

MINUTES

United Faculty of Ohlone Meeting: General Notes from December 5th 2:15 – 3:15 over zoom Executive Board

- **President:** Jesse MacEwan
 - **Negotiations Chair:** Emmanuel Garcia (absent)
 - **Vice President:** Tobias Smith
 - **Treasurer:** Long Nguyen (absent)
 - **Secretary:** Katie Frank
 - **Representative-at-Large Full-Time Faculty:** Sarah Cooper (absent)
 - **Representative-at-Large Part-Time Faculty:** Dawn Harris
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1. Check in – Dawn report on how part timers are doing.
2. **Counseling Re-employment** – complicated – grant money vs counseling money (expertise – international, sport, etc)
 - a. Fair application of contract practices for our employees – our rehiring preference – if you meet the Minimum Qualifications you have priority.
Unless the pool of funding is outside of the general pool, the college should go in order of seniority.
3. **FACCC** – An organization that is fighting for us on the state level – legislative advocates. Really involved at the state advocating for CCC faculty. Lobbying and speaking on our behalf. Should we vote to become a contract school? Say that we've seen it is useful but do not pressure faculty. **We will encourage it by just sending an email to inform faculty.**
4. **SQT training** – not clear who is due. Only eligible to get paid if you are due. It's unclear if you are due. 6 hour stipend available. 4 ½ hours of class and homework shouldn't be any longer than 1 ½ hours. Follow up with Mary about expectation of the work and then send out a general email to faculty.
5. Negotiations –
6. Openers
7. **Lab loading** – There is a committee who is working on the 5 year role out
8. **UFO expectations about implementing new things** – connects to CEER – Monica didn't run for CEER chair and isn't the chair in the Spring. There's no release for the position. District has shown interest in possibly providing release time. We will need to run an election for the position. If district provides release, we will need a detailed job description to send out to the FT faculty for interest.
9. Before anything is implemented or changed it should be brought to CEER to provide the UFO the opportunity to negotiate the impacts. There is nothing in the decision making handbook that talks about the UFO role in policy at the college. For example, with accessibility around DE – going through shared governance but it'll be negotiated around the contract. We need an active CEER representative – we

need someone – a facilitator with a union lens. **How do we want to be involved and how do we want to assert our voice?**

- a. We want to work on working conditions
10. **DE addendum and language** around accessibility, Version D is the version the UFO supports as the most realistic and supportive.
 11. **AI (PBR)** – should we have a person on the Union on this because it will inevitably fall on faculty? Consensus was yes so that we are aware and can give input vs intense impact.

Submitted by
Katie Frank, December 5, 2025
Professor of Art
Secretary of the United Faculty of Ohlone