



YFA prepares and plans, but YCCD does not. → Ground rules are established, but YCCD ignores them.

YFA spends months researching, clarifying, and justifying our position. YCCD does none of this, but disregards YFA's arguments and evidence. → YFA attempts to bargain and problem-solve, but YCCD delays.

YCCD gives YFA its "last offer" which includes contract language never discussed. → There is no closure, so YFA and YCCD go to impasse.

YCCD promises new proposals but never follows-through. → Two days of mediation are unsuccessful.

YFA and YCCD go to fact-finding for 17 hours where YFA attempts to negotiate but the YCCD would not participate. → YCCD threatens faculty with unlawful resolutions on the Board agenda

Fact-finding report is originally due by Oct 18, but extended to Nov 1. It has still not arrived and the fact-finder has not responded to repeated inquiries.

*Stay informed. Stay engaged. Stay united.*