

**United Faculty of Ohlone
Minutes from Executive Committee meeting held at Ohlone College, Newark Room
1310
9 November 2015 at 3:00 p.m.**

Present:

Carmen Madden, President
Ralph Ballart, Secretary
Janice Jones, Treasurer
Susan Myers, Chief Negotiator
Ray Buyco, Acting Part-time Rep at Large
Sheryl Einfalt, Chair of Committee on Committees
Jennifer Harper, CEER Committee Chair
Rob Smedfjeld, Co-Negotiator
Isabel Reichert, Web Designer

Absent:

Michael Blaisdell, Full-time Rep at Large
Darren L. Bardell, Vice President
Carol Lawton, Part-Time Rep at Large

PROCEEDINGS:

Call to order:

Meeting was called to order by Ralph at 3:12 p.m.

Meeting Agenda. We used the agenda that Carmen emailed on November 6.

1. Meeting Notes
The UFO meeting notes from October 12, 2015 were unanimously approved.
(Janice motion, Susan second)

2. Newsletter - Isabel
Isabel Reichert presented her vision for the UFO newsletter and logo.
She showed a newsletter HTML template which is appropriate for both email and print formatting. The template is straightforward and easy to use. The template was provisionally accepted for use by the Executive Committee.
Isabel reviewed example logos from other organizations; shield iconography was very frequently used. Isabel then showed several possible UFO logo designs. There was a discussion of the alternatives and issues such as whether Ohlone feathers should be included in the logo. Isabel noted the feedback and will prepare more detailed logo examples for further consideration. Carmen thanked Isabel for her time and considerable effort.

3. Treasurer Report – Janice

Janice reported the following account balances:

B of A Checking	\$79,594.67
11 month CD	\$10,826.68
9 month CD	\$48,476.79
Franklin Templeton	\$88,791.29

4. Closed Session with UFO attorney Bob Bezemek

Carmen invited Bob (via Skype) to share his comments on the UFO constitution, contract negotiations and other issues. Bob is a UC Berkeley Law graduate with other 25 years of experience in college labor law; he represents many faculty unions.

Bob initially reviewed the City College of San Francisco case and the role of the ACCJC (Accrediting Commission for Community and Junior Colleges, Western Association of Schools and Colleges).

Bob noted that the UFO has a binding arbitration clause in our contract.

Bob had several comments on how faculty unions he is familiar with conduct contract negotiations.

He noted most unions have 3-4 negotiators including a union note taker. He noted disputes where new college HR directors re-interpret contracts and having very good notes of the negotiations sessions can be key to resolving the issues.

He will send us examples of the level of detail required in the negotiation notes.

Bob also recommended that there be few restrictions on who from the UFO executive committee can attend UFO negotiation sessions. He said the UFO President should certainly be allowed to attend the negotiations although the Chief Negotiator decides who can speak at the negotiations.

Bob said the Executive Committee can be fully briefed on the status of ongoing negotiations. He doesn't think there are any valid reasons for the administration to limit UFO Executive Committee knowledge of the negotiations. He recommended that our negotiators submit a one page report to the Executive Committee and the UFO attorney after each bargaining session. However, he advises that the general faculty union membership should only have limited knowledge of negotiation status.

Noting we are revising our constitution, Bob recommended the College of Marin bylaws for an alternative executive committee structure as compared to the UFO's. At Marin, the faculty union executive committee appoints their chief negotiator.

Ray asked about whether it is appropriate for individual Executive Committee members to campaign in a faculty TA vote. Bob said it was expected that members of the negotiation team would support the TA. He said that it would be ok for an individual executive committee member to vote against a TA which they disagreed with, even if the full executive committee voted for the agreement. Ralph asked about the appropriateness of executive committee candidates using campus mail and email to campaign. Bob said that we should examine Ohlone's email and campus mail policies and whether they explicitly prohibit union

election mail; if not, it is probably ok. He said that a faculty union can't restrict a union candidate's use of college mail and email services.
Carmen thanked Bob for his time.

5. Other

It was agreed to have an interim meeting on November 30 at 3:30 pm in Fremont cd-107.

It was agreed that Janice, Jennifer, and Sheryl form the UFO election committee. It is planned to email faculty on November 19 using electionbuddy.com for their vote on the TA.

The election committee will send a separate email to faculty calling for nominations for the UFO elected officer positions. Faculty members interested in running should email the election committee. Balloting for UFO officers is scheduled for the week of December 7.

It was noted that the timing of the UFO constitution revision was uncertain; we still don't have a clean copy of the current constitution that can be used for revisions with tracked changes.

The meeting was adjourned at 5:35 p.m.

Respectfully submitted,

Ralph Ballart, UFO Secretary