TO: Board of Trustees

FROM: Dr. Gari Browning

DATE: May 12, 2010

SUBJECT: (1) Approval/Ratification of Memorandum of Understanding between the Ohlone Community College District and the United Faculty of Ohlone (UFO) – Concessions for FY 2010-2011.

(2) Approval/Ratification of Memorandum of Understanding between the Ohlone Community College District and the United Faculty of Ohlone (UFO) – Severance/Retirement Incentive

Concessions for FY 2010-2011
The District and UFO entered into negotiations in March 2010 to negotiate concessions to assist with closing the projected budget shortfall for FY 2010-2011. The parties recognize that the overall budget situation could worsen or improve and have agreed to meet and negotiate in good faith concerning concessions in the future. At this time, UFO bargaining unit members agree to concessions to save the district $329,000 (approximately 48.5160% of $680,000) which is the UFO’s share of the shortfall. UFO members will forego receiving payment for 4 days of furlough (32 hours) between July 1, 2010 and June 30, 2011. In addition, UFO members may reduce their workload by a proportion of their choosing provided that the courses or services they reduce do not need to be replaced with adjunct faculty. Their benefits will be reduced in proportion to the reduction in their load.

Retirement/Resignation Incentive
The District and UFO have entered into a Memorandum of Understanding regarding the proposed Retirement/Resignation Incentive that was approved by the Board of Trustees at the April 2010 regular board meeting. The Severance/Retirement Incentive is now being offered to all eligible employees of the UFO unit. An eligible member is defined as a permanent, regular employee who has been employed at Ohlone Community College District for at least one full academic year. The incentive will be $1,000 for each full year of full-time service up to a maximum cap of $20,000. The employee must resign/retire no later than June 30, 2010

RECOMMENDATION
The President/Superintendent recommends the Board of Trustees approve and ratify both MOUs.