



*“We must all hang together, or assuredly we shall all hang separately.”*

-Benjamin Franklin

## Yuba College American Federation of Teachers Local 4952

March 2015

### UNANIMOUS RATIFICATION

YC-AFT membership by unanimous vote has ratified the re-opener agreements with YCCD.

Last academic year YC-AFT and Yuba Community College District HR teams worked to craft needed changes to the existing contract. As each piece was agreed upon, tentative agreements were signed. These tentative agreements became a proposal package to be presented to the YC-AFT membership and the Yuba Community College District Board of Trustees.

On February 12, the Yuba Community College District Board of Trustees considered the proposal package presented jointly by YC-AFT and Yuba Community

College District. They were agreeable to the concept but in an unusual move, they requested that the union membership ratify the agreement first. The YC-AFT Executive Board took steps to get the ratification information out to the members. The ratification ballot was mailed February 20, 2015. This mailing included an overview of the proposal, a ballot, instructions for voting, and envelopes for return of the ballot.

On March 7, 2015, submitted ballots were counted. Three ballots were excluded for lack of return address on the envelope, as was noted in the instructions. The valid ballots were unanimously in favor of accepting the package proposal.

The district has been informed of the ratification by YC-AFT members. The next step is ratification by Yuba Community College District Board of Trustees.

Please keep in mind that this ballot covers only the re-opener items from last year and is an amendment to the contract that ended June 30, 2014. Once the Trustees have ratified the agreement and the district has started implementation of the agreement, negotiations will begin for the new contract period that started July 1, 2014.

For greater detail on the proposal package see explanation below.

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### RATIFICATION BALLOT EXPLANATION

The following tentative agreements modifying the 2011-2014 collective bargaining agreement between YC-AFT Local 4952 and Yuba Community College District have been negotiated and require ratification by the parties to become effective. To review the entire agreement with the modifications, go to [www.aftyuba.org](http://www.aftyuba.org).

1. Article 7, Section 7.3 has been modified to eliminate a limitation for initial placements on the part-time salary scale to step three (3) at the highest. Accordingly, placement on the salary scale at the time of initial hire will be determined by experience as defined in the contract only.

2. Article 7, Section 7.4.1 has been expanded to provide compensation for part-time faculty participation on additional committees within the district. In addition to the existing compensation for College Councils (\$850/semester) and College Academ-

ic Senates (\$850/semester), compensation is applicable to DC3, District Distance Learning Committee, District IT Committee, District Calendar Committee, District Budget Summit Committee, College SLO Committees, College Flex Committees, and College Basic Skills Committees. (DC3 stipend is \$850/semester. All others are \$425/semester.)

3. Section 7.7.3 has been added to specify number of hours related to service hours credited to the STRS system.

4. Section 7.5 has been added to specify part-time faculty compensation for participation, when requested by the district, in development of SLOs including means of assessments and criteria for success, program reviews/program and service vitality, curriculum development including course outline review and/or development. Compensation varies depending on presence or absence of full-

time faculty in the discipline in question.

5. Article 8 pertaining to office hours has been significantly revised making office hours compensation certain at \$250 per semester. Revisions also simplify the process of claiming compensation. Eligibility remains unchanged at a minimum three (3) unit load in the semester of the request.

6. Section 4.1.5.2 has been modified clarifying that the maximum assignment for part-time faculty is determined on an academic yearly basis, not per semester. Thus the current twenty (20) unit yearly load maximum need not be divided evenly over both semesters.

Please be aware that negotiations for the successor contract (effective July 1, 2014) will begin after the above ratification, and will address salary scale and other important items.

**MUSINGS ON DISPUTES, COMMON SENSE, AND TIME**

Spring 2015. It will be another great adventure in teaching by the bravest of the brave, the adjunct faculty. Intrepid instructors that we are, there is always room for a bit of extra protection in the upward battle to educate our students. Common sense can be a friend to the faculty member personally and academically.

I have helped in disputes that might have been easily prevented had the faculty member used a bit of common sense and placed it into the syllabus. One dispute preventing measure with regard to syllabus content is to express clear time boundaries and clear information in that document. This is very important with regard to timelines, expectations, and consequences. I have a few thoughts and recommendations:

Faculty, please do not decide on your own to cancel classes or change anything else such as start and end times and class meeting dates. Do not feel free to be chronically late or leave class early. Do not consolidate two or more classes. Do not decide to have extra class meetings. Do not decide to change the room, location, or venue where the class is to meet.

There are many problems with making said

changes, especially if the faculty member does not discuss considered changes with their manager: The adjunct faculty member is paid for the ENTIRE class, which meets at designated times for a specific amount of time at a given location. Student contact hours are mandated. There is also a contractual aspect that should not be violated in that the aforementioned class meeting details are announced to the world in the published schedule, a public document.

Students read the schedule and then book classes with class meeting times, duration, and locations in mind. Faculty must not arbitrarily change those arrangements. This is especially problematic if management is not involved with the conversation. Management must be kept in the loop before, during, and after any change considerations.

Speaking of classes and time: Try to include a calendar in your syllabus with specific deadlines and adhere to them. Include a policy with consequences for late and missed assignments and tests. If any of the aforementioned is changed, the change should be in writing and MUST apply to ALL students.

Making exceptions to a deadline can be a bad idea. An example would be to cave to a student's missed assignment story by allowing the student to turn in a late assignment. This is can be a particularly bad idea if it is done after the last class meeting. Did other students have the same opportunity? If not, then faculty member beware that a world of trouble could ensue. Remember that students have privacy concerns and rights. Some may not have wanted to share their missed assignment story. Exceptions are not fair.

Consider creating an opportunity in your syllabus for extra credit. An extra credit assignment may help offset student disputes such as perceived unfairness with deadlines and/or grading. If there is an extra credit assignment, make certain that either ALL students can do it or, if not, provide several opportunities of EQUAL value. An extra credit, for example, that may involve money and a car is just not equitable.

Anyway, that is my 2 cents worth for disputes, common sense, and time. Oops. Gotta go. I have a deadline. Cheers.

Judith "Star" A. Kreft  
YCAFT Grievance Officer

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## BLOCK SCHEDULING

Yuba Community College District has chosen to entwine its compressed calendar with an unacceptable block schedule. This block schedule eliminates almost all three hour block classes (classes that meet for three hours once a week) from the schedule. Those few time periods allocated to the few three hour classes are scheduled at times when students simply cannot take them.

YC-AFT cannot support the compressed calendar while it is tied to the untenable block schedule. The block schedule is unacceptable for several reasons.

1. It negatively impacts the students.
2. It negatively impacts the college.
3. It negatively impacts the educational program and student success.
4. It negatively impacts the working conditions of the part-time instructors.

Who does benefit from the new "Block Scheduling" process? Mostly the schedulers and administrators benefit, rather than students, instructors, and the education process. Reducing choices and flexibility make it easier to fit the puzzle pieces together, but fails to provide for the diversity that is Yuba Community College District

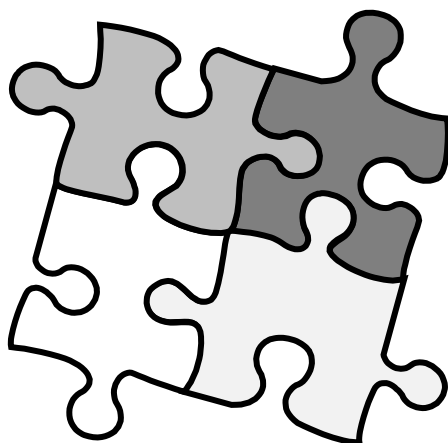
First there are the logistic needs of the students. Many Yuba College students live in challenging situations. Many students are already working. Taking one day off of work for a class is difficult, taking two days off is often impossible. Spending one night a week away from home and children is hard on the family, the parent, and the children. Doubling this doubles the impact on the family and often the cost of childcare. Driving time and gas money are also a factor. In a large, five-county district such as YCCD, being able to reduce the number of participation days and or evenings per week can make a huge difference.

As part of the function of the Early Childhood Education's Advisory Committee, a survey was distributed to all ECE students at Yuba College in fall 2014. Of those who responded, 63% preferred 3 hour/once a week classes. Classes that started at 9:00 am were preferred by 67% of the respondents. Why isn't the college finding out when students can take classes instead of when administrators would like to offer them?

This semester a modified version of the block schedule was put into place, resulting in a 4% drop in enrollment. Evidence shows that students can't and won't take classes that are inconvenient. Students are saying they will have to complete their education on-line

and that since Yuba Community College District has made it so difficult, with a whole state's worth of online classes, they are going to go elsewhere. Anecdotal confirmation of this comes from students that Yuba College does not care about them and their needs because the schedule conflicts with their needs.

This is in addition to the andragogical reasons for three-hour block classes. A three-hour block class gives the students time to get into to higher level thinking, deepens discussions, and allows time for students to explore ideas without interruptions. High



schools are moving to longer class block periods to accommodate the need for multi-discipline teaching methods. With all the emphasis on student success and multiple ways of learning and teaching, it would be unfortunate if Yuba Community College District decided to go the other way.

The administration's plan represents a unilateral change in scheduling with no input from YC-AFT members. The proposed changes to scheduling of all classes and eliminating three-hour block classes will adversely affect the members of the part-time faculty bargaining unit. The effect of this plan is far reaching. It concerns working conditions, and should not be decided without constituent input. The effect of this plan is far-reaching, it concerns working conditions, and should not be decided without constituent input. Drive time is a major factor for many part-time people, doubling drive time is costly in time and money. Many part-time faculty live outside of the Yuba-Sutter area. Many part-time faculty have other professional obligations outside of teaching for Yuba College. A schedule that increases the number of days per week only exacerbates the problem of hiring for departments that are already stretched to capacity. YC-AFT has already heard from part-time instructors who had to turn back

contracts for classes because of increasing the time commitment with an increase in work days per week. For an instructor who is on campus five days a week, splitting a class doesn't create the impact produced by two or three other jobs that many part-time faculty have.

The district needs to investigate the implications of the plans to dispense with, or at least radically reduce, the number of three-hour block classes. Input needs to be gathered in a meaningful way to see how the plan would affect the participation of both part-time instructors and students, rather than move forward on the assumptions the district is making at this point. Input needs to be gathered and considered in a meaningful way, not just to meet the "public input" requirement.

The compressed schedule concept has been successfully implemented at community colleges around the state. Slightly longer class periods are exchanged for a shorter length semester. This results in fewer class meetings, which in turn could produce potentially less driving, less times a student needs to arrange and pay childcare, and less days taken off work to attend classes. This advantage is reduced, in some cases lost completely, by the elimination of the three-hour block class. Other colleges have implemented condensed calendars without eliminating their three-hour block classes. Yuba can do it too.

Compressed calendar appears to have merits. YC-AFT can support the compressed calendar, as long as the plan does not include elimination of three-hour block classes though out the week. As long as the compressed calendar includes block scheduling that eliminates three-hour block classes or places the three-hour block classes at times students cannot attend class, YC-AFT will not support or sign off on the compressed calendar schedule. YC-AFT will support the compressed calendar when three-hour block classes are reinstated for all disciplines and offered at times based on student needs rather than the needs of scheduling administrators.

### HELP WANTED

YC-AFT is looking for a member to do light bookkeeping support for the executive board. Familiarity with QuickBooks Online would be useful, location is not a factor. No meeting attendance required. Stipend based on duties performed. Contact Elaine Robinson at [thelaneyr@yahoo.com](mailto:thelaneyr@yahoo.com).

## PRESIDENT'S MESSAGE

The changes for the contract have been ratified by YC-AFT membership!

This package agreement includes agreements in several areas. Some of the changes were made to bring YCCD into lawful compliance such as the STRS and load balancing pieces. Others cleared up cumbersome and/or unclear processes such as the office hours revision. The rest are a move towards more reasonable and fair compensation for the work that part-time instructors do. These include initial placement on the salary scale, committee service compensation, and stipends for development of SLOs, program reviews/program and service vitality, and curriculum development.

This package of agreements represents a great effort on the part of the YC-AFT negotiations team. The team headed up by Chief Negotiator, Doug Harris, consisted of Elaine Robinson, Julia Green, Pam Geer, and our CFT representative, Brian Doyle. This team met with the HR team from YCCD about two times a month through all last academic year. By May of last year most of the items in the agreement had been worked on and tentative agreements had been forged.

This year we met once in September and reviewed what had been accomplished and defined requirements for moving on to the next stage of negotiations. We met again in October when the whole package was reviewed and signed in preparation for presentation to the Yuba Community College Board of Trustees in November. Then despite many promises, nothing went forward. Again in December, nothing went to the board. In January, after a move by YC-AFT to file a bargaining in bad faith complaint, things began to move on the part of YCCD. Although the con-



tract agreements were on the board agenda for both meetings in January, the board did not review them. In February, the board finally was able to review the tentative agreements brought forward from YC-AFT and HR. In a very unusual move, the board postponed a ratification vote until after YC-AFT members ratified the agreement. This has now been accomplished. The Board has yet to consider and vote on this agreement.

This lengthy, evasive process is not just an indication of how Yuba Community College District treats part-time instructors. It is how they treat all of their employees. Representatives from each of the four bargaining units are experiencing the same issues. Why do Yuba Community College administrators support this type of discounting of the employees of the district?

YC-AFT is now embarking on a new endeavor, the contract for the current year on. Our team will be meeting regularly with the HR team to

craft a new agreement. One of the top priorities is increased compensation. YCCD is at the rock bottom in our area for compensation of part-time instructors. We are also seeking no mandatory Saturday assignments, reform to the evaluation process, development of a discipline procedure, increased member access, binding arbitration for the grievance process, and reduced parking fee option for part-time instructors.

Joining YC-AFT now is important. It sends a message to the administration that we stand together.

Be an active part of YC-AFT and make a difference.

Elaine Robinson, President

### HOW CAN YOU SUPPORT THE NEW CONTRACT?

- Join YC-AFT if you haven't already. The more members we have, the more it signals to the administration you are with us. Contact our membership chair, Mary Benson at [mary.benson.ca@gmail.com](mailto:mary.benson.ca@gmail.com). Or come to a Meet & Greet at your campus.
- If you are already a member, make sure your colleagues become members. Become involved.
- Join us at the YC-AFT Meet & Greets around the district. The first one is scheduled for noon on March 11 at Sutter Campus.
- Let us know your concerns. Contact information is posted in each part-time mail room. We are here to hear from you.

## DID YOU GET A BALLOT?

Ballots were mailed out to members at the end of February. If you are a member of YC-AFT you should have received a letter regarding the ratification vote that just finished. If you didn't get that letter we need to know about it.

Maybe we don't have a good address for you. Several ballots were returned by the post office. Have you moved? Yuba Community College District does not update address information with us. You need to share that information with us.

Did you fill out a membership application and leave it with the district? Maybe we didn't get it. We are presently talking with HR to make

sure that all applications turned into to the district get forwarded to our membership chairperson.

Are you sure you filled out a membership

application? Everyone gets dues deducted from their paycheck. If you haven't filled out a membership application, you don't get to vote or take advantage of lots of other union membership advantages.

If you didn't get a ballot, contact our membership chair, Mary Benson at [mary.benson.ca@gmail.com](mailto:mary.benson.ca@gmail.com). She will make sure you are a member and that you are included in the next vote.

