

Ohlone Faculty Union Meeting Notes  
November 14, 2018  
Time 2:05-4:00pm

Attendance: Ray Bucu, Jim Andrews, Carmen Madden, Rick Flynn, and Teresa Massimo

- I. Approve minutes from last meeting. Ray and Carmen-second-notation of minute passed
- II. We discussed Tauny Warner- new board member and former Ohlone student seems supportive of faculty. UFO looking forward to making better connection with board members this year.
- III. Report of election to be discussed for next time. First time in UFO history to have P.A.C. Need to start early for next election season.
  - Focus on long-term goal strategize future of UFO.
  - Need outreach to another P.A.C and faculty union. Ray Bucu-thanked for work on P.A.C.
  - First board to recognize P.A.C as viable strategy for the union as other college union have it already established P.A.C
- IV. Carmen resolved dispute with admin and tenure track faculty member. Attended mediation and deal reached.

**President Update:**

- V. Negotiation and Article 20 about intellectual property. Dispute in progress with administration regarding intellectual property.
  - This dispute is an issue all faculty concerned about in the future.
  - Lots of grievances this year that needed attention. Have been consulting attorney as needed
  - No treasurer report-Janice not available. Available at next meeting.
  - Need to vote on constitutional issues.
  - Janice needs to gather names from H.R of names of faculty. No response yet from Human resources.

- **Negotiation Update:**

- Define negotiation: The goal of negotiation is to establish pay parity for all faculty, but a few full-time faculty have been vocal that they get paid enough. Not sure, now many other agree, but many do not hold this view, especially the union. There is a difference between COLA increase and a raise for faculty. COLA is not considered a raise.
- Looking to respect for PT and FT paid parity
- No pay cap in raises
- Today negotiation was canceled due to close of campus
- Need to write new negotiation contract for Fall, as it was not done by former UFO board.

**Next Meeting:**

- Constitution review/update-negotiation update.  
3:14 Adorn/ Dec 14<sup>th</sup> 1pm-next meeting.