

President's Report

by Jim Sahlman, YFA President



No, I am not referring to what is currently being negotiated between the YFA and the YCCD. I mean—THE contract. After having been YFA President for over a year (and on the downside of this term), I have come to—at least—one irrefutable truth: many of the faculty within the YCCD are clueless about our current contract. Of greater concern, however is that a significant number of faculty have no interest in learning about the contract that affects them....UNTIL it affects them.

One Word Comes To Mind....Contract

I cannot emphasize enough how important it is to familiarize yourself with the legal document that is designed to protect you and codify your responsibilities as a faculty member. Personally, I think there should be a "YFA jar" where YFA members should have to toss in a dollar every time someone asks the YFA to "grieve" against something that isn't a contractual violation or demands YFA involvement over something that is clearly not a YFA issue. I think we could easily pay for our faculty socials at the end of each semester—at both colleges—with such a "fine."

If the above is intended to be a "vote of confidence" in some way, that faculty seem to be giving in terms of support of the YFA then, I guess that is supposed to be a compliment. The reality, unfortunately, is that it often becomes extra work that is not always YFA business.

Therefore, when wondering how to process the various issues you encounter within the YCCD, please consider the following decision tree:

- ◆ *Faculty member vs. faculty member*
 - ◇ This should NOT be a YFA issue.
 - ◇ Be adult. Act like a professional. Work it out.
- ◆ *Faculty concern about an academic and/or professional Issue (e.g., curriculum)*
 - ◇ This is NOT a YFA issue.
 - ◇ Contact your Senate Office (Curtis Martin/MJC or Wendy Griffiths-Bender/Columbia).
- ◆ *Faculty member vs. administrator*
 - ◇ Talk with the administrator first.
 - ◇ It may be a simple fix or an honest misunderstanding.
- ◆ *Lack of clarity regarding the contract*
 - ◇ Research it yourself. You would expect no less from your students.
- ◆ *Faculty contract/working conditions issue*
 - ◇ Contact the YFA VP for your college (Sarah Curl/MJC and Tim Elizondo/Columbia College).
 - ◇ Contact your YFA Rep for assistance, if needed. S/he can probably help you find the answer.

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by Iris Carroll, YFA Secretary



Weingarten Rights and You

You may be wondering why you got this little card....Wait! Don't throw it away!!

This is your reminder that you, as a YFA member, have the right to union representation at any interview or meeting that could lead to disciplinary action against you. The rules regulating when and how your union reps may participate in interviews were set forth in 1975 in the Supreme Court case of *National Labor Relations Board v. Weingarten*, thus the Weingarten Rights.

What is an investigatory interview? An investigatory interview is a meeting with management at which you will be questioned or asked to explain your conduct, and which could lead to disciplinary action against you.

Is management required to inform you of your rights? No. It is your responsibility to request union representation.

What can my Union Rep do? Your union representative can help you by clarifying the facts, providing additional information, or suggesting possible witnesses.

Are all employees covered by Weingarten? No. Only employees who are in a union have Weingarten rights. This rule is based on a 2004 National Labor Relations Board decision.

So, if you're ever asked to attend an investigatory meeting and you feel that it could reasonably lead to disciplinary action against you, whip out your *Weingarten* card and call the Yosemite Faculty Association.

Based on "Weingarten Rights: Union Representation at Investigative Interviews." *Legal Topics: Employment Law: Employee Rights: Labor Unions*. NOLO. <http://www.nolo.com/legal-encyclopedia/weingarten-rights-union-representation-investigative-interviews.html>.



Negotiations Update

by Sarah Curl, YFA MJC Vice President and Grievance Officer



Last fall and spring semesters, the YFA and YCCD negotiations teams met for approximately 60 hours, in addition to subgroup meetings, team meetings, and the many hours that YFA team members spent on “homework” and preparation.

YFA met its obligation to review Appendix A, a list of courses that had inconsistent or inappropriate workloads. The teams started reviewing Articles 6, 7, 15 and 16, which were sun-shined by the District. Progress was slow and we were nearing completion. However, at our April meeting, we were informed by the District team, that the Board of Trustees would not negotiate total compensation until the Class Size Committee, which had just begun meeting, had made some progress. Negotiations

YFA is ready to begin anew and our agenda for this year is ambitious. Total compensation is at the top of the list, followed by completing Articles, 6, 7, 15 and 16, meeting with the Salary Schedule Committee, work on the Part-Time Faculty article proposed by YFA, and a review of Appendix B. In addition, YFA has sun-shined several items in this year’s re-opener.

Wish us luck and have a great fall semester!

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- ◆ Last resort—YFA President gets involved
 - ◇ With hundreds of faculty, it is unrealistic to expect the YFA President to directly respond to every concern.
 - ◇ The YFA Office already has sufficient work and is unable to do research you can do yourself.
 - ◇ If the YFA President eventually gets involved, it MUST mean something. Otherwise, we dilute the significance of his/her involvement if the automatic response is to involve the YFA President. The District becomes very dismissive, very quickly when that happens.

You can—and should—review your faculty contract at: http://yfa.sites.yosemite.edu/contract_2015/FinalContract_2015.pdf
Also, please feel free to contact your YFA Representative, who is a member of the YFA Representative Council (see list below).

YFA Representatives:

Ag/Environmental Sciences	Dale Pollard	Literature & Language Arts (A)	Michael Akard
Allied Health	Jill Ramsey	Literature & Language Arts (B)	Laura Manzo
Arts/Humanities/Communications	Haleh Niazmand	Science/Math/Engineering (Math)	Mike Adams
Family & Consumer Sciences	Cheryl Williams-Jackson	Science & Engineering	Tom Nomof
Behavioral & Social Sciences	Steve Choi	Special Programs (EOPS/DSPS)	Donna Louie
Business	Shelley Akiona	Student Services/Counseling	Hanna Louie
Library & Learning Center	Brian Greene	Technical Education	Vacant
Physical/Rec/Health Ed	Demitrius Snaer	Columbia College (A + B)	Vacant

YFA Executive Board:

President	Jim Sahlman	Budget Analyst	Vacant
MJC V.P./Grievance Officer	Sarah Curl	CC V.P./Grievance Officer	Tim Elizondo
Secretary	Iris Carroll	MJC College Council Rep	Ross Mc Kenzie
Treasurer	Larry Scheg	Member At Large-MJC	Allan McKissick
Member At Large-MJC	Jim Stevens	CC Member At Large	Maryl Landess