



Staff Communication

YOSEMITE COMMUNITY COLLEGE DISTRICT
Modesto Junior College & Columbia College

FOR IMMEDIATE RELEASE

Date: Nov. 21, 2018

Contact: Public Information Office

YCCD statement regarding labor situation

MODESTO, CA. – The YCCD Board and Administration are committed to providing an excellent and accessible education to the nearly 25,000 students at Modesto Junior College and Columbia College. The YCCD Board and Administration share the frustration that our communities are experiencing around the failure of contract negotiations to produce a settlement with the Yosemite Faculty Association. Despite our best efforts, including making a new offer on Nov. 21, 2018, the YFA still is moving forward with its plans to strike Nov. 27-28, 2018.

After three years of negotiations, the YCCD Board, Administration and YFA reached impasse in April 2018. A state mediation panel met with representatives from both sides Sept. 17, 2018, to examine the facts and help the parties reach a settlement. The mediator's fact-finding report is expected by Dec. 6.

As reported by the Union Democrat newspaper on Nov. 16, 2018, the YFA has represented a salary increase of about 22%. The YFA's demands would leave the District financially unstable. Such an exorbitant salary increase to one bargaining unit also would be inconsistent and unfair to non-YFA employees who responsibly agreed to a lower amount.

The YFA voted on Sept. 19, 2018 to authorize its leadership to call for a strike. On Nov. 16, the YFA announced the dates of the strike would be Nov. 27-28, claiming it is in response to an unfair labor practice charge the District denies.

The YCCD Board and Administration believe in our students, faculty and staff. We want to avoid a strike. The District's last best final offer in April put forth a 6% salary increase, comprised of a 2% increase in 2017-18 and a 4% increase in 2018-19. This offer also contains a salary schedule compression that would reduce the number of salary steps from 32 to 25, allowing faculty members to attain higher salaries with fewer years of teaching service.

YFA members also enjoy a work year schedule of 8½ months and 100% District-paid medical benefits. Currently, each faculty member also receives a District-paid contribution of 18% of their salary paid annually toward their retirement benefits.

The YCCD Board and Administration made the last best final offer because we are committed to maintaining a supportive learning and working environment at our institutions. Equally important is the fact that this offer provides financial stability for the District. The District respects and values the Yosemite Community College District faculty. For that reason, the issue of appropriate class size has been referred back to the faculty and administration's class committee for further review and discussion regarding a collaborative solution to this most important matter.

The District remains committed to working with YFA to resolve the current labor dispute. In the event of a strike, our campuses will remain open. Students should check their college's websites for updated information about classes. We remain hopeful that the YFA will reconsider its decision to strike and that through our mutual efforts we can keep this labor dispute from negatively impacting our students, faculty, staff and the educational mission of Modesto Junior College and Columbia College.

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