

# MINUTES

United Faculty of Ohlone Executive Board Meeting  
12 September 2022  
Held via Zoom  
4:45 p.m.

Executive Board Members present:

Jeffrey S. Dean	Secretary
Emmanuel Garcia	Negotiations Chair
Dawn Harris	Part-time Representative
Heather J. McCarty	Full-time Representative
Long Nguyen	Treasurer
Jeff O'Connell	President

Executive Board Members absent:

Rose-Margaret Itua	Vice President
Katherine Michel	CEER Representative

Others present:

Jennifer Jovel	Sociology Department
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The meeting was called to order by O'Connell at 4:45 p.m.

O'Connell began the meeting by congratulating those involved in the negotiations work for their hard work with the new contract, which was recently completed. The contract was ratified by the membership of the UFO and is scheduled to go before the Board of Trustees of the District this week.

The following run-down of important points was provided by O'Connell:

- Full-Time Faculty: 09/30/2022 payroll will be paid at the new salary and overload rates will be updated to the new rate
- Adjunct: 10/10/2022 payroll contracts will be updated to at the new rates (which would be their payment for September)

- Retroactive pay:

Full-time faculty retroactive pay for August will be processed on the 10/31/22 payroll.

Adjunct retroactive pay for August (paid on the 09/09/2022 payroll) will be processed on the 11/10/22 payroll.

Jovel from the Sociology Department came to the meeting to speak to the Executive Board on the subject of the District contribution towards medical benefits. Details about the current contribution for full-time faculty were noted and Jovel indicated that what is currently provided is lagging behind what is necessary for employees to provide basic healthcare for their families. Jovel argued that in order to live up to the ideal of equity that has been embraced by the District, progress needs to accelerate in this area, though Jovel was careful to acknowledge the advances made by Garcia, Smedfjeld, and Myers.

The Executive Board thanked Jovel for coming to the meeting to share this concern and brainstormed ways that the ideas Jovel gave effective voice to could most effectively be conveyed to the District at the appropriate times and in the most appropriate venues.

There was no CEER update from Michel at this meeting.

The minutes from the May 9, 2022, and August 15, 2022, meetings of the UFO Executive Board had been sent out in advance of this meeting and O'Connell asked for any corrections. There being none, McCarty moved both minutes be approved. Garcia seconded the motion, and it was passed unanimously.

Nguyen provided a Treasurer's update to the Executive Board, covering the status of the UFO's various accounts, but indicated that some accounts have not had balance updates since the previous update. A further update would be given at the next meeting of the Executive Board.

As an addendum to O'Connell's update to the Executive Board, it was noted that the relaxation of the indoor mask mandate and giving faculty the discretion to mandate masks in their individual classes is modeled on the policy adopted recently by the Chabot-Las Positas Community College District. O'Connell informed the Executive Board and encouraged its members to inform other faculty, that the District will continue to provide masks to students wishing to continue to wear masks indoors as well as provide masks to faculty who wish to maintain mask mandates in their classrooms so that masks may be distributed. Dean expressed concerns about the effects from that the variation in indoor mask policies,

including consistent support of faculty wishing to enforce a classroom mask mandate among faculty who do not choose to have mandates in their classrooms.

McCarty commented on a question from Garcia concerning the duration of the contract between the UFO and the District, given the contract recently approved by the membership of the membership of the UFO and District, noting that contracts have slipped “behind” the current dates at various points in the negotiations and contract-approval cycles and that the UFO’s legal counsel should be consulted to get the dating of the contract back in synch. McCarty noted, separately, that information and a survey would be sent out to the faculty shortly regarding lab course categorization and placement in a framework which would assist in furthering the discussion between the UFO and the District about how, ultimately, would have different load percentages.

O’Connell adjourned the meeting at 5:20 p.m.

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Respectfully submitted by  
Jeffrey S. Dean  
Viscount Carrington  
Secretary of the United Faculty of Ohlone  
Professor of English  
18 September 2022