



“We are only as strong as we are united, as weak as we are divided.”

- J.K. Rowling

Yuba College American Federation of Teachers Local 4952

NEGOTIATION UPDATE, AUGUST 2016

Greetings once again. It is good to report tangible results of negotiations on our Collective Bargaining Agreement (CBA) with the District (YCCD) covering July 2014 through June 2017. The tentative agreements to date are outlined below. You will note that the term of the agreement is nearly expired. This exemplifies how negotiations with YCCD seem to go; for several years now the exercise has resembled painting the Golden Gate Bridge. As you think you are nearing completion it's time to start over.

In May 2016 we reported tentative agreements (TA): 1) committing YCCD to provide access to a part-time faculty-only email group and its “best efforts” to provide mailboxes for each of our unit members, 2) \$20/semester “staff” parking passes to unit members through the online iPark system, 3) major revisions in Cooperative Work Experience instruction providing instructors with compensation based on the salary scale, credit toward seniority, raises, and STRS as well as compensation when students do not show for appointments, 4) notify part-time faculty of new full-time faculty recruitment.

Since May we have reached the following TAs:

- 1) fulfilling YCCD's seniority based assignment obligations may not include Saturday assignments without the unit member's prior agreement,
- 2) YCCD's initial offers of teaching assignments must be in writing and the unit member will be given no less than five busi-

ness days after receiving the offer to accept. If a class is cancelled less than two weeks prior to its scheduled start date the instructor will be compensated for the first week of the class,

3) changes in the evaluation article that remove any reference to the evaluation process for full-time faculty; specify the process and content areas of an evaluation and require training of the evaluator prior to conducting an evaluation; clarify that evaluations are required in each of the first three semesters of service and subsequent evaluations are required every sixth semester of service thereafter (meaning semesters of non-employment are not included); allow a unit member three instructional days to register an objection to the choice of evaluator after which the HR officer will make a determination regarding that objection; that failure to conduct an evaluation within prescribed timelines results in an assumption that the evaluation is satisfactory, and the next evaluation will be scheduled based on the frequencies outlined above. There is a commitment to jointly develop forms involved in evaluations. The YC-AFT negotiation team has nearly completed work on our proposals for necessary evaluation forms.

4) significant revisions to the Grievance Article of the CBA which, most notably, provide for an initial informal resolution process prior to a four level grievance process. Level IV consists of “Final and Binding Arbitration” to be exercised at YC-AFT's discretion. Here also there is an agreement to jointly

develop a form for grievances. We recently submitted a proposed form to YCCD's HR officer.

Remaining negotiation items involve our proposal for a new Discipline/Public Complaint article and salary scale enhancements. YCCD has been resistant to the first of these to date. Regarding salaries, scheduled negotiations were to begin on July 8, 2016. At that meeting we first learned the YCCD's CBO had just left the District and an interim replacement would soon be in place. Consequently, no negotiations regarding salary have occurred. Not until September 8, 2016, (we are told) will the interim CBO be able to respond to our requests for financial information so discussion of our salary proposals can begin. It is generous to YCCD to say raises to our members have been negligible since the recession of 2007/8 and 2008/9. Our proposal involves staged increases for the 2014/15, 2015/16, and 2016/17 fiscal years that would, when combined, result in a 13.5% increase to the current salary schedule. We will keep you informed once we actually reach substantive discussions. It is essential that our members remain informed, and get involved to exert pressure on YCCD to assure serious consideration of our proposal. We will have concrete ideas for members' involvement to help move this process forward. Stay tuned in solidarity. Thank you.

Doug Harris – Chief Negotiator, YC-AFT

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OFFICE HOURS PAY

Now is the time to apply for office hours compensation. All unit members teaching during the fall and spring semesters, including 9- week courses during the regular semester are eligible to apply for office hour compensation. Unit members must be teaching unit bearing, transfer, degree, or certificate courses. Additionally, to be eligible, each unit member will be required to have a minimum load of 20% or 3 units in the semester of the request. According to the negotiated contract changes last year, you need to follow the new procedure.

- Office hours must be listed on your class syllabus and distributed to students.
- If you didn't pick up an Office Hours form from the union at Convocation, download the adjunct office hours request form located on the HR forms page of the district website (<http://php.yccd.edu/hr/viewform.php?id=990>). Fill out the form within the first 8 weeks of the semester.
- Submit the form to your dean. Since you have already submitted your syllabus to your dean, you no longer need to

attach your syllabus to the request form.

Your dean will forward your request for office hours compensation to HR. Each eligible unit member who applies will be compensated a flat stipend of \$250 at the end of the semester. You will also be credited with 10 hours of STRS credit.

If you have any trouble with this process or your Dean does not approve your office hours please contact Elaine Robinson at thelaneyr@yahoo.com immediately.

PRESIDENT'S MESSAGE

WE are the Union

In the past there has been a feeling among part-time faculty that "the Union is that group of about ten people who go to meetings and help us when we have issues with the district administration", and maybe it was true.

But things are changing.

Read the negotiations article. We have reached agreements on almost all of our issues. EXCEPT the one that we care the most about: COMPENSATION. The only way our negotiations team can move forward is with your combined strength behind us.

One of our initiatives is a petition drive to demonstrate community support for a move towards equity pay for part-time faculty. The wording of the petition is as follows:

The part-time faculty of Yuba Community College District is negotiating with the Yuba Community College District Administration for a wage increase. We believe this is justified because:

- District Administration has demonstrated a lack of respect, appreciation and



consideration of the role played by part-time faculty in providing professional quality educational experiences for the students of the district.

- Part-time faculty has not negotiated a raise in over 5 years.

- Yuba Community College District has not claimed an inability to pay, but rather they have 'other priorities'

- Yuba Community College District has received increases in funding due to improvements in the State's budget situation.

So how can you show your support? Join YC-AFT if you haven't already. Get your colleagues to join. Circulate the petition getting signatures from YCCD employees, students and residents in the YCCD tax base. Join us at rallies. Talk to your friends, neighbors and students and let them know what goes on at YCCD.

This is not a temporary change. Even as we meet our negotiation goals we need to stay together and work together to make YCCD a better place for part-time faculty, students, and other YCCD employees. Join us, talk with your campus representatives, circulate the news, and share your ideas and concerns. The Executive Board is not the Union. We are ALL the Union.

Together in solidarity,

Elaine Robinson,

PROP 55: CALIFORNIA CHILDREN'S EDUCATION AND HEALTH CARE PROTECTION ACT

(from cft.org)

On May 11, 2016 in Sacramento, in front of California Middle School, leaders and members of unions and community groups stood before a large group of reporters and announced that the coalition they belonged to had just turned in more than a million signatures to place the "California Children's Education and Health Care Protection Act" (now Prop 55) on the November state ballot.

CFT vice president Joanne Waddell said, "During the recession, colleges and universities cut classes, laid off faculty and staff, and increased tuition and fees, pricing higher education out of the reach of many working families. We don't want to go back to class cuts and skyrocketing tuition rates. Our children, our public schools and our community colleges cannot afford tax cuts on

the wealthy." Waddell is also president of the Los Angeles College Faculty Guild, AFT Local 1521.

This measure, now Proposition 55, proposes to extend Proposition 30. Prop 30 has been a game changer for public education in California. The new ballot measure will ask to extend the top bracket income taxes for the wealthiest 2% of Californians, and drop the modest sales tax that had been part of the original Prop 30. The revenue will help ensure that California continues to move forward toward funding education for all students from pre-school through university.

Prop 30, a temporary tax passed by California's voters in 2012 by a 55 - 45 margin, saved the state's public sector by pumping \$7 - 8 billion per year into state coffers from two sources. About a billion dollars comes in from a one quarter of one

percent increase in the sales tax, and the other six billion or so dollars originates in three tiers of 1, 2, and 3 percent bumps on taxpayers making \$250,000, \$300,000 and \$500,000 per year. Thus it is a mostly progressive tax, with the regressive portion—the sales tax—expiring at the end of this year. The final year of the tax on the wealthy will be 2018, unless it is extended.

"We cannot afford to let Prop 30 expire," says CFT president Joshua Pechthalt. "Thanks to Prop 30, we have only just begun to restore the programs and positions lost to the Great Recession. Without this tax, which asks millionaires to pay a little more in taxes so that all of us can benefit, public education will return to the devastating years of budget cuts, layoffs, and skyrocketing class sizes and tuition increases." CFT is partnering with the CTA, SEIU, and other unions to pass the extension.

ELECTION RESULTS

YCAFT Officers are elected at the August general meeting of each even year. Since no nominations beyond those generated by the Nomination Committee were received, the officers of YC-AFT local 4952 will be: President - Elaine Robinson; Vice President - Heidi Walker; Secretary-Treasurer - Kristina Passerini. The term of office is two years. Campus reps will be elected at the General Meeting at Part-time Instructor Convocation in August, and serve for one year.

If you did not receive a nomination form via US Mail in late July it means that we do not have an accurate mailing address or you are not a member. Contact Mary Benson, Membership Chair, for more information at mary.benson.ca@gmail.com.

The Executive Board meets once a month during Fall and Spring semesters. Meetings alternate between in person meetings that rotate locations throughout the district and

internet meetings approximately every other month. If you are interested in learning more about the Executive Board and how it operates you are invited to join us at our meetings. Our next meeting is September 10, at 10:00 a.m. in Marysville. If you or someone you know is interested in attending please contact YC-AFT President, Elaine Robinson, at thelaneyr@yahoo.com, or your campus rep.

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