



**Yosemite
Faculty
Association**

TO: Part-time Faculty who are currently teaching

FROM: Iris Carroll, YFA Secretary/ Membership Dues Coordinator

SUBJECT: Contractual Obligation to the Yosemite Faculty Association

Greetings to all new and returning part-time faculty,

As YFA Secretary and Membership Dues Coordinator, I would like to welcome you to the faculty of YCCD and to inform you about your options for your contractual obligation to YFA.

Option 1: ***Fair Share Service Fee***. The Part-Time Representation Fee of \$20 per semester is automatically deducted from your first paycheck of the semester.

Option 2: ***Join YFA***. YFA's Membership Dues are established by a vote of the membership, and for part-time faculty they are equal to your percent load multiplied by \$375 per semester.

The following table gives examples of the YFA membership dues for various teaching loads.

**Dues Structure
For Part-time Faculty Members**

<i>Load</i>	<i>Service Fee (automatically deducted)</i>	<i>Additional dues to YFA</i>	<i>Total YFA Dues</i>
20%	\$20.00 per semester	\$55 per semester	20% of \$375 = \$75
33%	\$20.00 per semester	\$103.75 per semester	33% of \$375 = \$123.75
40%	\$20.00 per semester	\$130.00 per semester	40% of \$375 =\$150.00
67%	\$20.00 per semester	\$231.25 per semester	67% of \$375 = \$251.25

If you choose to become a member of YFA, fill out the form at the end of this document.
Keep reading for more detailed information about these two options.

The faculty created YFA in 1975, after collective bargaining was authorized for community colleges. YFA represents the faculty of Modesto Junior College and Columbia College in negotiations with the District. Workload, length of work year, academic calendar, sabbatical leave, sick leave, salary, fringe benefits, and other terms and conditions of employment are often the topic for negotiations. In addition, YFA assists individual faculty members with employment related matters.

The main policy-making group of YFA is the Representative Council, consisting of one or two Faculty Representatives from each Division/Area, an Adjunct-at-Large representative and the Executive Board. The Representative Council meets once a month and develops the agenda for negotiation and discusses all issues that affect your working conditions. The YFA Executive Board meets three times a month to discuss the same issues in further detail.

Some time ago, the faculty of YCCD voted to require that all faculty members participate in the support of YFA, and California's SB1960, passed in 2001, supports this by requiring all faculty represented by one faculty organization to join that organization or to pay that organization a Service Fee. The idea was that if you benefit from the salary and benefits the Contract provides it is fair to expect you to help support the faculty organization that works to achieve them.

Full members of YFA have the right to vote in YFA elections and ratifications, and to hold elective office. Regardless of whether or not you make the move to become a full-time member, YFA will help you obtain explanations and/or negotiate on your behalf related to lost assignments, disputes with your administrators, disciplinary matters, and/or any other questions you have related to the terms and conditions of your employment.

In semesters where part-time faculty are not employed, they are eligible for unemployment insurance from the state. Experiences obtaining this unemployment insurance have varied across the state from 'easily obtained' to 'denied without explanation', but it's always worth applying when you're not on contract with at least one college. Applying for these benefits is relatively easy, requiring that you fill out a form, submit the form, and follow up with any questions that may come from the state agency. Should you need help obtaining forms, finding out information, or with any other questions related to unemployment benefits, please contact the YFA office.

If you have any questions about YFA and your options, please feel free to contact the YFA office at 575-6699. You can also information about YFA on our website at <http://yfa.sites.yosemite.edu/>. The Part-Time Faculty page has information about your rights and obligations, and some helpful links.

The form for choosing full YFA membership is on the next page.

Part-Time Faculty Request for YFA Membership

Fill out this form and send it to the YFA office if you would like to become a YFA member.

**Yosemite Faculty Association
Modesto Junior College / East Campus
435 College Avenue
Modesto, CA 95350**

Name: _____

Phone: _____

Division: _____

Please send a check for your dues (minus the \$20 service fee automatically taken out of your first paycheck) along with this form to the YFA office. Please make your check out to the Yosemite Faculty Association.