

MINUTES

UFO Executive Board Meeting
23 January 2020
Fremont Campus Room 3307
10:08 a.m.

Executive Board Members present:

Jeff O'Connell
Rob Smedfjeld
Heather McCarty
Jeffrey Dean
Andrea Brown
Teresa Massimo
Jim Andrews

Executive Board Members absent:

Janice Jones
Carmen Madden

The meeting began with a negotiations update from Andrews. He noted that there is no negotiations meeting currently scheduled. He informed the Executive Board about the District's most recent offer and there was discussion among the Executive Board on this as well as two other issues that have been part of recent meetings between the UFO and the District.

Andrews provided his perspectives on what he viewed as the District's focus in negotiations. It was noted that next year entire contract is up for renegotiation/clean up.

There was discussion among the group present about how "parity" is defined and how there are different ways to define this. Historical background on the issue of parity was shared among the group.

Dialogue among the Executive Board members present regarding the District's most recent offer continued.

There was clarification led by O'Connell over our plan for the following day when the Executive Board would be standing in front of the faculty to update them on UFO business.

There was a brief discussion about future meeting dates and times for the UFO Executive Board, but with Jones not present, it was decided to defer any concrete decisions on this matter. O'Connell noted that he has looked at our schedules and it seems likely that the best option will likely be for meetings to take place on Fridays via Zoom. But it was also noted that the video element (being able to see one another) was important to the group. Brown participates as part of their role in the Communications Department in forensics tournaments which require travel, so we will be mindful of those dates and they agreed to send those dates to O'Connell.

There was a discussion of release time.

Smedfjeld noted a lack of clarity in the tenure/evaluation process and how it is done among divisions. As CEER Chair, he agrees to work on this in the coming term. Massimo asked why CEER would do this as opposed having it worked on in negotiations. It was noted that there is some advantage to working on this within the more inclusive process of CEER. This would not be negotiating *per se*, but it would then be handed to the negotiating team for final inclusion in the contract.

The release time plan for this term (Spring 2020) was discussed and agreed upon. Smedfjeld will take 33% to be CEER Chair as well as take on the aforementioned evaluation/tenure process. O'Connell will take 33% for his duties as President. Andrews will take 20% at this point (until a TA is signed and thereafter will not be taking anything and will be done with his term on the Executive Board). Jones had been getting 10% as Treasurer. O'Connell will discuss how to structure her compensation with the possibility of revising some of his time for the term.

It was noted by Andrews and agreed with by those present that the Negotiator position should be getting at least 30% in the future as a rule because of the work involved.

O'Connell noted with agreement from others that we need to have more defined rules about the configuration of release time, especially in times of transition. It was noted that the UFO has the ability to purchase release time, but only in the specific circumstances for the replacement of an instructor's duty for a particular class. The UFO can also compensate an Executive Board member for particular work by means of a stipend from UFO funds.

Massimo asked about the issue of .3% (since discussion of the 33% reassigned time had been spoken of as 33% and not 33.3%) and adding up the .3% to use in other

ways. O'Connell noted that he needs to discuss this with Shairon Zingsheim and clarify how the percentages are allocated.

In clarification of the previous discussion, Andrews agreed to take 20% as negotiator for this term, but stated his belief that the negotiator position going forward should be a minimum of 30%. There was again agreement among the group with this.

In regards to release time, it was noted that the part-time representative is not compensated via reassigned time but rather paid via a stipend from the UFO funds.

O'Connell raised the subject of UFO paid membership, which was noted in a recent email to the incoming Executive Board as it arose during the past election. He will be looking into this in the coming weeks.

O'Connell reviewed tasks to be accomplished in the short term.

Brown noted their interest in providing their voice to discussions with regards to adjunct issues, particularly noting parity among the subjects. Andrews offered to dialogue with them and answer questions regarding the history of that.

The meeting adjourned at 11:35

Respectfully submitted by J. Dean, Secretary of the UFO