

**United Faculty of Ohlone
Minutes from Executive Committee meeting held at Ohlone College, Child
Development Center, Room 122, Fremont
13 May 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
Michael Blaisdell, Full-time Rep at Large
Ray Buyco, Acting Part-time Rep at Large
Sheryl Einfalt, Chair of Committee on Committees
Jennifer Harper, CEER Committee Chair

Absent:

Carol Lawton, Part-Time Rep at Large

PROCEEDINGS:

Call to order:

Meeting was called to order by Carmen at 3:44 p.m.

1. Meeting Notes
The draft meeting notes from March 11, April 8 (revised) and April 22 were unanimously approved.
2. Constitution Revision
A meeting to draft changes to the UFO constitution was scheduled for Thursday, August 27 at 10 am in Room 2222, Ohlone Newark.
3. President's Update - Carmen
Carmen summarized a faculty issue related to requirements for closed captioning of video content presented to disabled Ohlone students. The matter was discussed.
Carmen reviewed the issue of how and when a faculty notice of their intent to retire is binding. The issue was referred to the UFO attorney.
How sick leave policy is administered in various departments was discussed, as was part-day sick leave accounting.
The adoption of new policies in Counseling that is resulting in additional responsibilities for specialized counselors was discussed.
4. Motions
A motion (Sheryl, Janice second) to hire a benefits consultant used by Pasadena College at a rate of \$75/hour (maximum 10 hours) was unanimously approved.

The consultant will advise the UFO on restoration of benefits.
A motion (Sheryl, Janice second) was unanimously approved to pay no more than \$6000 to John P. Johns, CPA to conduct a preliminary report on Ohlone College finances and Ohlone's ability to increase faculty pay and benefits.
A motion (Darren, Susan second) to pay \$3000 annual dues to CCCI for our membership was unanimously approved.

5. Negotiations – Susan

Susan is gathering information on Interest-based bargaining training and will report back to the UFO executive committee. Susan believes that the administration will pay for the training and participate.

The first negotiation session took place in early May. Susan explained to the administration negotiators that the faculty is unhappy with their current pay and benefits.

Susan reported on the issue of lab-lecture pay equity and reviewed a briefing document. A possible solution that could be negotiated is always advantageous to full-time faculty but may reduce the pay of some part-time faculty. The issue was discussed.

6. Fall meetings

It was agreed that UFO meetings should alternate between Newark and Fremont. The next UFO meeting was scheduled for September 14, 3:30 pm in Newark. The subsequent meetings were scheduled for October 12 (3:30 pm, Fremont), November 9 (3:30 pm, Newark) and December 14 (3:30pm, Fremont).

7. UFO Dues

Darren recommended that the UFO discuss a possible faculty dues increase. The issue was discussed and it was agreed to study the matter in the Fall.

8. CEER – Jennifer

A document "Student Conduct Policy" is in draft and it includes new components establishing rights and procedures for victims of a student's attacking or threatening behavior.

A consultant report on faculty compensation will be available soon.

They are discussing a requirement that minors enrolled in classes be identified as such to faculty.

9. Treasurer Report – Janice

Janice reported the following April 30 account balances:

B of A Checking	\$88,289
9 month CD	\$10,825
11 month CD	\$48,467
Franklin Templeton	\$98,478

The meeting was adjourned at 5:30 p.m.

Respectfully submitted,

Ralph Ballart, UFO Secretary