

**United Faculty of Ohlone
Minutes from Executive Board meeting held via Zoom
9 April 2018 at 4:30 p.m.**

Present:

Carmen Madden, President
Nolan Higdon, Vice President
Janice Jones, Treasurer
Ralph Ballart, Secretary
Jennifer Harper, CEER Committee Chair
Jeff Roberts, Full-time Rep at Large
Ray Buyco, Part-time Rep at Large
Isabel Reichert, Web Master
Jim Andrews, Negotiations Chair
Rob Smedfjeld, Past President

Absent:

PROCEEDINGS:

Call to order:

Meeting was called to order by Carmen at 4:35 p.m.

Meeting Agenda. Carmen emailed the agenda on April 5.

1. Approve February Meeting Minutes – Ralph

The minutes from March 12 meeting were approved unanimously (Janice motion, Ray second).

2. Updates – Carmen

Carmen reported that the UFO had filed a grievance with the President's office concerning a faculty member who videotaped on campus.

Carmen reviewed a part-time faculty member's sick leave case. The faculty member has been teaching at Ohlone for 30 years and there has apparently been a loss of her accumulated sick time records. The UFO has requested an update of her sick leave status. Isabel pointed out that for faculty members who switch to a new college, their accumulated sick leave can be transferred by filling out a form.

Carmen is facilitating meetings with Deans for a few PT faculty members who believe they didn't get the appropriate assignments under the new PT

reemployment preference contract terms.

Carmen said that paperwork is being prepared to hire a student to support a UFO Facebook page.

Carmen mentioned the case of a student complaint against a part-time faculty member when the complaint was actually related to an affiliated non-Ohlone institution. Related to this, Jim brought up the forced resignations of two full-time faculty members. There was a general concern that faculty are not supported when there are student complaints and that the administration automatically takes the uncorroborated claim of a student over the word of a faculty member. In particular, there is great concern that faculty are called in for interviews with investigators without any forewarning of the purpose of the meeting and without any advance notice to the UFO; there was a consensus that stronger faculty rights should be negotiated in the upcoming contract. Jim made a motion (Ray second) to condemn the process by which these two full-time faculty members lost their jobs; the motion passed unanimously. There was a discussion about whether these two faculty members should be reinstated; it was recognized that the faculty members in question may not want to be reinstated and that the UFO Board did not have a full record of their cases. Jim made a second motion (Ray second) calling for the reinstatement the two faculty members; the voting was Jim (yes), Ray (yes), Carmen (yes), Nolan (yes), Janice (abstain), Jeff (no), Ralph (abstain), Jennifer (abstain) and the motion passed.

Isabel has been working on a new UFO web site. She made a motion (Jim second) to authorize the construction and use of the new site; the motion passed unanimously.

3. UFO Constitution and Bylaw Changes - Carmen/Ralph

A living list of possible UFO constitution and bylaw changes was started. In future, when the Board approves the list, it will be referred to a drafting committee to develop language for the changes.

Change Negotiations Chair role – Ralph proposed changing the negotiations chair from an elected to a position annually appointed by the UFO President with majority Board approval. Carmen mentioned that most of our sister community colleges have an appointed negotiations chair. There was discussion that the defined roles of other UFO officers should be also reviewed.

Grievance Officers – Carmen proposed having two appointed grievance officers (one based in Fremont and one based in Newark) to handle grievances. She proposed that they receive release time in compensation for their work.

UFO dues – Carmen proposed that all faculty members pay \$20 per month as UFO dues.

Code of Ethics – Jennifer said the UFO should develop a code of ethics. She also proposed clarifying the UFO meeting schedule with respect to open vs. closed meetings.

Election rules changes – Ralph proposed reviewing our election rules and in particular adopting a plurality wins rule in the case of three or more candidates for a position. It was noted that runoffs would still be required in the case of tie elections.

4. Negotiations - Jim

Jim discussed two issues with respect to the contract approved at the end of last year. First, the Article 19 contract termination date is June 30, 2014 and the implications for the contract's implementation were unclear; Rob said this was a typo and Jim will investigate this issue. Second, the contract required UFO opening issues (“openers”) be specified by the UFO in December 2017 which was not done; Rob said this language was old and typically not enforced by the Administration.

Jim proposed a UFO general opener that he believed would allow us to negotiate any part of the current contract; “The UFO is exercising its right to negotiate the compensation and working conditions of its members.” Ralph made a motion (Ray second) to approve this language and it was unanimously approved.

Based on email feedback from faculty, Jim is setting up a list of issues in Google classroom to be shared and discussed by faculty. Two key issues discussed were a 15% raise to restore pay lost to Bay area inflation and negotiating for part-time faculty pay that reflected an equitable level of pay when comparing part-time and full-time faculty duties (“PT pay parity”).

Jim will email the Board in the next two weeks to solicit their feedback on key openers. UFO board members and all interested faculty should send their Google email addresses to Jim so he can sign them up for the Google classrooms where they can give their feedback and participate. Jim will present the overall negotiations proposal to the Board for its approval and then to the entire faculty in early May. He expects detailed negotiations this Summer and Fall. He said he will use faculty experts and issue champions to assist in negotiations.

Isabel asked that we track state funding for PT pay parity and ensure that these funds went to part-time pay; Ralph said he would assist in following up on that.

5. UFO newsletter - Carmen

Carmen invited all Board members to consider writing an article for the newsletter. She hopes a Board picture could to be included in the newsletter.

6. Next Meetings

The next meeting will be held on May 7th at 4:30 pm.

The meeting was adjourned at 6:30 pm. Ralph would like to thank Ray for taking notes after Ralph had to leave to teach.

Respectfully submitted,
Ralph Ballart, UFO Secretary