

# MINUTES

UFO Executive Board Meeting  
9 September 2020  
Via Zoom  
4:30 p.m.

Executive Board Members present:

Jeff O’Connell  
Janice Jones  
Emmanuel Garcia  
Rob Smedfjeld  
Jeffrey Dean  
Andrea Brown  
Teresa Massimo

Executive Board Members absent:

Heather McCarty

Previous to this meeting there was an email vote on the following items:

1. Ask the administration for a 30-day extension and task Garcia and Livie to address what needs to be addressed to get the MOU extended until December.
2. To give Garcia and Livie access to Bezemek's office.
3. Release time for the Fall 2020 semester
  - O’Connell - 30%
  - Jones - 10%
  - Garcia - 33%
  - Livie - 40% (and then 20% in the Spring)

The items were voted on as a group by email over the dates 8/17/20 to 8/19/20. Moved by Dean, seconded by McCarty. Motion passed 7 – 1.

The meeting began with information from Jones about AFL-CIO affiliation between smaller unions such as the UFO and the AFL-CIO and dues that we pay them. Due to delays in the mail, we have been unable to receive and mail bills to that organization as well as the BFA, but with O’Connell now in possession of Jones’ address, it is hoped that these can be taken care of soon. The subject of our affiliation was discussed and advantages such as having their support in negotiation of grievances as well as the possibility of using their resources when finding medical insurance were noted by Massimo. The amount of money paid to this organization is about \$340 per month, but this can vary depending on the number of members being represented and services used.

The subject of our balances being owed to the AFL-CIO as well as the BFA was raised. Since many institutions are having difficulty having mail delivered in a timely way due to campus closures, Ohlone, like other institutions, are being “carried,” and it is expected that as mail

service improves, we will catch up with our obligations, grateful for the understanding of said organizations.

The next subject on the agenda involved pay for the part-time representative while sitting as an active member on the Negotiations team. It was noted that Brown is interested in helping to represent part-time faculty interests as negotiations time approaches. Massimo interjected that subjects other than salary to discuss regarding adjunct compensation would be banked hours for future leaves as well as medical insurance coverage.

It was noted that negotiations per se typically begin later in the Fall term (around December). The members of the District negotiating team were identified.

Currently, the major subject being discussed by the Negotiating Team and the District is the training that has been put into place (and revised) regarding preparing employees to return to the campus environment with COVID-19 protections in mind. Massimo asked about the level of faculty involvement in the content of the training. It was noted that because of the changing rules and regulations at the County, State and Federal level, it is hard to predict how this training will change and evolve by the time more faculty and staff will be required to be on campus. At the moment, no faculty are being compelled to come on to campus and are being given the option of working from home via remote instruction, so the full training is not mandatory at this time, although there have been and will be opportunities for faculty to do this training. A schedule has been sent out with the training dates and times. Obviously, this is an evolving situation and will change in time, especially as more faculty and staff will want and need to do their work from their offices in Fremont and Newark.

The subject of the meeting shifted to a discussion of a “pause” on faculty evaluations, given the dramatic changes to the instructional landscape. It was suggested that the UFO ask for a pause to be continued through the Spring 2021 term.

Smedfjeld suggested that evaluations of PT faculty could be done by deans if particular PT faculty wished to be evaluated.

An important underlying point that was made was the need for deans to be consistently informed by the vice presidents about policies and procedures agreed to and enacted so that consistent policies are conveyed and enacted across the faculty, particularly in this time when communication is critical and rapidly changing and there is a potential for miscommunication.

The general subject of the difficulties of evaluation was discussed as it relates to enrollment as well, with some classes running this term with few students, making evaluation an increased challenge.

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Respectfully submitted by Jeffrey S. Dean, Secretary of the UFO, 12 September 2020