

**YFA Rep Council Meeting
November 22, 2017
Highlights**

Negotiations Update

YFA and YCCD met for negotiations on November 21. The District team pulled the discussion of Workload and Appendix B for the next round of negotiations. The only topic left to discuss in this round is compensation. The District is offering 2% ATB salary increase and a 1% off-the-salary-schedule retroactive pay for 6 months. The District is offering medical reimbursement back to October 1, 2017 (yes, THIS year only). The District states that the using the current cohort for total compensation is a “non-starter” with the Board.

YFA is offering to accept 2% ATB, however, it MUST include a plan and a timeline for reaching the goal of median. YFA wants the goal reached within two years, but is willing to negotiate the terms. YFA is not allowing the District to ignore its contractual agreement about using the current cohort. YFA is also demanding retroactive pay back to June 30, 2016 (when the contract expired) and full medical reimbursement back to October 1, 2016.

In addition, the negotiating team needs your feedback on what you feel would be the Best Alternative to No Agreement (BATNA). This is a crucial time for our faculty. As professionals, Columbia College and MJC faculty deserve to be treated with more respect as well as being paid appropriately for the work that we do. Therefore, we need to decide what we are willing to do if the District sticks to their offer of 2% instead of helping faculty achieve at least median within our current cohort.

The next negotiation session is scheduled for December 1st.

STRS Retirement Workshop

There will be a STRS Retirement Workshop on January 19th in Glacier Hall from 3-5 PM. The workshop will be streamed to Columbia College. E-mail invitations will be sent to all YCCD certificated staff before the end of November.

Buttons

YFA has buttons available for faculty to wear as part of our campaign to generate discussion about negotiations. Faculty are welcome to wear them in the classroom, in the hallways, at meetings, out around the campus, and in the community.