



“It is one of the characteristics of a free and democratic nation that it have free and independent labor unions.”

-Franklin D. Roosevelt

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Yuba College American Federation of Teachers Local 4952

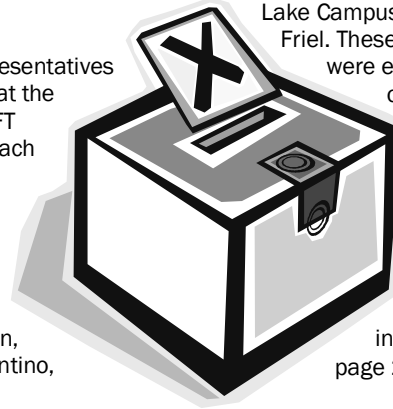
ELECTION RESULTS

YC-AFT elections were held this summer. Nomination forms were mailed to all YC-AFT members with updated contact information. (If you did not receive this mailing see the article at the bottom of this page) Included in this mailing was the slate of officers chosen by the nomination committee. There were no additional nominations submitted to the Executive Board. The slate of candidates put forward by the nomination committee ran unopposed and were declared automatically elected. The YC-AFT officers for September

2014 to September 2016 are: Elaine Robinson, President; Heidi Walker, Vice President; and Annette Lee, Secretary-Treasurer.

Campus Representatives were elected at the General YC-AFT meetings at each campus. Representing Marysville, Beale AFB, and Sutter Campuses are Julia Green, Salvador Tolentino,

and Neelam Canto-Lugo. Representing Woodland and Colusa Campuses are Bob Cassel and Pam Geer. Representing the Lake Campus is Michael Friel. These officers were elected for a one-year term.



To contact any of these officers see contact information on page 2.

GETTING PAID FOR OFFICE HOURS

Thanks to the YC-AFT Negotiations Team's work last academic year, there are new procedures for applying for Office Hours. In a joint proposal crafted with the District Team, the Part-Time Office Hours section (Article 8) of the contract has been revised.

Some things are the same. Instructors still have to apply for office hours compensation at the beginning of each semester. The form is still submitted to the supervising Dean, who forwards the request to HR. Instructors must be teaching at least three load units per semester to qualify. Instructors must list their Office Hours on

their syllabus.

But some things have changed. Instructors no longer need to attach a syllabus to their application. Instructors will now be paid a set stipend that is not based on an hourly rate. A syllabus for each class must be submitted to the Dean, as always. However no second copy is needed for HR and the Office Hours Request. Instructors no longer need to submit a time card at the end of the semester. Instructors will be paid automatically at the end of the semester.

The HR forms website has not yet been updated. At this time

both the old Article 8 and the outdated form are available on the HR tab of the yccd.edu website, under forms. (<http://www.yccd.edu/hr/forms.aspx>) Article 8 and the "Adjunct Request for Office Hours" form are at the top of the list of forms. For this semester instructors should use the old form while the new form is being developed. Do not specify the number of hours requested and do not attach a syllabus.

Thanks for this new arrangement go to the District Team, Jacques Whitfield and Denise Daniel, and the YC-AFT Team, Julia Green, Doug Harris, and Elaine Robinson.

DID YOU RECEIVE A MAILING IN JULY ABOUT THE YC-AFT EXECUTIVE BOARD ELECTIONS?

We do not have a mailing address for each of you—we estimate that we are missing 37 member addresses. We mailed out a proposed slate of officers for the Executive Board on July 11. If you did not receive it, you may be one of our

members for whom we have no address! If you received the mailer, we have your address and it apparently is correct. But if you don't recall having received an envelope from us during mid-July, why don't you call our membership chair or

send her an email so she can update our records? We do like to know that we have complete records on our members. Our membership chair's name and contact information: Mary Benson, 707-994-1005 or mary_benson@att.net.

CALSTRS FUNDING FORMULA CHANGES

On June 15th, 2014, the California Legislature enacted Assembly Bill 1469 (Bonta), designed to address the CalSTRS projected unfunded liability. This change results in phased in increases to both District and employee contribution levels for participants in the CalSTRS Defined Benefit Plan.

The new funding levels make a distinction between PERPA (Public Employees' Pension Reform Act, Effective 1/1/13) and "Non-PERPA" employees, those hired prior to 1/1/13. Employees hired prior to that date receive a 2% factor at age 60, while subsequent hires can retire from the DB with a 2% factor at age 62. "Non-PERPA"

employees contribute at a slightly higher rate to reflect the historic benefit.

District contribution increases are phased in over 7 years; employee changes are phased in over three years. District Contributions are currently slated to rise steadily to 19.10% by 2020-2021. Employee contributions rise to a top rate of 10.25% in 2016-2017 While the final legislation was an improvement over Governor Brown's initial proposal, CFT felt that the goal of 100% funding of future liabilities was not in keeping with standard accounting practice of an 80% funding level. As a result, school districts, including Community Colleges, must shift dollars away from vital educational needs to reach these

targets.

In return for the additional contribution levels, DB plan participants receive a vested "improvement factor" (annual COLA) of 2% for any year in which the member paid increased contributions.

For individuals participating in the Defined Benefit Supplemental program, employee contributions remain at 8%. District DBS contributions are currently at 8.25%. YCAFT is aware of some implementation issues in both the DB and DBS plans. We will be proposing changes to the existing Retirement section of the CBA (§7.6) in our upcoming successor bargaining for 2014/15 and beyond.

BLOCK SCHEDULING

At the end of Fall 2013, during the Thanksgiving break, the Yuba Community College District unveiled plans for a "Block Scheduling" process. The overall idea seems harmless: all classes start at specific preset times. Hidden within the plan is the proposal to virtually eliminate the three hour block class. (This is a three unit class that meets once a week for three hours.) This "Block Scheduling" process was then woven into the district's plans for a compressed schedule.

The compressed schedule concept has been successfully implemented at community col-

leges around the state. Slightly longer class periods are exchanged for a shorter length semester. This results in less class meetings, which in turn could produce potentially less driving, less time a student needs 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.

Who benefits from the new "Block Scheduling" process? Mostly the schedulers 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.

The administration's plan represents a unilateral change in scheduling with no input from our unit, YC-AFT. The proposed change in scheduling all classes using the Proposed Block Schedule could adversely affect the members of our bargaining unit. The effect of

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CONTACT INFORMATION: YCAFT Local 4952, P.O. Box 2001, Marysville, CA 95901 www.aftyuba.org

Name	Office	Phone	Email
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Annette Lee	Secretary/Treasurer	(707) 921-9312 (cell)	alee@yccd.edu
Doug Harris	Chief Negotiator	(707) 995-9251	dmharris12@gmail.com
Judith "Star" A. Kreff	Grievance Chair	(530) 273-4949	starkreff@hotmail.com
Mary Benson	Membership Chair	(707) 994-1005	mary_benson@att.net
Michael Friel	Campus Rep.: Lake	(707) 350-3663 (cell)	mhfriel@yahoo.com
Bob Cassel	Campus Rep.: Woodland	(530) 219-7076 (cell)	robert.cassel@pacbell.net
Pam Geer	Campus Rep.: Woodland	(530) 669-3611	prof.g1@juno.com
Julia Green	Campus Rep.: Marysville	(530) 741-0780	jgreen@yccd.edu
Salvador Tolentino	Campus Rep.: Marysville	(916) 647-7192	2bz2nvu@gmail.com
Neelam Canto-Lugo	Campus Rep.: Marysville	(530) 674-8612	Leosapphire@yahoo.com

FLEX AGREEMENT TIME IS HERE AGAIN

The Yuba Community College District participates in an alternate calendar and course scheduling program known as the Flex Program (also known as the Flexible Calendar Program). This program allows the district to replace actual classroom instructional hours with alternative activities. These hours are in-lieu-of regular instruction so faculty are obligated to complete the "in-lieu-of" hours with development activities focused in three distinct areas: Staff Improvement, Student Improvement, Instructional Improvement

This year we have to fill out a detailed flex agreement again at the beginning of the academic year. The agreement is due in September, and has to contain detailed information on how each instructor planned on meeting their flex obligation. If you haven't completed your flex plan you can still follow the steps below to start the process. Even if you complete your flex obligation with convocation or the part-timers' meeting at the beginning of the semester, you have to go through the complete process in order to get paid.

Part-timers have to go through the process

twice as their FLEX obligation for spring semester is not determined until the spring semester. However, FLEX activities completed in the fall can count toward spring FLEX and vice versa. All FLEX for the academic year must be completed by May 15th. There are some exceptions and they require additional paperwork.

Each instructor can choose district planned activities, such as the part-timers' meeting at the start of the semester, or can make their own plan that fits the guidelines. There is a drop down menu that gives you options of college sponsored activities or individual activities. Once you have recorded your plans, you must submit them for approval. After your agreement was approved and you have completed a proposed activity from your agreement, you will be able to convert it to a 'completed' status, ready for payment, without having to reenter it. You can attach documentation verifying your participation in the activity. The agreement can be changed if your plans change, but the agreement will have to go through the approval process again once you make changes to it. Once your flex agreement

has been approved you should receive an automated email. You can then convert a proposed activity to a completed activity for payment. None of this is automatic.

1. You complete your flex agreement
2. You submit your flex agreement for approval
3. You complete your flex activity
4. You convert your approved proposed activity to a completed activity and attach documentation as needed
5. Your flex is submitted to payroll
6. You get paid for completing your flex activity

There is a walk-through of this information on the portal: <http://mycampus.yccd.edu/facultystaffinfo/yc/flex/Travel%20Forms/flex%20Reporting%20Instructions%202013.pdf>

The FLEX Coordinator for Yuba College is Linda Staffero. Donna McGill-Cameron is the FLEX Coordinator for Woodland College.

LOAD BALANCING AGREEMENT

The YC-AFT negotiating team and YCCD HR director reached an agreement in March that reinstates load balancing. This means that the maximum load a part-time faculty person may be assigned is determined by academic year, not per semester. The assigned load in Fall and Spring may be balanced against each other so long as the total load does not exceed 20 units per academic year (rather than 10 units

per semester). This option was eliminated by the current administration without the benefit of any negotiation, and without any basis in our contract. Current negotiations have succeeded in restoring it. Programs that have four unit classes will be most impacted, like Math and English. A common example




is a part-time faculty member being assigned 12 units in one semester and eight in the other, but other combinations are possible. Anyone who experiences resistance to this practice from schedulers is encouraged to contact Chief Negotiator, Doug Harris: dmharris12@gmail.com.

FORWARDING EMAILS

YC-AFT is interested in better communications with its members. One of the best ways to communicate with you is through the YCCD email system. In order for this to be functional you need to either check your college email regularly or forward the mail in your college email to a personal account. Forwarding your email is relatively simple.

1. Sign in to the YCCD campus portal. (<http://mycampus.yccd.edu/>)
2. Click on the Office 365 – Outlook link

3. In Outlook Web App, click Settings  > Options > Account > Connected accounts.
4. In the Forwarding section, in Forward my email to, type the email address you want to forward your Outlook Web App email to.

NOTE: By default, a copy of all forwarded messages is kept in your mailbox after you set up forwarding. If you don't want to keep a copy of messages in your mailbox, clear the Keep a copy of forwarded

messages in Outlook Web App check box.

5. Click Start Forwarding.

By forwarding your email you enable communication from YCCD and YC-AFT.



PRESIDENT'S MESSAGE

In the 2013-14 school year, the YC-AFT negotiations team worked with the Human Relations Department to develop some joint proposal policies that more fairly compensate part time instructors. These included procedures and compensation for Office Hours (see page 1), compensation for academic duties such as SLOs and course outlines, and compensation for service on both district and college committees.

The list of applicable committees is still being crafted. Do you serve on or know of a committee that should be on this list? The committees that have already been identified are Academic Senate, College Councils, Budget Advisory, District Coordination and Communication Committee (DC3), District Distance Learning, District Calendar, and District IT. All but Academic Senate and College Councils are filled through YC-AFT. If you are serving on one of these committees, would like to serve on one of these committees, or are serving on a current committee that should



be added to the list, please contact me at thelanevr@yahoo.com or call me at 530-763-2076.

We are also trying to identify "orphan departments." Orphan departments are those that

have no full-time instructor in the district. We are negotiating for increased compensation to offset the increased duties and obligations that come when there is no full-time instructor in a department. If this applies to you and your department, please contact me.

The current YCCD/YC-AFT contract ended June 30, 2014. YC-AFT engaged in preliminary negotiations throughout the 13-14 year and is moving into full negotiations this fall. If you have needs, requests, or insights you could share or if you are interested in being part of the negotiation team for the upcoming contract, contact our current negotiations team: Doug Harris (dmharris12@gmail.com); Pam Geer (prof.g1@juno.com); or Elaine Robinson (thelanevr@yahoo.com).

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

Elaine Robinson, President

BLOCK SCHEDULING, CONT'D

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 live outside of the Yuba-Sutter area. Many part-time faculty have other professional obligations outside of teaching for Yuba College, and scheduling multiple days may be impossible. YC-AFT has already heard from part-time instructors who had to turn back contracts for classes because of newly instituted multiday-class scheduling.

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 peri-

ods 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 decides to go the other way.

Then there are the logistic needs of the students. We know that 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 your number of participation days and or evenings per week can make a

huge difference.

The district needs to fully inform both instructors and students 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.

Compressed calendar appears to have merits. YCAFT can support the compressed calendar, as long as the plan does not include elimination of three hour block classes throughout the week.

CONVOCATION FEEDBACK

In July YC-AFT was contacted by YCCD administration. All Marysville part-time instructors were invited to participate in Convocation with the full time faculty and classified staff. To be included was a positive note, but how many part-time instructors would be excluded? After much discussion, YC-AFT accepted the invitation on behalf the Marysville part-timers.

Was this a good decision for you? We need to know your opinion. When administration offers this option again, should we accept or

should we request an evening meeting? The only way we will know what works for you is if we get your input.

Please fill out the survey at <http://tinyurl.com/convocationsurvey>

If you work at location other than Marysville, Sutter, or Beale, feel free to add your opinion.

Help us make informed decisions that affect you.

