

## The More You Know — August 31, 2018

Dear Colleagues,

Today's edition of *The More You Know* summarizes what the YFA has had to endure throughout these entire negotiations with the YCCD. It is a sad commentary when the District, with only 17 days left until fact-finding with the Public Employee's Relations Board (PERB), has done nothing to indicate ANY urgency to settle the faculty contract.

To add insult to injury, the District has reached a Tentative Agreement (TA) with CSEA whose members will be receiving a 2.17% (COLA) if I am recalling this information correctly. Likewise, LTAC will be receiving the same raise, but my understanding is that it will only apply to the Deans and other middle and lower-level managers; vice presidents are not currently included, as I understand it. (**NOTE:** LTAC is not a union and did not—and cannot—negotiate for its salary increase. It is just receiving this from the Board.)

As a union member, I do not begrudge other unions from advocating, negotiating, and receiving their increases. They worked—and negotiated, which as we all know can be a difficult process—for their membership to receive their benefits. At the California Community College Independents (CCCI), of which YFA is member, we continue to be reminded about how unions should support other unions. And I have experienced many instances over the years of CSEA members doing wonderful service for our students, as well as collaborating effectively with faculty in a number of ways. Likewise, I have heard from a number of CSEA members who have expressed to me their support about the faculty getting our contract settled.

CSEA achieving a TA with the District is not the problem, but the District not making the same effort to reach a TA with the YFA—during the same time frame, especially since our contract has been expired for over two years—is a problem.

The last official offer from the YCCD was on February 23, 2018. That was over six months ago. A half-year has already gone by with radio silence on any new formal proposals from the District.

And yet, we hear from the District the meaningless rhetoric about how *"It really wants to settle the contract."*

Well, talk is cheap. And so is the YCCD when it comes to faculty.

***Stay informed. Stay engaged. Stay united.***

*Jim Sahlman*