

**United Faculty of Ohlone  
Minutes from Executive Board meeting held in Hyman Hall, Room 120  
26 February 2018 at 4:30 p.m.**

***Present:***

Carmen Madden, President  
Janice Jones, Treasurer  
Ralph Ballart, Secretary  
Jim Andrews, Negotiations Chair  
Jennifer Harper, CEER Committee Chair  
Ray Buyco, Part-time Rep at Large  
Isabel Reichert, Web Master (via Zoom)

***Absent:***

Nolan Higdon, Vice President  
Jeff Roberts, Full-time Rep at Large  
Rob Smedfeld, Past President

***PROCEEDINGS:***

Call to order:

Meeting was called to order by Carmen at about 4:50 pm. The meeting was delayed because of technical difficulties accessing Zoom.

Meeting Agenda. Carmen emailed the agenda on February 21. The purpose of the meeting was to talk to UFO attorney Bob Bezemek and to discuss his February 21<sup>st</sup> letter. Brenda Ahnholz (Faculty Senate President), Drew Wise (Math) and Emmanuel Garcia (Math) also attended the open meeting.

1. Bob Bezemek (via Zoom; open meeting)

Bob's February 21<sup>st</sup> letter gave his legal opinion that union negotiable subjects preempt 10 + 1 discussions in college governance committees (e.g., the faculty senate) and that, in particular, sabbatical and distance education are negotiable subjects. (See Appendix A for a list of the 10 plus 1 issues.)

In the meeting, Bob stressed the need to separate items subject to academic governance versus items subject to union negotiations. He said the faculty union can delegate powers to the faculty senate by contract.

A number of separate issues were discussed.

Distance Education – Brenda raised the issue of distance education. She thought contract changes were needed and that distance education curriculum requirements were related to accreditation concerns. There was a consensus that

these issues would need to be addressed on a case by case basis.

Department Organization - Brenda asked if the organization of faculty departments is a "10 + 1" issue. Bob said it is not; he said he lost a case on that issue. Brenda said the faculty senate has not endorsed recent department reorganizations at Ohlone.

Academic Calendar - Bob said academic calendars are usually subject to negotiations. Brenda said that needs to be clarified in future contracts although in her view the Faculty Senate would be willing to let that issue go.

Contract Language - Bob said that the current Ohlone faculty contract is behind in aligning with current law on some of the issues being discussed. He recommended we look at the Foothill-De Anza contract for more appropriate language. He also noted that AFT1493 San Mateo had links to many community college contracts on their website.

Sabbaticals - The issue of sabbaticals was raised by Brenda. Bob said that sabbaticals was not a "10 + 1" issue and that the UFO may or may not want to get involved in the details of sabbatical administration details. Carmen and Brenda agreed on the need for stronger faculty sabbatical rights.

Faculty Offices - Bob said faculty offices has been typically viewed as a union issue.

Faculty Position Priority – It was noted some colleges dump failed administrators into faculty. Bob said the union can work to preserve faculty jobs; he advised looking at Peralta's contract. Brenda said this is an outstanding current issue and new contract language was needed.

Brenda and Carmen agreed on the need for monthly meetings between the UFO and the Faculty Senate.

## 2. Bob Bezemek (Closed meeting)

The UFO Board discussed a number of issues with Bob.

Bob recommended that at least 5 faculty members participate in negotiations including a faculty note taker. Jim said a faculty survey is planned to determine detailed openers.

Bob said he will work with us on potential changes to our current language on part-time faculty rehire rights.

The hiring of a professional negotiator was discussed. Bob and Isabel named people they recommended the UFO should consider.

Jennifer reviewed the status of the UFO-approved trial of the faculty observation form to be used in distance education. Bob recommended looking at as examples the forms specified in the contracts at Foothill, San Francisco and Chabot.

Isabel talked about the need she sees for PT medical benefits. Bob suggested looking at the Marin contract as an example.

### 3. Next Meeting

There will be a meeting via Zoom on March 12 at 3:30 pm.

The meeting was adjourned at 6:04 pm.

Respectfully submitted,  
Ralph Ballart, UFO Secretary

### Appendix A – “10 + 1”

[AB 1725](#), was enacted by the legislature and signed by Governor George Deukmejian in 1988. Title 5 §53200(b) states that the Academic Senate is to make recommendations with respect to academic and professional matters. According to §53200(c), "academic and professional matters" means the following policy development and implementation matters (10 + 1):

1. Curriculum including establishing prerequisites and placing courses within disciplines
2. Degree and certificate requirements
3. Grading policies
4. Educational program development
5. Standards or policies regarding student preparation and success
6. District and college governance structures, as related to faculty roles
7. Faculty roles and involvement in accreditation processes, including self-study and annual reports
8. Policies for faculty professional development activities
9. Processes for program review
10. Processes for institutional planning and budget development
11. Other academic and professional matters as are mutually agreed upon between the governing board and the academic senate.