

36 Years Strong!



INSIDE

1
Ponderings
of the
President

3
UPM
Questionnaire
Results

4
Connecting
the Dots:
Emma

6
Leadership
Values

7
Raoul Teilhet
Scholarship

8
March CFT
Convention

Volume XXXV No. 12, December 2010

Union Press

Ponderings of the President by Ira Lansing

Alice laughed. “There’s no use trying,” she said: “One *can’t* believe impossible things.”

“I daresay you haven’t had much practice,” said the Queen. “When I was your age, I always did it for half-hour a day. Why, sometimes I’ve believed as many as six impossible things before breakfast.”

--Lewis Carroll
Through the Looking-Glass

At the December 14 meeting of the College of Marin Board of Trustees, Trustee Barbara Dolan presented newly appointed President/Superintendent David Coon with a decorative old-style broom. Upon presenting it to him she said the gift was for a “clean sweep” and a “new era”. For the faculty, who have gone 4 years without a collective bargaining agreement and nearly two years in fact finding, a new era would be quite welcome.

Dr. Coon did not respond to the statements made by Ms. Dolan; he had only just arrived in the District two weeks earlier and was still sizing up things. However, at that meeting

other people present did speak and I would like to share with you some of their comments.

Outgoing Board President (and newly elected vice-president) Eva Long addressed the audience on her year as president. She stated that “we [the Board] are hard on issues, not on people.” I am not sure what Wonderland the Board of Trustees has been in for the last few years, but a mere glance at their own agenda that night would show that two different employee unions had filed a total of 7 pending grievances, two unfair labor practice charges, along with one lawsuit by a former administrator.

Continued on 2

If the Trustees have not yet been hard on people, then I do not want to be around when they decide to be that way.

However, the Trustees did not escape comments from the audience. Current Academic Senate President Sarah McKinnon spoke to the Board not as a Senator, but as a Union member. She reminded them that while our student population is growing, we have a declining faculty (possibly at its lowest count since the College opened last century). If we are to attract the best teachers we must make it attractive for them, and that includes salaries and benefits. She concluded by saying: "I beg you to listen and return to bargain in good faith."

Former Academic Senate Vice-president Patrick Kelly also addressed the Trustees. He said: "I don't come here to make threats. ... All of the faculty are now awake." He went on to describe the problems inherent to the recently rejected (by 82% of over 200 voting Union members). He concluded by saying that previously the Board had witnessed the "usual" people (he mentioned myself and other Executive Council members as "the usual" people) marching and holding signs in protest. Patrick went on to say that if the Trustees impose a contract, the list of people holding signs will be very different, and mentioned he would be standing by Chief Negotiator Paul Christensen, former Senate President Yolanda Bellissimo would be standing by the UPM president, and so on. Some very creative pairings were mentioned to emphasize that, while some faculty may have had their

differences in the past, we are all united on the issue of this contract. He too implored the District to return and bargain in good faith.

Sarah McKinnon spoke again later, this time in her role as Academic Senate President. She, along with faculty member Jeannie Langer after her, questioned not only the wisdom of the proposed 50% cut in course offerings for the summer of 2011, but wondered where the evidence-based decisions (as per WASC suggestions) were for this move. Where are the data and statistics to support the wisdom of this decision, and where is the College-wide planning and governance system involvement to support such a radical act were questions asked by both speakers. I would wonder if this was all decided by a College president and vice-president who are no longer serving and have left behind them nothing but this Cheshire cat grin of a solution to a questionable problem?

The Board is not obligated to respond to statements made by the public, and they chose not to. This does not negate the problems and issues that were raised by the faculty that night. We all have an opportunity to stop falling down this rabbit hole. There are new Board officers and a new superintendent/president. The membership has given the UPM bargaining team renewed guidance. If there was ever a time to believe in the impossible, it is now.

Have a good and healthy break. See you all at the General Membership meeting the Friday of flex week. How else will you be able to stay in touch, stay informed, and stay involved?



Tick-tock, tick, tock, time on the clock.
Amount paid for to the attorney for the
MCC District for the month of November:
\$11,350.00



UPM Questionnaire Results

In October, by a vote of 164 to reject and 37 to accept (82% vs. 18%), the members of UPM said they will not accept the proposed contract changes coming from the District in facilitated bargaining.

Due the rejection of the TA, the State-appointed Fact-Finder requested that UPM poll its members to find out exactly what language UPM members objected to that resulted in the overwhelming rejection of the Tentative Agreement (TA). To this end, UPM set up a committee charged with administering a questionnaire to union members. Over the past few weeks, UPM held several general meetings to administer the questionnaire, after which the Committee followed up with individual unit members.

Following, in ranked order, are the top 5 items that members selected as "deal breakers," contract inclusions or omissions that would result in a walkout. These items were selected up to two to three times more than others in the questionnaire.

- 1. A proposal with a cap below the cost of Kaiser Family Medical Benefits for Full-time Unit Members.**
- 2. A proposal with a cap below the cost of Kaiser Subscriber + One (1) Medical Benefits for qualified Part-time Unit Members.**
- 3. A proposal without a salary increase applied to all the steps and columns of all the credit and non-credit salary schedules for each of the three years of the new CBA.**
- 4. A proposal with District "expectations" of additional duties for**

all Unit members as part of their otherwise unassigned preparation time.

- 5. A proposal without a salary increase applied to all the steps and columns of all the credit and non-credit salary schedules for the current year of the new CBA.**

There are a couple of other numbers that are interesting. There are 23 unit members out of about 350 who have chosen a family medical plan. This means EVERYONE else is not presently adversely affected by the District's medical proposal. There are approximately 300 unit members who have received NO salary adjustments for the last 3 years; i.e., no raises, no step increases.

Salary and health benefits are BOTH are important. And despite the number of people affected being a minority, UPM is going forward with medical as a priority. This is because as a Union we recognize that we all are in this together and that if we allow one part of our membership to be adversely affected, we all are harmed.

As directed by the UPM membership, the bargaining team can now go to the District and attempt to negotiate a complete settlement that includes or excludes these same items, as specified by the membership.

If the District agrees to return to the bargaining table, and in this stage of the fact-finding process they are not required to do so, then these five items will become the initial talking points for UPM. As often happens in collective bargaining, modification may occur. UPM will inform its members of the specific proposals, changes (if any) and the general status of bargaining.

UPM Executive Council

CONNECTING THE DOTS

News and Opinion
by Arthur Lutz

EMMA

In the past decade the name Emma has become one of the most popular of girl's names, surpassing Mary, Susan, Helen and Dorothy of previous decades. Emma is currently ranked 2nd in female name popularity in the U.S.

The recent popularity of Emma is said to be related to the success of the *Harry Potter* movies in which the charismatic actress Emma Watson plays a leading role.

But there is another Emma whose name is equally worthy of being a namesake for young girls. An Emma who lived during an earlier era; an Emma who was an advocate of women's sexual and reproductive rights, labor rights, immigrant rights and economic justice; who was active in the great labor struggles of the early nineteenth hundreds and imprisoned for distributing family planning and anti war materials. An Emma who was one of the earliest American supporters of gay and lesbian rights and a critic of the U.S. criminal justice system and militarism. And when sentenced to two years in prison for encouraging young men to resist the draft in World War I, remarked, *"Only two years for having made an uncompromising stand for one's ideals? That is a small price to pay."*

An Emma who supported the anti-fascist cause in the Spanish Civil War and suffered derision, persecution and imprisonment for her progressive politics.

The Emma I'm referring to is **Emma Goldman**, the free-spirited revolutionary who, when admonished by a doleful comrade for dancing when he thought she should be less carefree, responded, *"If I can't dance, I don't want to be part of your revolution."*

Emma Goldman; a fervent anarchist because it was, *"A philosophy which stood for the liberation of the human mind from the dominion of religion and the liberation of the human body from the dominion of property."*

It's interesting how many of the ideals for which Emma Goldman fought and for which she was harassed and imprisoned, have become watchwords of a humane, democratic and non-repressive society.

Emma Goldman died in 1940, but it's fitting that girls should be named in her honor because the personal, political and economic freedoms that women enjoy today owe a deep debt of gratitude to the idealism and the passionate advocacy of Emma Goldman.

At one point Goldman was asked whether it was true that as an anarchist she advocated the murder of government officials. To which

Continued on 5

she replied, "It is true that there are some potentates I would kill by any and all means at my disposal. They are Ignorance, Superstition, Bigotry and Injustice — the most sinister and tyrannical rulers on earth."

If one were to describe the proper role for educational institutions in a democratic society wouldn't we agree with Emma Goldman that it should be the eradication of these 'tyrants' – Ignorance, Superstition, Bigotry and Injustice?

But I've attended many of our CoM Board of Trustee meetings over the past years and rarely, if ever, have I heard our trustees express an interest in any of these issues.

I've heard them discuss shopping malls and parking garages and construction schedules and LEED certification, but rarely have I heard a discussion of the kinds of issues that should be at the heart of

academic concern – Ignorance, Superstition, Bigotry, Injustice. Well, we're stuck with these trustees for a while, but fortunately we have a new President who, if he chooses, can help re-focus our Board's priorities away from the marginal issues that they spend most of their time debating, and back to the meaningful concerns that Emma Goldman identified and which our faculty deals with every day in our classes.

After five years of an administration that was more interested in **con**-struction than with **in**-struction, perhaps we will now have a CEO who is worthy of being called an "educator" and who will see to it that our school is worthy of being called a college.

References:
 Emma Goldman, *Living My Life* (Alfred Knopf, 1931).
Red Emma Speaks: An Emma Goldman Reader (Humanities Press International 1996).

UPM CAMPUS BUILDING REPRESENTATIVES

<u>Building:</u>	<u>Contact:</u>	<u>Campus Extension or Email:</u>
Austin Science Center	Ira Lansing	7531
Business Center	Mike Ransom	7579
Fine/Visual Arts	Tara Flandreau	7576
Fusselman Hall	Paul Christensen	7635
Harlan Center	John Sutherland	7434
IVC Campus	Arthur Lutz	8518
Learning Resource Center	Carl Cox	7423
Part-time Faculty	Tom Behr	tom.behr@marin.edu
	Deborah Graham	Deborah.graham@marin.edu
	Michele Martinisi	michele.martinisi@marin.edu
Physical Education	Ira Lansing	7531
Student Services	Theo Fung	7389

Leadership Values

As we approach the New Year, David Wain Coon begins his term as College of Marin's new president. UPM welcomes President Coon and hopes that he enjoys being part of our excellent institution. And as President Coon assumes his new leadership position at CoM, we also have a new Board President, Diana Conti, to whom UPM extends a like welcome and sincere wish for success. Towards that end, no concern is greater than successful contract negotiations and healing the wounds the Fran White administration inflicted upon our body.

The College of Marin Board of Trustees has similarly welcomed President Coon with a respectable contract. President Coon will receive an initial annual salary of \$215,000 per year, which base salary shall be increased each year by the California Consumer Price Index (C.P.I.). In addition, the Superintendent shall receive a \$750.00 vehicle and expense allowance and a housing allowance of \$625.00 per month.

These figures are honorable and appropriate, and they are consistent with the Board's Values of collaboration, mutual respect and commitment to recognize the knowledge and experiences among the college's students, faculty and staff.

Under its former leadership, however, our Board has not lived up to its own values with respect to its faculty. While directing its negotiation team to increase faculty costs for medical benefits and to increase faculty workload, it also directed its team not to negotiate any C.P.I. increase. Implicit in President Coon's contractual \$625.00 monthly housing allowance and his \$750.00 vehicle and expense allowance is the acknowledgement that the cost of living in Marin is astronomical. Yet, the former Board leadership has held fast to its mantra of 0%, 0% and 0% for its faculty.

Is the 14.7% Reserve how the former Board leadership understood collaboration and mutual respect?

Is the 0, 0 and 0% C.P.I. increase how it chose to recognize the knowledge and experience of the faculty?

In campaigning for her position on the Board of Trustees, Ms. Conti commented that the college "for too long has been mired in problems.... I bring a fresh perspective and new leadership to the Board that can help solve those problems."

At the risk of sounding overly optimistic, I welcome President Coon's and Ms. Conti's new leadership and look forward to their directives to restore the values of mutual respect and recognition for faculty expertise.

John Sutherland



Letters to the Editor

Concerned about the rejection of the TA? About other UPM matters?

Feel free to voice your comments and/or opinions concerning any Union related article or issue. Letters should be signed, but names will be withheld upon request.

Please direct your letters to john.sutherland@marin.edu



CFT

Raoul Teilhet Scholarships

**FOR HIGH SCHOOL
STUDENTS and
CONTINUING
COLLEGE STUDENTS**

About the scholarship program

The scholarships were established in honor of former CFT President Raoul Teilhet, the charismatic leader of the union during the 1970s when California education employees won collective bargaining.

About the scholarship awards

Scholarships of \$3000 are awarded to students entering or attending a four-year university; \$1000 scholarships are awarded to students entering or attending a two-year school. The awards are based on academic achievement, financial need, special talents and skills, participation in extra-curricular activities, and a 500-word essay on a social issue about which the applicant feels strongly.

Who is eligible to apply

Scholarships are available to graduating high school seniors and continuing college students who are children or dependents of CFT members in good standing, or children of deceased CFT members. High school seniors who received a Raoul Teilhet Scholarship are not eligible to apply for a continuing college scholarship.

How to obtain an application

To download a scholarship application, go to www.cft.org. To obtain a photocopy of the application, contact your local union, or to have an application mailed to you, phone the CFT Administrative Office.

California Federation
of Teachers
AFT, AFL-CIO 
A Union of Professionals

Administrative Office
2550 N. Hollywood Way, Suite 400
Burbank, CA 95105
T: 818/843-8226
F: 818/843-8662
www.cft.org



HIGH SCHOOL APPLICATIONS MUST BE POSTMARKED BY
JANUARY 10, 2008

COLLEGE APPLICATIONS MUST BE POSTMARKED BY
JULY 1, 2008

2011 CFT Convention March 18-20 in Manhattan Beach

SAVE THE DATE

"Standing Up, Standing Together, Speaking Out"

The sixty ninth annual California Federation of Teachers convention, the highest decision-making body of the statewide organization, will be held this year March 18-20 at the Marriott Manhattan Beach. In a time of great challenges for public education, the convention provides members with the opportunity to work together to make changes for the better—for ourselves, for our students, and for California.

At the center of the convention will be discussion and debate around education and union policy. Much of this comes from the resolutions submitted by locals and committees of the CFT. This year we will also remember one hundred years of free speech battles that produced, often with great sacrifice from our members and others, the rights we enjoy today, and which need continuous protection as we go forward.

As we do every other year, this year we will elect new leadership for the statewide union.

The CFT's vitality and democracy depend on participation in the convention by delegates from all locals in good standing representing all the divisions—classified, community college, early childhood/K-12, adult education and university—of the CFT.

Bestowal of the prestigious Ben Rust award, the highest honor of the union, the Women in Education Award, and Legislator of the Year Award, will be highlights, as usual. Awards will also go to local activists and the winners of the annual communications contest.

For more information [contact your AFT local](#). Media inquiries, contact Fred Glass, 510-579-3343.

Visit the UPM website for the full text of the recently rejected TA and for a side-by-side comparison of the TA, the District's Last Best Offer and Current Contract language.

Get the latest updates at:

www.unitedprofessorsofmarin.org

UPM Open Positions:

Part-Time Representative
North Bay Labor Council Representative
Bay 10 Representative
CCC Representative

A call for these positions will appear soon

UPM Membership Application

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

Date: _____ Email: _____

Name _____ SS #: _____

Address: _____ Department: _____

City: _____ Zip: _____

Home Phone: _____ Campus Ext.: _____

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

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: _____

UPM

United Professors of Marin
American Federation of Teachers
Local 1610
Box 503
Kentfield, CA 94914

Non-Profit Org.
U.S. Postage
Paid
Permit No. 462
San Rafael, CA

UPM Committees and Staff		2010-2011
<p>PRESIDENT Ira Lansing</p> <p>BARGAINING TEAM Paul Christensen (Chief Negotiator) Theo Fung, Arthur Lutz, Michele Martinisi, Laurie Ordin, Patty O'Keefe</p> <p>UPM-PAC Arthur Lutz, Laurie Ordin, Co-Chairs</p> <p>GRIEVANCE OFFICER John Sutherland</p> <p>TREASURER Theo Fung</p> <p>BUDGET MONITOR Deborah Graham</p> <p>BAY 10 REPRESENTATIVE George Hritz</p> <p>CCC REPRESENTATIVE Open</p>	<p>NORTH BAY LABOR COUNCIL REP Tom Behr</p> <p>PROFESSIONAL AFFAIRS COMMITTEE Bonnie Borenstein, Carl Cox</p> <p>WORKLOAD COMMITTEE Theo Fung, Deborah Graham</p> <p>HEALTH AND SAFETY COMMITTEE George Adams, Chris Schultz</p> <p>PROFESSIONAL STANDARDS COMMITTEE Arthur Lutz, Bonnie Borenstein</p>	<p>SABBATICAL LEAVE COMMITTEE Walter Turner (Chair), George Hritz, Radica Portello, Chris Schultz</p> <p>CRA TRUST Sarah Brewster, Judy Coombes, Ed Essick(Chair), Ira Lansing, Laurie Ordin</p> <p>UPM EXECUTIVE COMMITTEE Ira Lansing, Paul Christensen, Bonnie Borenstein, Carl Cox, Deborah Graham, Arthur Lutz, Michele Martinisi, Laurie Ordin, John Sutherland</p> <p>WEB MASTER Mike Ransom</p> <p>UNION PRESS EDITOR John Sutherland</p> <p>EXECUTIVE SECRETARY Teresa Capaldo</p> <p>PART-TIME REPRESENTATIVE Tom Behr</p>

36 Years Strong!



