

The More You Know—September 21, 2018

Dear Colleagues,

Attached is this week's edition of *The More You Know*. As you are already aware, the District's last, best, and final offer (LBFO) was given to the YFA on February-23-2018. It has not changed since then.

That was seven months ago this Sunday.

Wednesday's strike authorization vote was unprecedented. Our current and previous election officers have informed me that our 85% response rate is the highest participation ever in the YFA. This is a higher response rate than our ratification votes or officer elections.

And the results clearly show that we are speaking with a strongly united voice—95.4% support the strike authorization. The faculty clearly did a “mic drop” on the District.

Fact-Finding/Mediation

I will be sending a separate email regarding this update.

Strike Preparation

Now that the authorization to strike has been overwhelmingly approved, YFA will begin preparations for such action. Again—to be redundant—YFA is willing to discuss any new proposals that the District offers to avoid a strike. The YCCD only needs to do its part and reach-out to us.

In the meantime, planning for a potential strike requires an orchestrated effort and we need many players. If you are willing to help plan for the strike, please send an email (from your private email account) to yosemitefaculty@gmail.com. Please include your other contact information (i.e., a cell number) in your email.

In the coming days, YFA will have identified a long list of areas needing support and you can inform us about which area(s) interest you.

YFA Communications

YFA has discussed in past months about transitioning our communications to private email, but the avalanche of Union activity has delayed that transition. However, it is important and timely that we begin that process immediately.

YFA may still use Outlook for some YFA-related communications, but they will involve specific topics regarding YFA business and with the understanding that those emails will rest on the District's server.

The majority of our remaining YFA communications, however, will be done through private email. Thus, I will be sending instructions within the next few days regarding how you can subscribe to YFA communications. In the coming days/weeks, the majority of YFA communications will cease from being sent through Outlook. So, if you want to stay informed, you will need to subscribe to our off-site email distribution list. I will inform you when the YFA communications will stop being sent over Outlook.

Final Thoughts

We had an overwhelming display of solidarity with around 100 faculty, community members, and students who demonstrated during the afternoon at the District Office on September 12th. The Board Room was a “sea of red” that afternoon.

That evening, about 150 or more faculty, community members, and students attended the Board meeting with several people speaking during public comments.

<https://www.youtube.com/watch?v=7U5qsFArsbU&t=6422s>

The above link is the video posted on the YFA YouTube channel from the September 12th Board meeting. (**NOTE:** The audio and video did not sync very well, so you will see the video with a delay of several seconds before the audio catches-up).

Public comments begin on the video at about 1:05:05, with speeches coming from Professors Ruth Luman, Leticia Cavazos, Jill Ramsey, Al Smith, and several students.

The YFA report that I gave begins at 1:47:00.

This past Wednesday, YFA shouted our united voice with a bullhorn regarding the strike authorization vote. Clearly, we have had enough, and we demand to be heard.

We are in uncharted waters. I know everyone is hungry for information and eager to know about next steps. And that can, at times, feel uncomfortable about the unknown until we get the updates we all want.

Please be patient and allow YFA some breathing room to make these preparations carefully and responsibly. We have the best law firm which is doing tremendous work for us and YFA needs to follow its legal advice.

My confidence and strength in the YFA come from you. Likewise, your confidence and strength in the YFA needs to come from each other. The saying, “*United we stand, divided we fall,*” rings true. None of us are facing this alone. We are proudly standing shoulder-to-shoulder.

And because of that, I am proud to stand with you.

All my best,

Stay informed. Stay engaged. Stay united.

Jim Sahlman