



## President's Report

Brian Greene, YFA President

I hope everyone had a wonderful Thanksgiving holiday and is refreshed for the last couple weeks of the semester. Please join us for YFA's Holiday Social on December 11th from noon to 2:00 p.m. in the YFA office on MJC's East Campus and in Buckeye 104 at Columbia College. Lunch will be provided.

One item of importance to all of us is the search process to select our next Chancellor. As you may have heard, the trustees took action at the November board meeting to initiate the search. The board decided to have HR run the search and to seek an interim position, following a process document adopted during the meeting. The document outlines some constituent involvement, with a number of key details still to be determined. I share the concerns expressed by many that the adopted process potentially reduces constituent involvement and, if so, risks unnecessarily delegitimizing the successful candidate. I will continue to advocate for broad and meaningful constituent involvement as the process is fleshed out and implemented.

Thank you for a busy and productive semester. I wish you a restful winter break and look forward to seeing you in the new year. As always, please let me know if you have any questions.

## Negotiations Update

Shelley Akiona Traub, YFA Lead Negotiator

Colleagues: I'm happy to share that the new salary tables and final proofing of the successor CBA are completed. We are now just waiting on YCCD's legal counsel to provide the MOU itemizing the minor changes for our signature. Once that's done, we can sign and publish the CBA before we leave for our winter break. Please note that the CBA will NOT include a current class capacity list. We have received the current lists from YCCD, but to our surprise, dozens of class capacities have been changed without YFA knowledge since Summer of 2019. We have requested documentation to show that the contractual process was followed. Until changes can be verified, it is YFA's position that class capacities set in May 2019 remain in effect. If your class cap has changed after May 2019 without your consent or knowledge, please contact YFA immediately.

The Article 6 (Evaluation) subcommittee is continuing its progress towards condensing forms and language to simplify the evaluation process. YFA has notified the District that in order to implement any evaluation changes in the 2025-26 academic year, ratification must occur by the end of the Spring 2025 term.

We have not yet made progress on securing summer office hour pay for full-time faculty. There has also been no movement towards solving pay parity for part-time English composition instructors who are still receiving 13.5 hours less pay per course. At the November session, YFA provided a counter proposal for changes to the part-time employment preference process (Article 7). Our counter incorporates the District's proposal to move away from a point system and also incorporates existing contract language. We are expecting the District's response at our coming December 13th session.

~ In Solidarity, Shelley

## Know Your Contract

Article 13 of the CBA covers transfers and reassignments. A transfer is defined as relocating from one college to the other. A reassignment is a permanent change in assignment from one discipline to another.

There were significant changes ratified in May 2024 that all faculty should be aware of. Most notably, the transfer and permanent reassignment request forms have been replaced by an internal recruitment process. HR will send an email prior to publicly posting faculty positions. Interested faculty will have a minimum of five days to submit a letter of interest and resume. Those who meet MQs are guaranteed an interview by the hiring committee and will be notified of the decision before the position is posted externally.

## Calendar

- December 4 - YFA Exec Board Meeting
- December 11 - Holiday Social (noon-2:00 p.m.)
- December 11 - Rep Council Meeting