

Yosemite Community College District
YFA Strike Employee FAQs
11/26/18 (updated 11:00am)

- 1. Q. Will the colleges be closed in the event of a strike?**

A. The Yosemite Community College District (“YCCD”) intends to keep the colleges open, safe, and functional.
- 2. Q. If YFA chooses to strike, is every YFA member required to strike?**

A. No. Being a member of YFA does not require a faculty member to strike. It is up to each individual if he/she chooses to join the strike.
- 3. Q. What do I do if I don’t want to strike?**

A. Participation in the strike is voluntary. You have the right not to participate in the strike. If you intend to teach your classes, please notify your Division Dean. Those meeting the terms of their contract continue to get paid.
- 4. Q. If a faculty member chooses to strike, are they paid by the District?**

A. No. If an individual chooses to strike, they will not be paid by the District for any day(s) they strike. A strike is a work stoppage and strikers are not paid.
- 5. Q. Does striking affect my retirement?**

A. Yes. Under California law, faculty members are ineligible to receive creditable compensation (service credit) in the California State Teachers Retirement System (“STRS”) for the days they choose to strike. Retirement contributions to STRS are reduced for each day teachers strike.
- 6. Q. Will YFA pay faculty during a strike?**

A. Consult with your union representative.
- 7. Q. I want to stay with my students but honor my YFA colleagues. Can I strike for just one day?**

A. Yes. Please notify your Division Dean of your plans so the deductions are processed appropriately.
- 8. Q. If a faculty member decides to strike, are they bound to strike the entire duration of the strike, or can they come back earlier?**

A. They may return earlier. Faculty members are not required to strike nor are they required to stay away from their students and campus sites for the duration of a work stoppage. To strike is a personal choice, as is when you return.
- 9. Q. Can other union partners join YFA in a strike?**

A. No. While unions can show their support in a number of ways, other bargaining units cannot legally strike until each one has exhausted the negotiations process, which includes mediation and the fact-finding process.

10. Q. As a member of YFA, if I do not strike, what happens to me?

A. If you come to work, the District will continue to pay your regular salary, overload salary, adjunct salary, and/or benefits, as applicable.

11. Q. If faculty strike, will they and their family still receive health care benefits?

A. Employees and their dependents will continue to be covered under the health, dental and vision plans for the days of strike. Employees participating in a strike are financially obligated for the cost of maintaining such health benefits during such unauthorized absences from their duties. Per diem premiums will be deducted from the faculty member's paycheck to cover the cost to maintain such benefits while on strike. (See Benefit Deductions Chart below for the daily rates)

Benefit Deductions

Blue Shield-Delta Incentive-Deferred 12mo pay

BS/Incent/12m	Total:	52.03
Medical BS	1420	47.33
Dental Delta Inc	112.80	3.76
Vision VSP	22.10	0.74
Life Ins	5.85	0.20

Blue Shield - Delta Incentive - Reg 10mo pay

BS/Incent/10m	Total:	62.43
Medical BS	1704	56.80
Dental Delta Inc	135.36	4.51
Vision VSP	26.52	0.88
Life Ins	7.02	0.23

Blue Shield - Delta PPO - Deferred 12mo pay

BS/PPO/12m	Total:	51.47
Medical BS	1420	47.33
Dental Delta PPO	96	3.20
Vision VSP	22.10	0.74
Life Ins	5.85	0.20

Blue Shield - Delta PPO - Reg 10mo pay

BS/PPO/10m	Total:	61.76
Medical BS	1704	56.80
Dental Delta PPO	115.20	3.84
Vision VSP	26.52	0.88
Life Ins	7.02	0.23

Kaiser - Delta Incentive - Deferred 12mo pay

KP/Incent/12m	Total:	50.43
Medical KP	1372	45.73
Dental Delta Inc	112.80	3.76
Vision VSP	22.10	0.74
Life Ins	5.85	0.20

Kaiser - Delta Incentive - Reg 10mo pay

KP/Incent/10m	Total:	60.51
Medical KP	1646.40	54.88
Dental Delta Inc	135.36	4.51
Vision VSP	26.52	0.88
Life Ins	7.02	0.23

Kaiser - Delta PPO- Deferred 12mo pay

KP/PPO/12m	Total:	49.87
Medical KP	1372	45.73
Dental Delta PPO	96	3.20
Vision VSP	22.10	0.74
Life Ins	5.85	0.20

Kaiser - Delta PPO - Regular 10mo pay

KP/PPO/10m	Total:	59.84
Medical KP	1646.40	54.88
Dental Delta PPO	115.20	3.84
Vision VSP	26.52	0.88
Life Ins	7.02	0.23

12. Q. When will I see any strike related deductions from my paycheck?

A. The deductions will be processed on the payroll cycle subsequent to the strike.

13. Q. Can faculty use paid time off or sick time to cover missed salary during a strike?

A. No. The applicable collective bargaining agreement (CBA) Article 11 notifies employees that use of sick leave not related to a physical or mental disability absence is a violation of the CBA and deemed an unauthorized absence that could subject the employee to discipline. Article 11.4.3 precludes the use of personal necessity leave for organizational activities. Employees calling in sick on strike days will be required to provide a verified medical note.

Based upon the foregoing, the District will suspend all faculty paid time off (except sabbaticals) and sick time during a strike. The Chancellor may make limited exceptions for emergencies.

14. Q. Can employees who are not members of YFA take vacation, sick time or paid time off during a strike and be paid?

A. It depends. CSEA members with pre-arranged vacation or medical absences may continue with their plans, but should confer with their managers. Other medical absences on the days of the strike will require a verified medical note. The use of personal leave to participate in organizational activities (e.g., a strike) is not permitted. LTAC members are expected to report to work unless an exception has been granted.

15. Q. Do faculty still participate in professional learning, conferences, etc. in the event of a strike?

A. No. They would be cancelled for faculty; however, classified professionals and Leadership Team members should consult with their manager prior to the event.

16. Q. What does the strike mean for probationary faculty? If they choose to participate, can it affect their evaluation or their ability to earn permanent status?

A. No. As a member of YFA, if a probationary instructor chooses to strike, it does not affect their ability to earn permanent status nor does it affect their evaluation.

17. Q. Can faculty members be fired for participating in a strike?

A. No. The District will not tolerate retaliation of any kind related to an employee choosing to participate in a work stoppage or not. YFA members cannot be fired for participating in a work stoppage

18. Q. Is it true that if I don't strike I won't receive the benefits of negotiations?

A. No. Irrespective if you participate in a strike, any eventual agreement will be applied to all faculty.

19. Q. Will adjuncts be teaching my classes?

A. Possibly. If a currently employed adjunct has the appropriate qualification, he/she may be assigned, upon mutual agreement, to teach a class for a striking faculty member.

20. If there is a qualified faculty member on campus who could teach a class and is not participating in the strike, does this person need to cover the class? Are they required to? What if they are an administrator/manager and fall into this category?

A. Teaching a class as a substitute is voluntary. A staff member who already has been through the interview process to become adjunct faculty may be asked to substitute if they meet the requisite qualification. Accepting the work (substituting) is voluntary.

21. Q. For days lost by a strike, won't we just make them up at the end of the semester?

A. No. The planned two-day strike will not reduce class time sufficiently to jeopardize students' credits.

22. Q. I would like more information on the specifics of the YCCD offers to YFA. Where can I find that information?

A. The District Public Affairs Office webpage at <https://www.yosemite.edu/publicaffairs>. Updates are posted regularly, be sure to check back for the most recent information.