

30 Years Strong!



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Volume XXXVII
No. 10 October, 2007

Union Press

Ponderings of the President

by Ira Lansing

Every now and then it is time to pick your head up (who out there said “pull your head out of...?”) and take a look around at the world we are in. Given how my mind works and the crazy things going on, that made me think of the 1963 movie “It’s a Mad Mad Mad Mad World”. This film is notable for two reasons. It is one of the first movies made in Cinemax, the super-wide screen precursor to IMAX movies; and the list of Hollywood celebrities who did *not* appear in the film is shorter than those who did appear. It starred, among others, Spencer Tracy, Jonathan Winters, Mickey Rooney, Ethel Merman and literally a cast of dozens more. The movie also won two Oscars® for best visual and best sound effects. It was zany, expansive and fast moving, a lot like the world around us.

In sticking my head out, the first thing I noticed was there is

an election coming up, next February, that is. This is the new early primary date for California, and one of the measures on the ballot will be the Community College Initiative, Proposition 92. The objectives of this proposition are to assure stable minimum funding for community colleges, lower student tuition and keep local boards of trustees local. All three of these are highly desirable in the big Cinemax picture, but on our small screen in Marin, not so great. Marin is primarily a local property tax funded (Basic Aid) district, so State minimum guarantees are not of direct importance. Also, as a Basic Aid district, we get to keep all student tuition. Lowering it lowers our income. And as for local Board of Trustees, well, enough said there.

So how to vote? In an interesting contradiction, the California Federation of

Teachers (UPM’s State affiliate) is supporting the measure, while the other teachers’ organization, the California Teachers Association, has opposed the measure. Surely you will be bombarded with literature on Prop. 92 in the next few months and we can re-visit the matter later if so desired.

Looking around further, the California Federation of Teachers has new leadership, and that leadership has looked around and seen that the Accrediting Commission for Community and Junior Colleges (ACCJC) is becoming increasingly aggressive and infringing on areas reserved for union bargaining. As an example, the CFT officers mention retiree health care. The ACCJC has set a standard that requires upfront funding for future employees, a requirement that could make negotiating

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such coverage difficult to impossible in some instances. UPM has already negotiated the details of this benefit, but other community colleges may not be so fortunate. Another area of concern by the CFT leadership is student learning objectives and it will be of interest to see what develops in this area and others.

In one of the stranger scenes in “It’s a Mad Mad Mad Mad World”, Jimmy Durante gives a death bed confession to a major robbery and is revealing where the money is hidden (finding the money is what the movie is all about). Just before he dies,

and before giving all of the details as to the whereabouts of the loot, he literally kicks the bucket next to him (now you sense what kind of mad cap movie this is). I regret to inform you that something else has kicked the bucket. On October 17 the management for the National Lacrosse League announced it is canceling the 2008 season because the Professional Lacrosse Players Association’s executive committee rejected the leagues [management’s] collective bargaining proposal. Talk about an all or nothing offer from management! Good thing

that could never happen here, right?

Find out if it could, find out what has been offered. Come to the monthly informational meetings. Stay informed, stay in touch and stay out of the popcorn!

Tick-tock, tick-tock, time on the clock.

Amount paid to the attorney for the District during the month of August:

\$16,795.00

Supporting Students

The September/October edition of the *California Teacher, The Voice of the Union*, reports on the CFT Raoul Teilhet Scholarship offered to “high school seniors and continuing undergraduate students who are dependents of CFT members.” (See *California Teacher* for more information). Students are eligible for between \$1000 and \$3000.

<p>California Federation of Teachers AFT, AFL-CIO </p> <p><i>A Union of Professionals</i></p> <p>Administrative Office 2550 N. Hollywood Way, Suite 400 Burbank, CA 95105 T: 818/843-8226 F: 818/843-4662 www.cft.org</p> 	<p>COLLEGE OF MARIN</p> <p>United Professors of Marin AFT Local 1610 PO Box 503 Kentfield, CA 94914</p> <p>415-459.1524 415-457.8811 x7754</p> <p>www.unitedprofessorsofmarin.org</p> <p>Union Press Online UPM Contract Online</p>
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As are our CFT colleagues, UPM is concerned with aiding students in need, and to do so, we have established a UPM Scholarship Fund through the College of Marin Foundation. Each year UPM contributes \$1,000 to help up to five students per semester in emergency situations. The money may be used to buy textbooks, help pay rent or supplement childcare.

Connecting the Dots

News and Opinion
by Arthur Lutz

Blind Travel

In the series of *Doctor Doolittle* books by author Hugh Lofting, the Doctor would often travel to remote and exotic places. And he would choose the destinations for these journeys in a unique way – by closing his eyes, opening a copy of a world atlas, and placing a pencil randomly down on one of the pages. Wherever the pencil happened to land, that was the location to where the Doctor would travel. It was his special way of deciding on a travel destination and it led him and his friends to many interesting places and on many wonderful adventures. He called this method, “*blind travel*,” and whether his pencil-point came to rest on an unfamiliar island in the middle of the South Atlantic or somewhere in the heart of Africa he always honored the rules of the game by setting out for the place where the pencil landed, regardless of the difficulties, the dangers, or the costs. When it once happened that his atlas fell open to a page depicting the solar system and the Doctor’s pencil landed on a drawing of the moon, he set out to visit the lunar surface.

But these are children’s books, and while most of us are willing to suspend critical judgment in order to enjoy
UPM PRESS

the Doctor’s frivolous methods and fantasy adventures, in our own lives we would probably choose a more reasoned approach to problem solving. We would try to keep our eyes *open* when making choices and deciding on goals. “*Blind travel*” might make for delightful reading, but it’s hardly a credible way for people to make rational decisions.

And neither is it a credible way for a college administration to make rational decisions.

Consider some of the irrational decisions that our COM Administration and Board of Trustees have recently been making:

- Our District has spent hundreds of thousands of dollars in a recent attempt to increase student enrollment. Our President claims that this campaign has been successful and that we now have “over 300 students on the waiting lists.” [2007 Community Report]. But she made the decision not to open additional sections or hire new faculty to teach these students – so they remain waiting, and we have a zero percent enrollment increase from this student population.
- Our President informed our Academic Senate that she intends to increase student

headcount by expanding our night program [9/13]. But she also said that she does not intend to add additional units or hire new faculty to teach these classes. The faculty and units would have to come from the day program – resulting in a zero-sum increase in student enrollment.

- Our President said that she honors and values the expertise and contributions of our “*outstanding faculty dedicated to teaching*.” [2007 C.R.] But she told our Academic Senate on 9/13 that “*it’s the “guys and the girls and buildings and fun – and not our curriculum”* – that it’s really all about.
- Our President announces to the Marin County Community that we have a “*Growing enrollment*,” and that “*our Indian Valley Campus enrollment has skyrocketed over 20% last year*.” Yet the truth is we are now down to 6,469 credit students, 3% less than in Spring 2007. [2007 C.R., and Spring 2007 Research Office Report].
- Our Board of Trustees decides that it is “*fiscally irresponsible*” to give our faculty any wage increase for the next three years. But they decide that it’s OK to give

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our President a guaranteed 10% yearly salary increase for the next four years, plus a \$12,000 retroactive bonus, plus a yearly retention incentive of 3%, plus a yearly auto and incidental allowance of \$9,000.

[*Presidents Employment Agreement, 2007 - 2011; a Public Document*].

When Doctor Doolittle decided to visit the moon, he planned to fly there on the back of a giant moth. The

irrationality of this decision is obvious. But is it any more irrational than some of the recent decisions made by our COM Administration and Board of Trustees?

Part-Timer Meeting on CB

A meeting for adjunct instructors has been scheduled for Monday, November 5, 2007, from 1-2 pm, to discuss Collective Bargaining as related to part-timers. UPM Chief Negotiator Paul Christensen will speak and answer questions. The meeting will be held in Fusselman Hall, 110.

For more information, please contact Yolanda Van Ecke yolanda.vanecke@marin.edu

Union Dues Increase

You might recall that earlier this year (Union Press, July), we announced that a dues increase would take effect this year. The increase is due to mandatory pass-throughs from state (CFT) and national (AFT) affiliates. CFT's bylaws state in Article II, section 6, #1: "A local shall implement the pass through of AFT and CFT per capita increases and notify the CFT of such implementation." Full time rates will increase from \$86.49 to \$88.67. This is the first dues increase since 2002. Increases are listed below by category.

Monthly dues structure effective September 2007 (cft/aft increase)

Approved by UPM executive council meeting June 29, 2007

Category #1	dues \$12.13 (.18 CFT/ .09 AFT increase)
#2	\$ 20.38 (.36 CFT/ .19 AFT increase)
#3	\$ 36.93 (.72 CFT/ .38 AFT increase)
#4	\$ 54.08 (.72 CFT/ .38 AFT increase)
#5	\$ 88.67 (1.43CFT/ .75 AFT increase)

Due to an oversight in fiscal services, your dues were not increased in September, making it now necessary to double the October increase.

UPM Union Dues Rate Schedule for October

<u>Category</u>	<u>Current</u>		<u>October Only</u>
# 1	\$12.13	All non-credit paid on quarter system	\$12.40

Employees Paid by Semester—Credit and Non-Credit

# 2	\$20.38	Up to and including 4 units	\$20.93
# 3	\$36.93	Between 4 and 6 units	\$38.03
# 4	\$54.08	Between 6 and 9 units	\$55.18
# 5	\$88.67	All full-time permanent/probationary	\$90.85

Effective 09/2007

“Outstanding” Bargaining Update

Throughout the latter months of last year, throughout the spring semester, over summer and through fall until the present, your negotiating team has been working for you. Initially we asked for your input, for your concerns that you wanted us to bring to the bargaining table and negotiate. We’ve met with representatives from the District more than a dozen times and we’ve met among ourselves many more times to discuss the District’s proposals and to discuss strategy. Over the summer, we put together a questionnaire regarding these proposals and presented it to you at the beginning of this semester so that we would be clear on the direction you wanted us to proceed in bargaining.

Since our August Flex meeting, we have continued to meet with the District to negotiate a new contract. However, the process has been frustrating. We have consistently met with District reps who have dug in their heels on most if not all of the 17 (Yes, 17!) Articles they have opened for negotiation. Some highlights (lowlights?):

Salary

At the most recent Bargaining meeting on October 5, the attorney for the District told us clearly that the District’s current proposal on salary is “ZERO.” Now, because we

are on basic aid and Marin County property taxes have continued to rise, and because COM President White recently received a huge raise, and because the District can afford to hire an attorney to do its bargaining, and because President White attributes COM’s success, at least in part, to “outstanding faculty dedicated to teaching” (See recently the mailed “Community Report.” By the way, were you aware that enrollment at IVC has “skyrocketed?”), and because we can afford to mail out color brochures on glossy paper... it came as a surprise to us at the table that the District has no funds for faculty raises.

In fact, at the October 9, 2007, Board meeting, Board members voted to raise the existing reserves from the current 7.6% to 17% over the next years! **In other words, the Board of Trustees of the College of Marin is planning no cost of living increases for its faculty and staff.** Repeat: They are **PLANNING** not to increase our salaries! (We’re checking into the report that at least some administrators recently got a 3% “off schedule” raise.)

Workload

As if it’s not hard enough to hear that the “outstanding faculty” are not deserving of even a cost of living increase, the implication in bargaining is that we are not working hard either. The

district wants to make committee work—Curriculum Committee, Accreditation committees, governance committees, hiring committees, etc.--mandatory and subject to evaluation. So they want us to work more without additional compensation? Well, that’s green.

Evaluation

Tightening down the clamps. The District also wants to watch us more closely in the classroom. All of us. The current proposal calls for an administrator on the evaluation team in the evaluation of full time, permanent unit members—probationary or not. Interesting are the additional segments of the proposal that would disallow any two faculty members to evaluate one another (conflict of interest) or allow faculty members from other disciplines to evaluate one another (lack of expertise). Somehow the district does not see the disconnect in an administrator evaluating a faculty member in an area in which he or she does not have expertise.

Nor does the District see a problem with posing spontaneous or “unannounced” evaluation visits. How can an unannounced visit take place when a team—administrator, peer, UPM advisor--must first be assembled? And to what end?

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What if the instructor being evaluated has scheduled a test?

Sick Leave

District representatives do not believe that sick leave belongs to us or that we can do what we like with them. Our earned sick days, our health, our wish to contribute what we have earned to our colleagues in need—could cost the District money, they argue.

Furthermore, since the work week is contractually defined as 37.5 hours, each day of a five day work week is equal to 7.5 hours. This calculation does not take into consideration the actual assigned (teaching) time of any individual. Rather, the District assumes that an individual who does not teach on Fridays, for example, is technically still working on Fridays to fulfill his or her work week obligation. For example, if a unit member who teaches Monday through Thursday becomes ill on Thursday and cannot make her class(es), the District, unless notified, will assume she is still sick on Friday, and possibly Saturday, and so on until she returns.

And though it is not the rule, some unit members meet with classes on fewer than four days. If that member becomes ill, the results could

be even more punitive: If a unit member who teaches Monday and Wednesday and one or several evenings becomes ill on Wednesday, the District might assume that he is still ill on Thursday, Friday, and possibly Saturday, and so on until he returns.

ESL Full Time Hires (Hiring in general is another issue that deserves an entire article—coming soon)

Currently, because there are no full timers in non credit ESL, the Bargaining team discussed the issue with the District. District reps stated that the topic is not a mandated subject of bargaining under the Rodda Act, therefore, it will not negotiate this issue with the UPM.

The District, however, is free to 1) assign some instructors to more than 60% of FTE, thereby making those individuals tenure track, or 2) open up full time hiring positions. They have chosen to ignore either option and continue to exploit many part time employees hard pressed to properly serve students who really deserve full time faculty.

RETCUM Status (Not what you might first think—Retired eligible temporary credit unit member)

While there was some recent confusion about filing dates for RETCUM status, the District offered to write a sidebar to allow retiring faculty to obtain RETCUM status. The sidebar would require a certain number of retirees **and it would remove all references to Rectum's in the Contract.**

While some faculty members have announced plans to retire, they have been met with resistance to return with RETCUM status. In some cases, these instructors will not be allowed to return at all; in others they may return as emergency hires. How's that for loyalty to our "outstanding faculty"?

These are just a few of the Articles and issues we have been bargaining. Yes, there are more and the theme is consistent: The District wants to take back hard won rights, require more work of us, put us under a higher level of scrutiny, mandate how we can and cannot use sick leave and give us a whopping "ZERO" salary increase.

Outstanding indeed!

J Sutherland



Letters to the Editor

Feel free to voice your comments and/or opinions concerning any article or issue about you, the College or your Union. Letters should be signed, but names will be withheld upon request. Please direct your letters to john.sutherland@marin.edu

Ira,

I just wanted to drop you a note to let you know that I appreciate your work for the faculty. It's been so nice to have health insurance kick in so that I don't have to continue to pay the \$350 a month I was paying for health insurance on my own! I think that the perks of the contract for part timers is largely due to the union and so I just thought I owed it to you to say thanks as Union president.

Take care,
Cliff Nelson, Math

Cliff--

It is always nice to hear from a UPM member that they appreciate the work done by this Union. As you know, the thanks goes to a lot of people who have put in tremendous efforts over the last years. By extension your letter goes out to all of them.

Thanks again--Ira

New UPM Website www.unitedprofessorsofmarin.org

Want to check the language in the current contract or see how the next step in the salary schedule will affect your gross pay? You can find the Collective Bargaining Agreement and current salary schedule in searchable .PDF format on the Web site.

Need to get in touch with an Executive Council member, or some other unit member currently serving as a representative on a Union committee? The new Web site will provide you with his or her Union email address. Just click on the person's name listed on the "Officers & Committees" page.

Check out the website for UPM updates. Look for "UPM's Tuesday Debriefings."

We look for your suggestions on what features we can add to make it a useful and informative tool for United Professors of Marin.

Mike Ransom, Webmaster

www.unitedprofessorsofmarin.org

UPM Report: Negotiated Retirement Incentive

Ballots sent to UPM members regarding funds owed to UPM due to a District error in calculating retirement savings have been received and counted.

Results:

Total Votes: 109

Option One Votes: 72 (Use Money for Legal expenses)

Option two Votes: 37 (Put \$ on salary schedule and assess membership)

The UPM Exec will now proceed with your directive. Thanks for your participation.

UPM Membership Application

I hereby apply for membership in the United Professors of Marin, AFT Local 1610

Date: _____

Name _____

Address: _____

City: _____ Zip: _____

Home Phone: _____ Campus Ext.: _____

Email: _____

SS# _____

Department: _____

Check the appropriate category:

I am a permanent credit or non-credit employee or leave replacement.

I am a temporary non-credit employee on the quarter system.

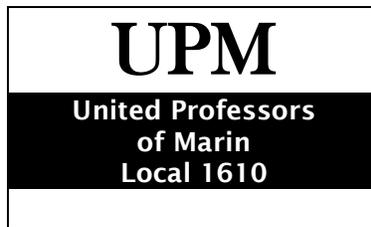
I am a temporary credit or non-credit employee on the semester system.

Return to UPM Kentfield campus mailbox or UPM Office, Science Center 136

New Exec Part-time Representative

Due to the resignation of a part-time Executive Council representative, on October 15, 2007, the Exec unanimously approved Deborah Graham to fill the vacancy. Deborah has held this position before and is a valuable addition to the Exec. Thanks and congratulations, Deborah!

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Call for Applications!

Due to special circumstances, we are soliciting applications for the following *unfilled* positions:

- ❖ Sabbatical Leave Committee (one position)
- ❖ Bay 10 Committee (one position)

These positions are to be staffed by a UPM member and once appointed, will begin immediately after acceptance of appointment and effective until June 30, 2008.

NOTICE TO INCUMBENTS:

If you are interested in applying for either unfilled position, please fill out the bottom of this form and return it to UPM by **Noon on Wednesday October 31, 2007**. The UPM mailbox is located in the Kentfield campus mailroom. The UPM Executive Council will review applications and will announce the results of the selection directly to the applicant.

A WORD ABOUT COMPENSATION: Each semester UPM re-evaluates its priorities in assigning compensation to staff positions. Both positions are for Stipend for meeting time only.

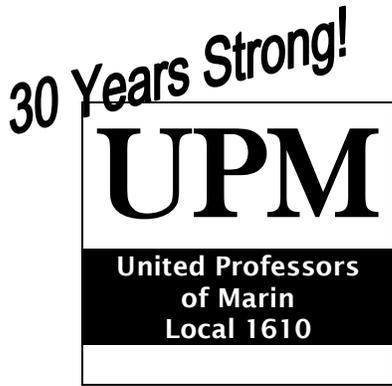
The **Bay 10 Committee Representative** must have the ability to attend one meeting per month on a specified Wednesday night in Oakland. Dine with representatives of the other community colleges in the Bay Area at a restaurant near the Oakland Airport, to hear what is going on in other locals and to share what is happening in ours. Occasionally there is a guest speaker on a topic of interest. Report back monthly in person or in writing to the UPM Executive Council. Compensation consists of mileage reimbursement and stipend rate for meeting time only.

UPM COMMITTEE APPLICATION FORM:

I hereby apply for the following position: _____

Name: _____

Contact email or phone: _____



United Professors of Marin

American Federation of Teachers • Local 1610

P.O. Box 503 • Kentfield, CA 94914

Phone: (415) 459-1524 • Fax: (415) 459-1524

NOTICE TO UPM MEMBERS OF INFORMATIONAL MEETINGS

Attention all UPM Members...

The following meetings will be the first in a series of informational meetings and will be held as follows:

MEETING SCHEDULE:

- 1. MONDAY, OCTOBER 29, 2007 AT 4:00 PM in LC-38**
- 2. THURSDAY, NOVEMBER 1, 2007 AT 3:30 PM IN LC-38**
- 3. FRIDAY, NOVEMBER 2, 2007 AT 11:00 AM IN LC-38**

**Ask questions; get answers, Collective Bargaining
updates and more!**

<p>PRESIDENT Ira Lansing</p> <p>BARGAINING TEAM Paul Christensen (Chief Negotiator) Hank Fearnley Theo Fung Arthur Lutz Mike Ransom John Sutherland</p> <p>UPM-PAC Arthur Lutz Radica Portello</p> <p>GRIEVANCE OFFICER Arthur Lutz</p> <p>TREASURER Theo Fung</p> <p>BUDGET MONITOR Deborah Graham</p> <p>BAY 10 REPRESENTATIVE Open Position</p> <p>CCC REPRESENTATIVE Bonnie Borenstein</p>	<p>NORTH BAY LABOR COUNCIL REPRESENTATIVE Carol Costa</p> <p>PROFESSIONAL AFFAIRS COMMITTEE Mike Ransom David Rollison</p> <p>WORKLOAD COMMITTEE Carl Cox Don Foss</p> <p>HEALTH AND SAFETY COMMITTEE Jamie Deneris Carol Lacy</p> <p>PROFESSIONAL STANDARDS COMMITTEE George Adams Paul Christensen</p> <p>SABBATICAL LEAVE COMMITTEE Open Position David Rollison Chris Schultz Toni Yoshioka</p>	<p>CRA TRUST Ed Essick (Chair) Robert Kennedy Ira Lansing Robin Lavin Ron Palmer</p> <p>UPM EXECUTIVE COMMITTEE Ira Lansing Paul Christensen Carl Cox Hank Fearnley Arthur Lutz Robert Ovetz Mike Ransom John Sutherland Yolanda van Ecke</p> <p>WEB MASTER Mike Ransom</p> <p>UNION PRESS EDITOR John Sutherland</p> <p>EXECUTIVE SECRETARY Teresa Capaldo</p>
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**United Professors of Marin
UPM-PAC Payroll Deduction Form**

The UPM-PAC (Political Action Committee) provides financial support to candidates and measures that support or benefit education in Marin County and the College of Marin in particular. If you would like to support the UPM-PAC with a monthly contribution, small or large, please fill out the form below and send it to the Payroll Office.

To: Payroll, College of Marin
Date: _____

I hereby authorize the Marin Community College to deduct from my earnings the sum of _____ beginning in the month of _____, _____ (year), and each month thereafter, and to remit this sum to the United Professors of Marin PAC #990958 until I revoke this authorization in writing.

Signature: _____

Print Name: _____

Address: _____

City : _____

Zip: _____

SSN: _____

CFT State Teachers Retirement Board Election

From: Mary Hittelman, CFT President

To: AFT/CFT Local Leaders

The California Federation of Teachers is supporting Sandy Keaton for the California State Teachers Retirement Board. Sandy had been an active member of the United Teachers of Los Angeles (UTLA) and is the Chair of UTLA's Retirement issues Committee. She has been working on retirement issues for a number of years and will be a great employee advocate on the CalSTRS Board.

Members can vote by mail, telephone or on line.

Union Committees Working for You: UDWC

During the current semester, two calls for positions in Nursing went out from UDWC: 1) a mentor for new faculty and 2) a project monitor for the RN Program. Four people responded to these calls—two retirees and two current employees. But the responses from the current full-time faculty in Nursing were “held up” and so were not, or could not be, considered. Your UDWC reps—Carl Cox and Don Foss—looked into the matter after being contacted by the two full-timers and argued that they, too, should be in the running.

Whatever the error, your Union reps insisted on fair practice, included the “deferred” applications and produced an agreeable remedy to the situation.

Thanks, Carl and Don.

COLLEGE OF
MARIN

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