

**United Faculty of Ohlone  
Minutes from Executive Committee meeting held at Ohlone College, Child  
Development Center, Room 122, Fremont  
8 April 2015 at 3:30 p.m.**

***Present:***

Carmen Madden, President  
Darren L. Bardell, Vice 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  
Rob Smedfjeld, Negotiator  
Richard Hansen, President of CCCI

***Absent:***

Michael Blaisdell, Full-time Rep at Large  
Jennifer Harper, CEER Committee Chair  
Carol Lawton, Part-Time Rep at Large

***PROCEEDINGS:***

Call to order:

Meeting was called to order by Carmen at 3:42 p.m.

Meeting Agenda. We used the agenda as emailed by Carmen on April 6.

1. President's Update - Carmen  
Faculty survey results and its distribution were discussed. It was noted that the faculty survey results were not initially shared with Carmen but have been now. Carmen said department policy changes (e.g., about sick leave, graduation attendance) are not always being shared with the UFO. Carmen will meet with Shairon to discuss this.
2. California Community College Independents (CCCI) – Rich Hansen  
Rich Hansen, President of CCCI, was kind enough to visit the UFO and discuss key issues of concern to California independent community colleges. Rich is a Professor and President of the Faculty Association of the Foothill - De Anza Community College District (fa.fhda.edu). Carmen said a key issue for the UFO was how to strengthen our union.

Rich said many colleges have lost confidence in the AACJC accrediting agency. There was a discussion of this issue. (The Accrediting Commission for Community and Junior Colleges, Western Association of Schools and Colleges (ACCJC) accredits community colleges and other associate degree

granting institutions in the [Western region of the U.S.](#) The ACCJC is one of seven regional accrediting commissions.)

The Foothill - De Anza Faculty Association (union) is larger than the UFO and charges their faculty members dues of 0.6% (full time) and 0.45% (part time). This is roughly double UFO full-time faculty dues. At Foothill - De Anza 4.25 FTE (full-time equivalent) release funding is available to their faculty union.

Foothill - De Anza adjunct pay is significantly higher than that at Ohlone. They currently use a part-time salary schedule of 75% (through Step 6); this parity rate has gone up over the years and will be 86% in Fall 2015. Their adjuncts also get paid office hours and rehire rights. Rich said that pending Assembly bill AB1010 would require some level of negotiated rehire rights for California adjunct faculty.

Rich described dispute resolution and negotiation procedures used at Foothill - De Anza. Responding to a question from Susan, Rich said their faculty union reveals to members (via their newsletter) significant factual details of union-administration negotiation offers and counteroffers. Rich said that the faculty union newsletter was a key way to communicate with faculty and also with the Board of Trustees. They use “interest-based bargaining” in their negotiations but also make specific proposals.

Rich said that the Foothill - De Anza union takes their college’s trustees to lunch (one or two at a time) to discuss college issues. Their union also has open union meetings to build support for the union. Rich said there were resources available to the UFO as we consider options to reorganize and strengthen our union.

Carmen thanked Rich for his insights and time.

3. Next meeting

Since there were many agenda items that we didn’t have time to discuss, it was agreed that the UFO would have an interim meeting on April 22 at 3:30 pm at the CDC, room 122.

The meeting was adjourned at 5:38 p.m.

Respectfully submitted,  
Ralph Ballart  
UFO Secretary