

# MINUTES

**United Faculty of Ohlone Meeting:** General Notes from Feb 12, 4pm – 5:20 over zoom

## Executive Board

- **President:** Jesse MacEwan
  - **Negotiations Chair:** Emmanuel Garcia
  - **Vice President:** Tobias Smith
  - **Treasurer:** Long Nguyen
  - **Secretary:** Katie Frank
  - **Representative-at-Large Full-Time Faculty:** Jose Rico
  - **Representative-at-Large Part-Time Faculty:** Dawn Harris
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1. Bots update
  1. Confidence from admin this is getting resolved (by end of February)
  2. What happens to students who can't do ID me?
    1. What are faculty responsibilities if this comes up again?
    2. Faculty responsibility is managing rosters not being bot detectives.
2. Flex week follow-up
  1. Appreciation for having the events and coffee, more interest in social events (valuable)
  2. Some people feel they are being taxed and being leaned on to do more than their contracts, we need to provide opportunities to learn more
  3. Could we separate out UFO and Faculty Senate – it's a long meeting but it's important to have a lot of people in a space and express anger and concerns (builds solidarity).
  4. Is it possible not to have such a long Dean's meeting?
  5. Eliminate presentation from Senate (a timed presentation that will be cut off at a certain time) so it doesn't go too long
  6. What we are fighting for in contract negotiations – beneficial to discuss in the meeting
  7. Absorbing institutional propaganda and institutional expectation and then come together and process it (important for us all to be together in one space)
3. Future membership events
  1. Bagels and coffee? Maybe not
  2. How do we get the word out and connect and share experiences
    1. Virtual office hours? Scattered randomly
      1. Coffee and UFO
      2. Cocktails and UFO
  3. 3 categories
    1. Socialize
    2. Town Hall (group situation)
    3. Union Office Hours – create spaces for people to tell us what's going on – currently there is a gap between what people are experiencing and reporting)
4. UFO Release – In the bylaws – chief negotiator and president get release time. Job descriptions will help lay out release time. Typically determined term to term. 140% (additional 60% available) – stipends

5. .6 flexible to use as we need to (we buy that from the district – pay for it as part of the contract) if we use more than that we will have to buy more release or pay people a stipend. You have to purchase units (release) before the semester starts.
  1. We need a clear job description
  2. Do we want an advocacy position?
    1. Le working with FAAC – that’s the release (not the position, itself)
  3. Negotiating team commits a lot of time, 4 hours every other week plus prep time, are all being compensated equally? If not, why? How do we fix this?
  4. How much time are reps using?
  5. What is the best use of compensation? Do people want money or course release?
  6. Garcia – buying release is a pretty good way to go – important to target what the need is
    1. Transparent place to see all of the allocations
    2. Survey UFO board and negotiations team
    3. Stipend after the fact is an option
    4. Advantageous to keep a log to track? Feels like a burden for some, others don’t mind
    5. Release time to Bay Area 10, 1.6 is more accurate which is why we got more. Change from 1 to 1.4 – we could ask for more in negotiations.
    6. What is the appropriate compensation for negotiating team?
      1. College subsidies releases vs overload pay
6. Closed Session

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Submitted by  
Katie Frank, February 12, 2024  
Professor of Art  
Secretary of the United Faculty of Ohlone