

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

***Present:***

Rob Smedfjeld, President  
Darren L. Bardell, Vice President  
Janice Jones, Treasurer  
Susan Myers, Chief Negotiator  
Carmen Madden, Past President  
Sheryl Einfalt, Chair of Committee on Committees  
Jennifer Harper, CEER Committee Chair  
Isabel Reichert, Web Administrator

***Absent:***

Ralph Ballart, Secretary  
Ray Buyco, Part-time Rep at Large  
Heather McCarty, Full-time Rep at Large

***PROCEEDINGS:***

Call to order:

Meeting was called to order at 3:35 p.m.

Meeting Agenda. Rob emailed an agenda on April 12.

1. Meeting Notes  
The UFO meeting notes from March 15, 2016 were unanimously approved (Susan motion, Janice second). Ralph will forward the approved documents to Isabel for posting on the UFO website.
2. Confidential Faculty Matter (closed session)  
Rob informed the Executive Board of the conclusion to the faculty matter discussed at the March meeting.
3. 2016 Negotiation Openers - Susan  
Many of the openers are rollover items under salary and benefits. However, Susan and Rob did survey the faculty to get help with prioritization of money-related items. The top full-time faculty issues from the survey were increasing salary, steps and medical benefits. There was also interest in negotiating cash-in-lieu of benefits, lab/lecture loading, as well as early retirement benefits. Increasing sabbatical leaves and coaching stipends did not receive as much support. Top part-time money items were increasing salary and adding pay for office hours. Items with less interest were lab/lecture loading, flex hours and

coaching stipends. There was discussion on clarifying openers related to: stipends for changing course management systems, notifying part time faculty of loads, what constitutes an office hour, giving faculty stipends when classes are cancelled last minute (not related to low enrollment), class load sizes, and expanding language around complaints against faculty. A motion to go with the 2016 Openers as presented was unanimously approved (Janice motion, Darren second).

4. Treasurer Report – Janice

Motion to pay the fees and penalties accrued for not having non-profit status in previous years (approximately \$2200) as well as \$400 to the CPA for preparing our taxes was unanimously approved (Janice motion, Darren second). Motion to pay the \$5-\$15 required to file for non-profit status was unanimously approved (Rob motion, Janice second).

Janice reported balances as of 4/19/16:

B of A Checking:	\$88,532.88
B of A 11 month CD	\$10,828.33
B of A 9 month CD	\$48,486.50
Franklin Templeton	No update this month

5. UFO Newsletter

Rob presented ideas for the next UFO newsletter. It was decided the following items would be included:

- (1) the FT and PT salary studies, comparing the Bay 10
- (2) a negotiations report, possibly including the survey results with the ranking of the money items,
- (3) an item about not using Ohlone email for confidential union matters,
- (4) information about binding arbitration and what our no-strike clause means,
- (5) medical benefits summary and information about possible action needed over summer.

Darren and Heather will summarize what our contract does have in terms of binding arbitration and our ability to picket. Darren will put a call out to faculty for other newsletter submissions. Ray and Ralph will write an article for part-time faculty. We may include information about using Ohlone's Wi-Fi for personal use in a future newsletter.

6. Constitution/Bylaws – Rob

Rob would like us to read and comment on the document Heather created to discuss at our next meeting. One of the things we need to define is the role of the Chair of Committee on Committees.

7. Other/Announcements – Rob

Rob expressed concern about the process for deciding whether or not faculty want to leave CalPERS for medical benefits, as the timeline for this decision will likely be over summer due to requirements by CalPERS. Rob is hoping the Benefits

Committee will have bids from other companies in May and he will send this out to faculty in the newsletter.

Rob will check with Shairon on the current total of sick time donations being collected for Andy Bloom.

8. Next Meeting

The next UFO meeting is scheduled for May 17 at 3:30 pm in Fremont 7102.

The meeting was adjourned at 5:10 p.m.

Respectfully submitted,

Jennifer Harper, CEER Chair