



Highlights: YFA Rep Council 4-16-2025

- **Health Benefits:**

For our health-care benefits, we have a 3-year agreement until Fall 2026. In this agreement, we are covered to up to \$2200 a month for Full-Time faculty. We just received our renewal for 2025-26, and it is below \$2200. Therefore, our health-care benefits for next year are status quo. We have two fully paid plans, Kaiser and Blue Shield PPO, for the 25/26 plan year.

The Part-Time health-care benefits reimbursement plan that YFA negotiated, up to \$1000 per month for faculty who work an average of 40% load per semester, which can include summer, did not have as many participants submit reimbursement requests as we had anticipated. The first cycle was July through December, and the request needed to be submitted by the end of January, to be processed by HR in February. HR received 43 requests.

- **RSI:**

The District is seeking to require an off-cycle evaluation for all MJC faculty teaching online this summer and fall. This would evaluate online courses with the new RSI standards, which are overly prescriptive and impose on our academic freedom. In addition, the new standards will likely cause an ongoing increase in workload for all online faculty. Finally, the District wants to require mandatory RSI training for all MJC online instructors before Fall 2025. YFA is willing to make all these concessions with the understanding that the District makes commensurate concessions in exchange. So, unless and until YFA negotiates any changes, then all participation to address the new RSI standards is strictly voluntary.

- **Faculty Liaison: Job Description:**

The job description is an agreement between three faculty groups--both Academic Senates and YFA--and the District. Any of the four groups can make changes to the job description; however, the changes must be agreed upon by all groups for the changes to take effect. The MJC Academic Senate has proposed a change, which they have forwarded to Columbia's Senate and us. During our latest Rep Council meeting, we reviewed the proposed changes. Brian offered to take any questions back to the Senate. Rather than starting a 1st read at the end of the semester and wait four months for the 2nd read, Brian suggested that Rep Council discuss the document and wait until Fall, when Rep Council will have its new roster, for the 1st read.

- **Faculty Liaison Election:**

YFA Rep Council conducted a secret-ballot election for Faculty Liaison. In the job description of Faculty Liaison, in procedures for election, each of the constituencies, both Academic Senates and the YFA Representative Council, vote separately. If a candidate gets 2 or 3 of the groups, he or she wins. There is a process for a tie vote.

The two candidates, Steve Choi and Allan McKissick, were given a few minutes to introduce themselves and answer a few questions. The results will be announced once the Academic Senates complete their votes. Brian stated that if Reps had questions about how Academic Senates conduct their votes to please ask their Academic Senate Senators.

- **Open House:**

During Finals week, please stop by the Faculty Lounge to relax, refuel, and enjoy some YFA-sponsored snacks and drinks (water and juice). Happy Finals Week!