General Training in August. The District had conveyed that it wanted to negotiate this topic early this round, nearly a year ago. However, we received the District's first proposal on the topic in late July, long after YFA had agreed to pause negotiations on AI and CCAP because of the late date. Given the timing and the complexity of the part-time pay topic, we proposed covering it early in the next round of negotiations, and the District seemed supportive of that approach. The topic resurfaced at our September 29 negotiation session, but after further discussion, the District agreed to wait until the next round. However, just three days later, the District backtracked yet again, the third time in less than two months.

While some miscommunication is unavoidable in complex situations, going back on one's word at the bargaining table is incompatible with successful negotiations. It erodes trust and makes progress more difficult. With all that, I am still hopeful that a mediator can help us reach an agreement that is fair to faculty and the District. We will update all faculty after November 13.

Calendar

11/4 @ 3 pm - YFA Executive Board Meeting
11/18 @ 3 pm - YFA Representative Council