

September 26, 2018 Update to District Website

The Yosemite Faculty Association (YFA) and the Yosemite Community College District (District) elected to participate in collective bargaining “Impasse” procedures before the Public Employee Relations Board (PERB) in accordance with California Government Code Section 3548 in April 2018. Just before the parties declared impasse in negotiations, the District presented its last best offer to YFA totaling a 6% increase to faculty salaries. Compounded over two years, all faculty members would receive under the settlement offer a net increase of at least 6.08%, with some faculty receiving an increase of 7.17% due to the proposed migration to a 25-step salary schedule for all full-time faculty going forward. A detailed explanation of the District’s current offer of settlement can be found [here](#).

On September 17-18, 2018 the District and YFA participated in a fact-finding hearing/investigation (FFH) before a three person appointed panel to try and reach an agreement. Unfortunately, the parties remained significantly apart at the conclusion of the FFH and the Chairwoman of the panel will proceed with issuing a non-binding fact-finding report in accordance with California Government Code Section 3548 et seq.

On September 24, 2018, the District received written notification from YFA leadership that the faculty has authorized the formation of a strike council and granted YFA leadership the authority to call for a strike after the fact-finding process has concluded if YFA leadership deems such action is necessary. It is anticipated that the fact-finding process will conclude in early November 2018 based upon statutory timelines contained in the California Government Code and case law.

Based upon this notification from YFA leadership, the District has taken the precaution of developing a strike contingency plan in accordance with the California Education Code in case good faith negotiations break down and the parties are unable to reach an amicable resolution. The District desires to make it clear to the entire District community that under the District’s strike contingency plan classes at both Columbia College and Modesto Junior College will continue to be offered and maintained for student success even if a strike is implemented by members of YFA. Future updates regarding the details of the District’s strike contingency plan will be presented to the District community as events develop.

The District continues to remain committed toward working in good faith with YFA to reach a fair and equitable settlement that honors the work of faculty, focuses on student success, and maintains the financial stability of the colleges and district to continue serving our students and community.