

**From:** Gina Leguria  
**Sent:** Wednesday, March 21, 2018 10:46 AM  
**To:** Jim Sahlman <sahlmanj@yosemite.edu>; Sarah Curl <curls@yosemite.edu>; Erik Andale <andale@yosemite.edu>; Dimitri Keriotis <keriotisd@yosemite.edu>; Tom Nomof <nomoft@yosemite.edu>; Jim Stevens <stevensj@yosemite.edu>  
**Cc:** James Todd <toddj@yosemite.edu>; Michael Sundquist <sundquistm@yosemite.edu>; Brian Sanders <sandersb@yosemite.edu>; Jennifer Zellet <zelletj@yosemite.edu>  
**Subject:** RE: YFA reply to YCCD (March-12-2018)

Thank you, Jim, for the clarity of this email. The back-and-forth exchanges of has made it particularly difficult to determine the underlying issues to which YFA has objections. The list below very much assists us in understanding where you are coming from. We will consult together on your list and get back to you.

Sincerely,  
Gina

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**From:** Jim Sahlman  
**Sent:** Tuesday, March 20, 2018 7:38 AM  
**To:** Gina Leguria <leguriag@yosemite.edu>; Sarah Curl <curls@yosemite.edu>; Erik Andale <andale@yosemite.edu>; Dimitri Keriotis <keriotisd@yosemite.edu>; Tom Nomof <nomoft@yosemite.edu>; Jim Stevens <stevensj@yosemite.edu>  
**Cc:** James Todd <toddj@yosemite.edu>; Michael Sundquist <sundquistm@yosemite.edu>; Brian Sanders <sandersb@yosemite.edu>; Jennifer Zellet <zelletj@yosemite.edu>  
**Subject:** Re: YFA reply to YCCD (March-12-2018)

The YFA and YCCD negotiating teams have reached impasse on several items. Meeting face-to-face at this point is futile. If the YCCD offers a proposal which eliminates all of these impasse scenarios, then the YFA will be eager to meet in-person to iron-out any minor details and contract language.

Absent that, however, we accomplish—or fail to accomplish—no worse by exchanging proposals via email than we do meeting face-to-face for 4 hours and ending-up with the same result (i.e., nothing). Our history in this process and the YFA's lack of trust in the YCCD has caused us to reach this conclusion.

Although the YFA has tried to be clear, it appears that our effort to do so has fallen horribly short given the District's past proposals which seem to be both deaf and blind to the faculty.

**So, for the sake of clarity, I will recap:**

1. **Fact**—The YCCD has proposed that class sizes increase to as high as 45. The faculty WILL NOT accept such a proposal. **YFA and YCCD are at impasse on this issue.**
2. **Fact**—The YCCD has proposed that all labs are loaded at .75. The faculty WILL NOT accept such a proposal. **YFA and YCCD are at impasse on this issue.**

3. **Fact**—The YCCD has proposed a 2% salary increase effective the first month following ratification by the faculty and approval by the Board. Additionally, the YCCD proposed a 4% increase applied to a 25-step salary schedule. The faculty WILL NOT accept ANY proposal which does not provide A PLAN TO REACH—AND MAINTAIN—that the faculty is AT median within the current cohort. **YFA and YCCD are at impasse on this issue.**
4. **Fact**—The YCCD has proposed non-retroactive compensation. The faculty WILL NOT accept a proposal unless it is retroactive to June 30, 2016 when our contract expired. **YFA and YCCD are at impasse on this issue.**
5. **Fact**—The YCCD has proposed retroactive medical reimbursements, but only to October 1, 2017. The faculty WILL NOT accept ANY such proposal which does not fully cover all medical reimbursements retroactive to October 1, 2016 when faculty began paying the extra amount. **YFA and YCCD are at impasse on this issue.**
6. **Fact**—The YCCD has proposed a contract which expires on June 30, 2019. We have been negotiating longer than this contract would last. If the District compensates the faculty AT median of our current cohort prior to June 30, 2019—as well as offer proposals that eliminate the above impasse scenarios—then the YFA will gladly meet in-person to discuss these details. But given the most recent proposal by the YCCD, the faculty WILL NOT accept an offer which falls short of expiring on June 30, 2021. **YFA and YCCD are at impasse on this issue.**

**Conclusion—YFA and YCCD are at impasse.**

YFA is finalizing documents with our legal counsel to submit to PERB regarding impasse, which will likely be sent this week. The YCCD will be notified once this has been executed.

Perhaps the assistance from PERB will help us to accomplish what we have failed to accomplish in 29 months.

*Jim Sahlman*



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President, Yosemite Faculty Association

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**From:** Gina Leguria <[leguriag@yosemite.edu](mailto:leguriag@yosemite.edu)>

**Date:** Friday, March 16, 2018 at 7:12 AM

**To:** Jim Sahlman <[sahlmanj@yosemite.edu](mailto:sahlmanj@yosemite.edu)>, Sarah Curl <[curls@yosemite.edu](mailto:curls@yosemite.edu)>, Erik Andal <[andale@yosemite.edu](mailto:andale@yosemite.edu)>, Dimitri Keriotis <[keriotisd@yosemite.edu](mailto:keriotisd@yosemite.edu)>, Tom Nomof

<[nomoft@yosemite.edu](mailto:nomoft@yosemite.edu)>, Jim Stevens <[stevensj@yosemite.edu](mailto:stevensj@yosemite.edu)>

**Cc:** James Todd <[toddj@yosemite.edu](mailto:toddj@yosemite.edu)>, Michael Sundquist <[sundquism@yosemite.edu](mailto:sundquism@yosemite.edu)>, Brian Sanders <[sandersb@yosemite.edu](mailto:sandersb@yosemite.edu)>, Jennifer Zellet <[zelletj@yosemite.edu](mailto:zelletj@yosemite.edu)>

**Subject:** RE: YFA reply to YCCD (March-12-2018)

Good Morning,

Our team met to review the offer, and we would like to discuss some of the proposed language. We believe the way to reach an agreement is through conversation rather than the passing of emails.

I can reach out to Bob and get some available dates.

Sincerely,

Gina

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**From:** Jim Sahlman

**Sent:** Monday, March 12, 2018 12:39 PM

**To:** Gina Leguria <[leguriag@yosemite.edu](mailto:leguriag@yosemite.edu)>; Brian Sanders <[sandersb@yosemite.edu](mailto:sandersb@yosemite.edu)>; Jennifer Zellet <[zelletj@yosemite.edu](mailto:zelletj@yosemite.edu)>; Michael Sundquist <[sundquism@yosemite.edu](mailto:sundquism@yosemite.edu)>; James Todd <[toddj@yosemite.edu](mailto:toddj@yosemite.edu)>

**Cc:** Sarah Curl <[curls@yosemite.edu](mailto:curls@yosemite.edu)>; Erik Andal <[andale@yosemite.edu](mailto:andale@yosemite.edu)>; Dimitri Keriotis <[keriotisd@yosemite.edu](mailto:keriotisd@yosemite.edu)>; Jim Stevens <[stevensj@yosemite.edu](mailto:stevensj@yosemite.edu)>; Tom Nomof <[nomoft@yosemite.edu](mailto:nomoft@yosemite.edu)>

**Subject:** YFA reply to YCCD (March-12-2018)

Attached is the YFA response to the YCCD's proposal from Feb-23-2018.

*Jim Sahlman*



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