



President's Report

Brian Greene, YFA President

There continues to be numerous items going on at the same time with regards to new contract provisions and salary adjustments. I know it can be hard to keep everything straight. Here are some important items to keep in mind:

- YFA encourages members to regularly check their earnings statements and stipend screen in Self Service. I realize this can be confusing, and we're working with the District to make things clearer.
- Starting this semester, standard part-time and overload (PTOL) classes will be paid in five payments as opposed to four. This change reduces the amount of each payment and may make the 13+% raise you received September 10th less obvious. Please check that you were paid the correct - higher - rate.
- The 8% retro payment for instructional PTOL back to July 1, 2023 will be paid October 10th.
- For faculty who submit pay claims, the claim form itself is expected to be updated later this semester. In the meantime, you will likely need to submit two claims per period. Work with your dean's office to ensure you meet their internal deadlines near the end of each month.

As always, please let us know if you have any questions.

Negotiations Update

Shelley Akiona Traub, YFA Lead Negotiator

The first negotiation session was held in mid-September and opening discussions focused on the work that we hope to accomplish this academic year. YFA/YCCD jointly agreed to review Article 6 (Evaluations), and the conversation is just beginning. A subcommittee for both teams has met to discuss each team's interest in improving the valuation process. YFA has reviewed the faculty survey of negotiations topics, and the top three areas of interest are:

- Increasing lecture/lab load parity;
- Protecting and increasing retiree medical benefits; and
- Securing longevity compensation.

Our next session is scheduled for this Friday. I hope to share more substantive progress with you following that session.

Know Your Contract

Article 10 of the contract covers banked leave. Full-time faculty who work overload have the option of being paid at their PTOL rate or of banking the time to use later. There are a number of important advantages to banking:

- Despite the recent 8% increase on the instructional PTOL salary schedule, our parity ratio for instructional faculty is still only 54%. By banking the time and using it to take full or partial banked leave, full-time faculty get compensated at their regular salary. (This is less of a benefit for non-instructional faculty since their parity ratio is at or above our 75% target.)
- Full-time faculty who want or need to take a leave of absence can use banked leave to do so at full pay. This gives faculty options beyond sick leave and annualizing to make up any shortfalls in load.
- Only full-time faculty can bank leave. Over the summer, full-time faculty work on part-time assignments, which is why banking in the summer generally isn't possible. (Some full-time faculty are on extended contracts or annualize their load to include summer. Those situations are handled differently.)

While there is no contractual deadline to request to bank, Article 10.1.1 states that faculty who want to do so need to notify their dean's office in writing. It is best to do so as early as possible.

When it comes to using banked leave, each college has a Banking Committee that reviews requests and makes recommendations to the President. Columbia can approve up to three FTE worth of banked leave each year and MJC up to fifteen FTE. Look for announcements from the Instruction Offices early each semester calling for requests to use banked leave.

Calendar

- October 2 - YFA Exec Board Meeting
- October 9 @ 3pm - 403(b) & 457(b) workshop. Check for FLEX.
- October 16 - Rep Council Meeting