

## President's Report

### Activities in the Faculty Lounge

by Debi Bolter, YFA President

The Faculty Lounge was abuzz with holiday cheer on the last Wednesday of fall semester as faculty and friends gathered to chat, enjoy great food and hot cider, and admire renovations to our YFA headquarters. The social drew faculty, Board members, MJC and Columbia administrators and our CSEA and LTAC co-workers. It was a relaxing atmosphere to informally visit and converse with colleagues from across the District.



Debi Bolter



YFA  
Holiday  
Social

During spring 2015 MJC Institute Days, the YFA Faculty Lounge was once again filled for discussions on union-related issues. The first session, "Contract 101," was a basic review of our contract rights and obligations, some of which are commonly misunderstood by faculty. These issues include Weingarten rights—or the right to have YFA representation when meeting with an administrator regarding any sort of job performance issue. It is the faculty member's responsibility to request the representation, but also his/her right to do so. Faculty also have the right to stop a meeting with an administrator to request union representation if the discussion moves into a job performance topic, and such a topic was unexpected by the faculty member at the onset of the meeting.

Faculty also have a contractual obligation to complete their yearly Flex time, particularly since they are "pre-paid" for this time in their normal monthly checks. Sarah Curl, YFA Vice President at MJC, wrote an article in the November 2014 Advocate newsletter on the subject, too.

The second part of the YFA "Contract 101" session was devoted to an explanation of FTES, FTEF and WSCH by Cece Hudelson.

She explained why 525 is a "magic" number in apportionment. She encouraged faculty to review the information on productivity at the Chief Instructional Officers' website at [www.ccccio.org](http://www.ccccio.org). Under "Resources" is the CIO Manual that provides explanations about how funding works, particularly how class size, units, and compressed calendar elements factor into the equations of funding.

The second Thursday morning session in the Faculty Lounge was titled "Negotiations 101." The YFA negotiation team members held a panel discussion with faculty participants on negotiators' roles and responsibilities to faculty. The team explained how both internal sources (faculty input, grievance cases, etc.) and external sources (Ed Code, State budget, etc.) inform negotiations. Strategies for bargaining were explained, including cost factors, impact factors and trade-offs. Negotiations with the District have been broadening to include more traditional-based strategies, and to that end the YFA/District teams will have a day-long workshop on traditional-based bargaining given by a UC Davis Extension instructor on January 23rd. The group will also engage in a refresher IBB training on January 30th given by a lawyer from Sacramento. The goals are to enable both negotiation strategies to be available, as needed and depending on the topic under negotiations.

The Part-Time, Due Process, and Discipline Articles were generally discussed—none are yet ready for a tentative agreement/vote. Be sure to read over the Table Talks (emailed to all faculty, and found on the YFA website) for the most up-to-date information about what's going on "at the table."

Negotiations will continue in February and be held twice per month.

### By the Numbers:

#### 2015-16 Tentative State Budget highlights

*"...this is the best community college budget we have seen in many years..."* Brice Harris, Chancellor CA Community Colleges

- **\$200 M** for SSSP and SEP (student success)
- **\$125 M** to base allocation funding (buffer STRS increases, more full-timers)
- **\$106.9 M** for increased access (i.e., growth)
- **\$92.4 M** for COLA (fund a 1.58% adjustment for cost-of-living)



## CONTRACT CORNER: Article 4 (Workload)

### Large Class Accommodations (Article 4: Workload)

by Sarah Curl, YFA MJC Vice President and Grievance Officer

Before Article 4 on Workload was renegotiated in Fall 2013, agreeing to teach a large class was a gamble. You were required to have 75 students to get a 1.5 workload and 100 to get a double. But what happened if you ended up with 74 students? You got a huge class with no extra compensation for the additional workload. YFA bargained to take that "gamble" out of the equation.

Now Article 4 includes a graduated scale to accommodate the additional workload associated with a large class. Starting at 55 students, you get 1.1 load. For each additional 5 students, you get an additional 10%. Here are the conditions:

- Only classes with a maximum class size of 40 or more are eligible for the large class accommodation. (4.10.2)
- Large classes must be "pre-approved and scheduled with mutual agreement" with the faculty member and his/her immediate supervisor. (4.10.3)



Sarah Curl

- Your load (pay factor) is determined by the class size at census. (4.10.3)
- The division that offers the large class will receive a block grant supplement for classes of 75 or larger, budgeted for use collectively in the area/division. (4.10.4, 4.10.5)

The chart on page 9 of the contract shows the pay factor and block grant supplement for the corresponding class size.

Many California community colleges over the past year have been experiencing "soft" enrollments. Fill rates at both MJC and Columbia have been sluggish. "Double" classes that have traditionally been stable in their fill rates now are experiencing lower enrollment. This situation may cause faculty to fall short of the 100 students, and instead of a double they may earn only a 1.8 or 1.9 load factor. Department enrollment management and scheduling factors should be assessed on an on-going basis. During these times of softer enrollment offering two singles rather than one double may be more strategic. Or if a shortage in load occurs unexpectedly early in the semester, consider adding a late-start course which provides more flexibility for students, like a 14 weeks, 10 weeks or 8 weeks class. Discuss options with your area dean.

### Weingarten Rights

If called to an investigatory interview with administration, read the following statement when the meeting begins. This is your right under a Supreme Court decision known as Weingarten.

*If this discussion could in any way lead to my being disciplined, terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at the meeting. Without representation, I choose not to participate.*

### YFA Open Positions

Faculty members are needed to fill the following positions:

#### Representative Council

Business Rep  
Columbia College Rep at-Large (2 positions)

#### Executive Board

Budget Analyst  
Columbia College Member at-Large  
Faculty Liaison to the Board of Trustees

Please contact Debi Bolter, YFA President, at 575-6699 or at [bolterd@yosemite.edu](mailto:bolterd@yosemite.edu) about your interest in these positions.