

The More You Know – December 8, 2017

fringe

/frinj/

(Adjective)

not part of the mainstream; unconventional, peripheral, or extreme.

ben·e·fit

/'benəfit/

(Noun)

an advantage or profit gained from something.

Dear Colleagues,

As I mentioned in the Nov-12-2017 edition of *The More You Know*, words matter. And word choices matter. I think we need to change the narrative with the District in a variety of ways. Full-time faculty who teach beyond their normal load are not teaching overload, but overtime. Both the denotative and connotative meanings are different, which affects how people see these concepts.

Likewise, I've always had a problem with the phrase "fringe benefits" when referring to medical benefits. They aren't "fringe." They are appropriate compensation for the work full-time faculty do; unfortunately, part-time faculty do not get to enjoy these benefits—either in proportional medical coverage to their work or in the cash-equivalent.

But let's talk about "fringe benefits." REAL fringe benefits. An example of a fringe benefit would be assigned parking at Central Services under a covered parking lot. THAT is fringe. Another example of a fringe benefit is the annual longevity pay that LTAC receives, conveniently, right before the semester breaks for the holidays. THAT is fringe.

Thanks to Sarah Curl, you can calculate other ways that **YOU**—individually—provide fringe benefits **TO the YCCD**. I have attached a PDF version in case you want to print it, since the formatting sometimes alters when you share files in their original formats. But you can also open the Excel spreadsheet, complete the areas highlighted in yellow that are very simple to do, and see how much **YOU have provided fringe benefits to the District**. And these are only some examples. You can probably think of other ways that you provide uncompensated fringe benefits to the YCCD.

This is not simply an interesting academic or philosophical activity. This is real money. This is money you lose every semester. Imagine what you might have done with that lost revenue. Pay off some bills a little easier. Put a larger down payment on a car or house. Invested or saved that money for a rainy day. Helped prepare for your kids' college funds. Whatever you MIGHT have done with that revenue wasn't even a possibility, though. The District believes it is entitled to your money more than you do.

Consider this—*With all the free labor that faculty have provided, how is it even possible that the District can claim it doesn't have enough money to compensate us appropriately? If the YCCD can't pay us for the free work we've done, then perhaps the District needs to re-evaluate how it spends the money we earn for it.*

Today's edition of *TMVK* illustrates these on-going fringe benefits to the YCCD by comparing this to credit; the District's "credit score" has been negatively impacted as it continues to default on paying our full and part-time faculty appropriately. Thus, the YCCD has lost its privilege to use the "YFA Credit Card" in the form of free labor, volunteer work, and donated hours. We demand payment-in-full and will work to the contract—but not a minute more—than we are required to do. **No more free labor!**

Article 24.1 of the YFA contract states, *There shall be no "free rider" option in the bargaining unit represented by the Association.* This refers to all faculty paying either membership dues or the Fair Share Service Fee (FSSF).

If we do not allow our own faculty a "free rider" option, then I see no reason we should be inconsistent and allow the Yosemite Community College District a "free rider" option in the form of unpaid labor.

Please consider attending the next Board meeting

Who: All full and part-time faculty

What: YCCD Board of Trustees Meeting

When: Wednesday, December 13, 2017 (starts promptly at 5:30pm)

Where: MJC West Campus, District Office Board Room, 2201 Blue Gum Avenue, Modesto, CA

Why: To demonstrate solidarity (wear your buttons) and speak directly to the Board during public comments. Comments must but under 5 minutes and should not repeat a previous message, so coordinate your message with colleagues. Check your emotions at the door; make sound arguments in a professional way. Once public comments are over, you can leave unless you wish to stay for the entire meeting. I will be reminding all faculty every month about attending Board meetings. If you cannot make this month, then try next month. But we need to show that we mean business.

Stay informed. Stay engaged. Stay united.

Jim Sahlman