

The More You Know – January 19, 2018

Attached is this week's edition of *The More You Know*. In this edition, I highlight your professional hours that are required in the YFA Contract. You can, and should, review this and other articles in the contract on a regular basis to understand exactly what you are: (1) required to do; (2) professional discretion about doing; and (3) not required to do because the extra work is completely voluntary. **(Review my email last week from Jan-12-2018 about the distinctions between these three categories).**

This link to the YFA Contract is provided below.

http://yfa.sites.yosemite.edu/contract_2015/FinalContract_2015.pdf

To assist you in keeping track of your professional hours, I have created some Excel spreadsheets for full-time instructional faculty. (**NOTE:** My apologies to the other faculty, but there are so many different variations of how your hours can be calculated, I will leave it to you to create an appropriate Excel spreadsheet.).

Every second, every minute, and every hour you work beyond your contractual obligation:

1. Reduces the value of your salary

AND

2. Reduces the value of your colleagues' salaries (since "free labor" gives the District permission to justify not compensating our collective union appropriately).

So, we have a choice. We can either choose to not provide "free labor" **OR** we can provide "free labor" but we have zero license to complain about our salaries.

So, look in the mirror. Then look in your colleagues' faces.

What are you going to do?

Whatever you decide—own it. But we cannot straddle the fence on this issue.

Stay informed. Stay engaged. Stay united.