



## Human Resources Development and Personnel Services

**TO:** YCFA Unit Members  
**FROM:** Al Alt, Director *AA 4/16/09*  
Human Resources Development and Personnel Services  
**DATE:** April 16, 2009  
**SUBJECT:** Reduced Workload Program

As a recap to last night's Board of Trustees meeting; in January, the District and YCFA reached a tentative agreement on a 2008-2011 collective bargaining contract. In March, YCFA ratified the agreement and last evening, the Board of Trustees ratified the agreement. The new contract will soon be available in both paper copies and posted to the District's Labor Relations website.

Along with the collective bargaining contract, YCFA and the District mutually agreed to an MOU providing unit members a final opportunity to opt into the Reduced Workload (RWL) Program with the 10% stipend provided.

The provisions of the MOU are as follows:

- A YCFA unit member choosing to enter the RWL program and receive the 10% stipend must provide the District an irrevocable notice of intent to enter into the program
- The notice must be submitted on or before the close of business on May 15, 2009
- The faculty member must identify their preference of a load between 50 and 60 percent to be eligible
- The member must identify how their load will be met. For example:
  - 100% load fall semester/0% load spring semester = 50% or;
  - 60% load both fall and spring semester
- The unit member must agree to retire at the end of the 2009-2010 academic year

If these conditions are met, the faculty member will receive a 10% retirement stipend along with their base pay.

A copy of the MOU is attached for your review. Should you have any questions regarding this MOU or final opportunity to enter into the Reduced Workload Program with the 10% stipend, please contact me directly or consult with your unit representatives.