



“Coming together is a beginning; keeping together is progress; working together is success.”

-Henry Ford

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Yuba College American Federation of Teachers Local 4952

NEGOTIATION UPDATE

The YC-AFT negotiations team is currently working with Yuba Community College District Human Resources Development and Personnel Services department to construct the new collective bargaining agreement to update the agreement that expired June 30, 2014. The YC-AFT items of interest include items that have been identified by our membership.

High priority is being given to improvement of the salary scale. YCCD has the lowest rate for step one of the MA column rate of the surrounding community colleges. As a part of this effort we are also seeking clarification of district STRS service credit reporting and STRS benefit election policies.

YC-AFT is also seeking free parking permits for part-time faculty. At this time there is no uniform practice for parking permits for part time faculty. Several different practices are being applied throughout the district. We are asking for free staff parking permits for all part-time faculty.

The negotiations team is nearing an agreement on the inclusion of compensation for Cooperative Work Experience instruction in our salary scale and seniority system. Once again the district has no set policy or practice regarding compensation for Cooperative Work Experience. This new provision will set a standard for payment of services based on present STRS

MEMBERSHIP DRIVE

If you are not a member of our union, you still pay fees and we will represent you in a grievance with the administration. You do not get to vote on issues unless you are a member of YC-AFT. If you are one of our “agency fee payers” who pay fees but are not a member, you will be

reporting practices. This will also afford return rights and provide automatic salary adjustments in line with other part-time compensation changes.

The district, along with the Academic Senates, are working on revising evaluations throughout the district. As part of our collective bargaining process we are working on revisions of the part-time faculty evaluation process and documents. We are working on a document that will provide fair, meaningful, and respectful evaluation of part-time instructors.

YC-AFT is also seeking access to district mailboxes and email systems required to facilitate communication specifically to and among unit members. Currently in Marysville, the college mailbox system has a lot of issues. Some unit members have no mailbox, a mailbox in a place other than the part-timers’ mailroom, while people who are no longer teaching part-time at Marysville have boxes overflowing in the part-timers’ mailroom. YC-AFT would also like access to YCCD email addresses for part-timers. This would facilitate communication between YC-AFT and unit members.

As YCCD moves toward a compressed calendar, which will include Saturday classes, there needs to be some additional language in the contract. We want the ability for part-timers to teach on Saturdays, but not an obligation. We are therefore

seeing flyers about pizza get-togethers at some campuses, and contacted directly at other campuses. We are actively recruiting for the agency fee payers to become members. This will make our presence at the bargaining table even stronger when we negotiate for

interested in establishing a “hold harmless” provision regarding seniority should unit members refuse Saturday teaching assignments.

We are also working on protections regarding seniority when classes are cancelled for lack of enrollment shortly before or after the beginning of a class. Standardizing procedures when classes are cancelled due to low enrollment is also up for discussion. Once again, YCCD has no formal policy regarding policies and procedures around cancelling classes due to low enrollment. We are seeking a process that is fair and respectful to both part-time faculty and students.

In-house recruitment from part-time faculty for full time openings is another topic of discussion at the bargaining table. Prior to open recruitment we are asking the district to give full consideration to currently employed part-time instructors when fulltime positions become available.

The YC-AFT Negotiations Team is working hard on behalf of both YC-AFT members and agency fee-payers. You can show your support by joining the union, if you are not already a member, or by talking to your non-member friends about joining. Remember, only YC-AFT members will be able to vote on the ratification of the agreement. Don't you want a voice in this?

the current contract. Please join one of our get togethers to hear more about what we are doing on your behalf, and please consider joining us. We are currently at 65% membership; our goal is 95%. Together, we are stronger.

NEGOTIATION ROADBLOCKS

“Demand me nothing: what you know, you know;
From this time forth I never will speak word.”
– Iago
Othello, Act V, Scene II,

So spoke Shakespeare’s most infamous villain, and true to at least these words, Iago speaks no more for the remainder of the play. Negotiations with the Administration over a new contract for part-time faculty members puts one in mind of Shakespeare’s character, as time and again your negotiating team has put forth proposals and requests only to have no response, or worse, promises that are not fulfilled. The most recent of these occurred earlier this month when the Administration failed to provide (though it had promised) a form that will allow part-time faculty members

to request compensation for work on SLOs and other out of classification work. Instead of waiting for the Administration, we created and forwarded a proposed form.

To remind you, the last contract covered through June of 2014. Since then we have been operating under that former contract’s provisions, while the negotiations are continuing for the successor contract, which, if for three years, would cover from July 2014 through June 2017. At best, the new contract will be formally endorsed by all parties only after half its term has already run.

No fault can be attributed to your bargaining unit. Time and again they have acted in good faith only to have the team for the Administration delay, ignore, and in one

instance, fail to even show up to a scheduled bargaining session. Last year the conduct of the Administration’s bargaining team was so egregious that it merited an unfair labor practice complaint to the State Labor Relations Board. Only after that filing were the previously agreed terms calendared for the Board of Trustees, which voted in favor.

As summarized by Chief Negotiator Doug Harris previously, we are down to a few important issues, including salary, and evaluation protocols. Your team has met to promptly present our case later this month. Hopefully, the Administration will also take these matters seriously and be prepared to bargain in good faith, such that all concerned can return to the goal of instruction of students.

FLEX FOR PART-TIMERS

How do you start? You log into your FLEX agreement from the front portal page using your standard YCCD log in.

Once you log in, you come to your FLEX Agreement page. This page has several tabs. The last tab says “Help/Information”. All the instructions are there. If you read the instructions and you are still not clear what your next step is, then email your FLEX rep. You can find your FLEX rep on the same FLEX

agreement front page. Email your rep and say, “What do I do next?” or “Am I through?” The FLEX committee wants you to get paid for your FLEX work and they are there to help you.

But FLEX has more to offer than payment for your FLEX activities. The FLEX committee is actively seeking part-time instructors to present workshops. As college instructors we have a lot of expertise to offer YCCD. This is

your chance to shine. It is also a great way to complete your FLEX obligation. The workshop presenter may claim three (3) times the credit of the actual hours of the workshop for FLEX.

If you are interested in presenting a FLEX workshop please send your workshop proposal to Fernando Canto-Lugo (fcanto@yccd.edu)

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PRESIDENT'S MESSAGE

Welcome back to a new semester! As you can see from the articles in this newsletter, your YC-AFT Negotiations Team is working hard on your behalf. We have come to important issues that impact us all.

YC-AFT is scheduled to meet twice a month with the YCCD negotiations team. The YC-AFT negotiations team is led by Doug Harris (Chief Negotiator) and Brian Doyle (CFT Field Representative.) Also on the YC-AFT team are Elaine Robinson, Pam Geer, and Michael Friel. YCCD is represented by Jacques Whitfield, Al Konuwa, and Kuldeep Kaur, although Dr. Kanuwa and Ms. Kaur have not yet attended any negotiation meetings this year.

What kind of support are we seeing from YCCD Administration? The classified support



staff in the Human Relations Office work very hard to take care of the needs of the employees of YCCD. Last year the Human Relations Office was understaffed for their workload. This year they have lost two full time support staff! Kate Hodge has retired and Claudette Michel has moved to Yuba College President's Office. The Staff that remains is working hard, probably harder than they should, to try to carry the burden. When new people join the HR team they will be buried in the avalanche. How can the district meet the needs of the members of five bargaining units without the support HR needs? Why aren't multiple HR support positions being advertised? Is this the way YCCD administration is passively-aggressively blocking progress in the bargaining process?

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.

- Download and fill out 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>) 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.

VALLEY FIRE

YC-AFT would like to acknowledge the support that YCCD administration has given to part time instructors at the Clear Lake Campus during the devastating Valley Fire. YCCD is offering Administrative leave to those part time instructors who are impacted by the disaster. This fire is further devastation for fire plagued Lake County, as it is the fourth major fire in Lake County since the end of July this summer. Our thoughts are with everyone affected by the fire.

YC-AFT STEPS UP

The district promised but failed to provide a form to claim reimbursement, provided in our contract, for out of class work on SLOs, Program Reviews, Program and Services Vitality, or Curriculum Development/Review including Course Outlines under the direction of the district. This failure has prompted YC-AFT to develop the form found on the back of this newsletter for this purpose. We have notified the Human Resources office of YCCD that we intend to begin using this form, AND that payment is expected on the next payroll, unless it is submitted between the first and tenth of the month in which case payment will be expected with the subsequent payroll. When asked by the district to perform work mentioned above, this form may be used to claim reimbursements retroactively to the 2011-12 school year. Stipend amounts provided in the contract are \$300 in academic departments where there are full-time faculty, and \$500 in

the academic departments where there are no full-time faculty. Submit the form to HR, but keep a copy.

As an example, in a department with no full-time faculty, if a part-time faculty member was asked to write SLOs for three classes and a Program Review, and completed this work, four \$500 stipends would be due. It is strongly recommended that one form be used for EACH stipend claimed to avoid confusion. The YC-AFT Executive Committee wants to be kept informed about part-time faculty claiming reimbursements so we can track/enforce compliance with this part of our contract by the district. Please contact YC-AFT President Elaine Robinson at thelaneyr@yahoo.com, or Chief Negotiator Doug Harris at dmharris12@gmail.com with questions and to relate your experiences in this regard.



Going Adjunct editor:
Ben Brucker
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Claim for Stipend for Past Work Outside of Classification

Compensation is available for work done as far back as the 2011/2012 school year.

_____ WCC _____ YC

Name: _____ ID: _____ (seven digit ID)

Compensation is being claimed for this activity: (choose one)

Student Learning Objectives (SLO) for this course/
program: _____

Course Outline for this course: _____

Curriculum Development for this program/discipline : _____

Program Review for this program: _____

This was requested by (faculty or administration member):

Name Title

Work completed: _____ and/or _____
Semester Date

This work was submitted to:

_____ Dean _____ Full time faculty member _____ Other (specify):
_____ Curricunet _____ SLO committee _____

Is there a full time instructor in this department? _____ Yes (\$300) _____ No (\$500)

Documentation of work completed consists of the following attached documents:

_____ Curricunet printout
_____ Syllabus or outline
_____ Other: _____

Amount claimed (\$300 or \$500): \$ _____

Signature Date

Reviewed by	Supervisor _____	Date	_____
	President _____	Date	_____
Approved by	Chief Human Resources Officer _____	Date	_____