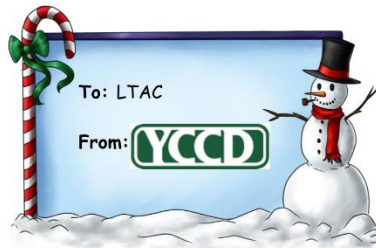




\$4,400 average salary increase

Updated medical benefits coverage

Unconditional gift not requiring negotiations or extra work



Longevity pay right before the holidays

\$2,800 average salary increase

Updated medical benefits coverage

Unconditional gift not requiring negotiations or extra work



Empty promise to honor the cohort agreement in Article 14.1 from 2007

Empty offer of 2% retroactive pay, since the Board did not authorize this

Empty offer of 2018 COLA, since the Board did not authorize this



**HAPPY HOLIDAYS!**

**From: YCCD**

*Stay informed. Stay engaged. Stay united.*