

**United Faculty of Ohlone
Minutes from Executive Committee meeting held at Ohlone College, Fremont,
Room 7102
15 March 2016 at 3:30 p.m.**

Present:

Rob Smedfjeld, President
Darren L. Bardell, Vice President
Ralph Ballart, Secretary
Janice Jones, Treasurer
Susan Myers, Chief Negotiator
Ray Buyco, Part-time Rep at Large
Heather McCarty, Full-time Rep at Large
Carmen Madden, Past President
Jennifer Harper, CEER Committee Chair
Isabel Reichert, Web Administrator

Absent:

Sheryl Einfalt, Chair of Committee on Committees

PROCEEDINGS:

Call to order:

Meeting was called to order by Rob at 3:30 p.m.

Meeting Agenda. Rob emailed an agenda on March 8.

1. Meeting Notes

The UFO meeting notes from December 14, 2015 were unanimously approved (Susan motion, Darren second). The UFO conducted business by email and did not formally meet in February; the UFO activity summary of the business conducted by email was unanimously approved (Susan motion, Darren second). Ralph will forward the approved documents to Isabel for posting on the UFO website.

2. Confidential Faculty Matter (closed session) – Rob

Rob reviewed the history of a complex case involving a now-retired faculty member. The UFO has provided legal support to the faculty member for various parts of this case. Rob has been negotiating with the administration to try to reach a settlement on behalf of this faculty member; Rob was optimistic that a settlement could be reached soon that would avoid the need for further legal action. The Executive Committee had a general discussion of when and how to provide legal support for faculty members in these type of disputes.

3. Allocation of remaining District-provided UFO release time - Rob

In the UFO contract negotiated this past Fall, the college agreed to provide 30 units of release time for the UFO. This is release time that the District is paying for (so it costs nothing to the UFO), and the UFO gets to decide how the release time is allocated. Rob noted that 3 units of this release time are unallocated and there was a discussion of who should receive this time.

There was a discussion of the duties of Executive Committee officers and it was noted that resolving faculty grievances was one of the most time consuming activities. Some members thought that the UFO should have a grievance officer to take the lead in grievance resolution; it was agreed that this should be discussed as part of the ongoing revision of the UFO constitution. Rob noted that as President, he was now responsible for grievance resolution and he didn't feel that the additional release time should go to him.

It was noted that the Treasurer and Secretary are the UFO officers that spend significant time performing their duties and who receive no release time. Since as Treasurer, Janice has had to spend exceptional time putting the UFO's books in order and clarifying the UFO's tax exempt status, there was an agreement that the 3 units of release time should go to her. Ray made a motion for Janice to receive 3 units of release time for the Fall semester (Susan second); the motion was unanimously approved. Rob will inform the administration so Janice can be compensated appropriately.

4. Constitution revisions – Rob

There was a discussion of what should be in the UFO constitution and what should be in bylaws. (The UFO currently only has a constitution, not bylaws. Many other Bay area community colleges have both.) It was decided that rather than try to revise the constitution and draft bylaws during UFO executive committee meetings, it would be best to post draft documents online for collective editing by the executive committee members. Rob agreed to provide a clean version of the current constitution to Susan who will add the proposed changes she recorded from last year. Isabel will post Susan's revised document in Google docs for collective editing.

5. CEER – Jennifer

CEER is discussing the arming of Ohlone police officers. A meeting of faculty and other stakeholders to discuss the issue and collect opinions is being planned. The college council will eventually decide this issue.

Jennifer briefly reviewed a full-time faculty salary Excel spreadsheet comparing the Bay 10 community colleges. (CEER received the survey results from the administration.) She noted that "EE +1 Total Compensation" tab seems to be the most helpful in comparison to the other colleges since Ohlone's FT salary covers FT benefits; it was noted that a salary only comparison would therefore be misleading.

A PT salary survey is also being prepared. It was noted that Ohlone is the only one of the Bay 10 to only have PT experience steps but no pay change based on

academic preparation (PhD, MS, years of study, etc.)

6. CCCI conference – Rob

The next CCCI (California Community College Independents) conference will be April 21, 22 and 23 in Sacramento. Rob solicited volunteers to attend the conference representing the UFO. Carmen and Susan volunteered to attend. Heather made a motion (Darren second) to reimburse Carmen and Susan for their travel, hotel and conference expenses; the motion passed unanimously.

7. Other/announcements

Susan reported a large response to the faculty negotiations issue surveys (full-time and part-time) emailed to all faculty. Because of the large response, Susan needed to upgrade the Survey Monkey account, costing Susan \$228. Rob made a motion (Ray second) to reimburse Susan for the \$228. The results of the survey will help our negotiators (Susan, Rob, Ralph) prioritize the issues to be negotiated this year.

Interest-based bargaining training sessions have been scheduled for July 27 and 28. All executive committee members have been invited to attend. The training sessions will include key members of the administration and their negotiators.

Darren suggested the UFO adopt a new name that has a more appropriate acronym. The issue was deferred and will be addressed with the revision of the constitution.

Rob reported that 10 part-time faculty had responded to his email and requested to attend graduation. The administration is only allowing 10 PT faculty to attend graduation; several committee members thought this limit was too low. Susan noted the issue for possible future negotiations.

8. Treasurer Report – Janice

Janice reported that the UFO has received another temporary extension of our non-profit tax status. She will report back when this status is made permanent.

Janice reported balances as of 2/29/16:

B of A Checking: \$92,342.29

B of A 11 month CD \$10,827.50

B of A 9 month CD \$48,483.32

Franklin Templeton No update this month

9. Next Meeting

The next UFO meeting is tentatively scheduled for April 19 at 3:30 pm in Fremont 7102.

The meeting was adjourned at 4:59 p.m.

Respectfully submitted,

Ralph Ballart, UFO Secretary