

31 Years Strong!



INSIDE

1 Ponderings of the President	2 CRA Trust Election Results	3 Connecting the Dots: Jante Law	4 Message from UPM-PAC	5 UPM Faculty Mobilizer Position	6 Fall General Membership Lunch and Meeting
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Volume XXXV No. 7, July 2010

Union Press

Ponderings of the President

by Ira Lansing

As this summer and the coming academic year progresses all of us will see many changes on campus, the *least* of which will be administrative—a new superintendent/president and perhaps the changing of the guard (i.e., v-p’s, deans, etc.) that goes with a change at the top. The more significant changes will be the physical ones on campus. After all, who cares who sits in some office someplace? What really matters is how you will get to that office because the parking lots and campuses are torn up by new construction! Now I realize the building has been underway for a couple years now, but until it impacts *me*, it has not happened. Right?! Well now it has an impact on me—on occasion I have been shipped off to a temporary classroom practically in another state and very strange classes are being taught in the Science Center building, classes like history and sociology and Spanish. I understand we must all work through this and get along and be gracious to temporary (you are temporary, right?!) guests, so allow me to share with you some of the unwritten rules of the Science Center building. First, and perhaps most important,

erase your board when your class ends and before you leave. Do not leave it for the next person. That’s just the way it is with us, so go along with it. Second, believe it or not, your presence in a science building gives you an aura of a scientist, and the secret code of scientists requires that your work be free of fraud, deception and lies. This principle was quite clearly stated in 1974 by Richard Feynman, a Nobel laureate physicist. In a speech given that year to the graduating class at Cal Tech he said: “The first principle is that you must not fool yourself—and you are the easiest person to fool.” Regardless of what building you work in, not fooling yourself now takes on a critical new meaning.

For all purposes it appears that we have a “Temporary Agreement” (TA) with the District, on a new contract. The State mediated, don’t-call-it-bargaining bargaining has ended, with both parties saying they have something that their respective constituents should consider. When you consider the potential contract, don’t fool yourself.

Continued on 2

This column has previously said that what will be presented to you, and the TA, has something for everyone to hate. Each of you will consider the changes and decide how it affects you, what are the pluses and minuses, which one outweighs the other. Don't fool yourself. Remember to consider big pictures. Remember that what may not be significant to you could be drastic to many of your colleagues.

There will be time to consider, time to discuss, time to ask questions. The full document, when it is received in electronic form, will be posted on the UPM website (www.UnitedProfessorsofMarin.org) and there will be summaries and membership meetings to further help you make a decision. What is decided with regards to the TA will impact on the rest of your working career at the College of Marin, and

as such, should not be taken lightly. The changes will have an impact on all of you—full-time, part-time, credit, non-credit, instructional and non-instructional. Do not fool yourself.

The General Membership Meeting on Friday, August 13 during flex week will address the TA. Your presence is critical. Besides, UPM provides a free lunch prior to the meeting and dessert at the start of the meeting. Why would you not be there? Informational materials will be distributed prior to the meeting by e-mail and campus mail and UPM will work to see that every member has what it takes to make a decision. Don't fool yourself.

Until then, stay in touch, stay informed, stay involved. Have a restful remainder of the summer.

	<p>Tick-tock, tick, tock, time on the clock. Amount paid to the attorney for the MCC District as reported in the July Board packet: \$8,450.00</p> <p>District Total since start of 2009: \$284,137.50</p>	
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CRA Trust Election Results

Effectively immediately, the CRA Trust comprises: Sarah Brewster, Judy Coombes, Ed Essick (Chair), Ira Lansing and Laurie Ordin (appointed by the UPM Executive Council as per CRA Trust procedure).

CONNECTING THE DOTS

News and Opinion
by Arthur Lutz

JANTE LAW

In 1933 Scandinavian author Aksel Sandemose published a novel about a mythical Danish town he called *Jante*, where personal achievement and individuality were forfeited for the sake of community cohesiveness. Residents were expected to suppress all manifestations of uniqueness or personal success so as not to compromise neighborly relations.

The town established rules of conduct called *Jantelagen* (Jante Laws) to which residents were expected to conform:

Do not think or act like you are special;

Do not think or act like you are smarter or better than others; Do not think that you know more than others;

Do not think that you are more important than others;

Do not think that you are uniquely good at anything;

Do not think that you can teach anything to others; and,

Do not be critical of others.

Sandemose's book was written as a warning against the rising threat of Nazism in Norway with its emphasis on conformity and obedience to authority. Some critics, however, misconstrued his intent as an attack on socialism and trade-unionism for their collectivist ethic.

Surely none of us would want to live or work in a town like *Jante* where individual freedoms and personal aspirations are devalued for the sake of

maintaining uniformity and social cohesion. But is it true that socialism and unionism suppress individuality and personal freedoms in the name of the collective good?

Libertarians and laissez faire capitalists try to convince us that such is the case – that organizations like trade-unions inhibit personal freedom and require obedience to union authority, and that employees (especially academics) would do better if they negotiated directly with management, rather than negotiating as members of an organized bargaining unit. Our current College of Marin interim President and the District's bargaining team have expressed this view.

Those of us who have seen the benefits of having UPM as our bargaining agent, disagree.

If you compare faculty wages (permanent and adjunct) at California community colleges represented by AFT locals, with those where faculty is unrepresented or represented by 'faculty associations,' the difference is striking. Unionized faculty (including at CoM) receive higher wages, greater fringe benefits, and better working conditions and job protections, than their non-union counterparts.

It's a self-serving management fiction that union participation and collective action requires abandonment of independence and personal achievement. On the contrary, it has been through collective union action that we, as CoM faculty, have been able to achieve our fullest potential, both personally and professionally.

Continued on 4

Concerning the importance of collective action, one of the world's leading academics said the following:

"I consider it important, indeed urgently necessary, for intellectual workers to get together, both to

protect their own economic status and also to secure their influence in the workplace." ALBERT EINSTEIN – *on why he became a charter member of the American Federation of Teachers local 552 at Princeton University in 1938.*

A Message from UPM/PAC

The UPM-Political Action Committee provides financial support to candidates and measures that support or benefit education in Marin County and CoM in particular. In advance of the last CoM Board of Trustees election UPM-PAC made a significant effort to oust a sitting board member who had been fairly hostile toward faculty and replace her with someone that we felt would be better for the college and who would better understand faculty issues. Several of us tracked the results of the write in ballots before and after our mailers were delivered and our phone calls were made. The trends indicated that our efforts had an important effect on the outcome of the election and our goals were achieved.

One day after the election results were reported, our former President, Fran White, announced her retirement. It had become clear that the voting balance on the CoM Board of Trustees had tipped and Fran White's strong supporters were no longer in the majority. After three years of stalled bargaining, impasse and facilitation, our bargaining team was finally able to make a bit of headway. It is probably no coincidence that this is happening because of our success in changing the composition of the Board

Money talks, and perhaps if the trustees feel that we are able to influence their candidacies in the future, they might treat us with more respect.

For that reason, I am imploring you to make a donation to UPM-PAC. Any amount will help, but a monthly donation of \$5 or \$10 from every member would give us some real clout. It is the cost of a few cups of coffee or a sandwich. Consider it an investment toward your future salary and working conditions. When we speak before the Board of Trustees at their monthly meetings, several of the members busy themselves with other things, clearly not listening to us. Perhaps knowing that we have money and power will get their attention.

The contribution form is at the back of this newsletter. Dig deep into your pockets!

Laurie Ordin
Co-chair UPM-PAC

Your UPM Website

www.unitedprofessorsofmarin.org

Faculty Mobilizer

United Professors of Marin Local 1610

Salary: \$62.66/hour

Reports to: UPM Executive Council on a weekly basis

Schedule: Part-time, approximately 25 hours/month for three months, may include some weekends, evenings and occasional travel

Begins: mid-August

About the Position

United Professors of Marin (UPM) seeks a highly enthusiastic individual to help oversee efforts to recruit, mobilize for possible work-stoppage, organize, and build solidarity among union members and other unions.

UPM represents all permanent and temporary faculty who work in the credit and non-credit programs at the College of Marin (both Kentfield and Indian Valley Novato campuses). UPM is an affiliate of the American Federation of Teachers (AFT) and the California Federation of Teachers, as well as the AFL/CIO.

Specific Responsibilities

- Plan, launch and direct a new organizing campaign
- Write campaign materials, reports, press releases and fact sheets for review
- Educate faculty unit members on current and future contractual issues, responding to questions on same
- Attend meetings with other labor organizations or community groups for the same purpose
- Recruit non-unit members of the faculty into the Union
- Develop an expertise in campus policies and politics

Qualifications

- Prior campus and/or union organizing campaign experience preferred
- Excellent verbal and written communication skills
- Very well organized
- Able to articulate complex policies and concepts in everyday language
- Able to see projects through to completion
- Fast learner
- Creative and open minded, able to adjust course in mid-stream
- Able to work independently and with direction as needed

This position is outcome oriented and prospective candidates should come prepared to present a plan on how to mobilize for a possible work stoppage, increase membership and participation in UPM's activities and positions as well as greater communication and attendance from membership.

To Apply

Interested candidates should send a letter describing qualifications and experience relevant to the position, with a current resume, to: United Professors of Marin, PO Box 504, Kentfield, CA 94914.

For more information about UPM see: www.unitedprofessorsofmarin.org

Fall UPM General Membership Lunch and Meeting

Friday, August 13

Lunch: College Cafeteria, 12:00-12:40

General Meeting: Fusselman Hall, 12:45-1:25

**UPM and the MMCD have reached a tentative contract agreement!
The rest is up to you.**

During the general Membership Meeting UPM officers will discuss the tentative agreement and voting options for ratification.

Details of the TA will be emailed to members, distributed in campus mailboxes and posted on the UPM website.

Your participation is critical!

UPM Committees and Staff

2010-2011

PRESIDENT

Ira Lansing

BARGAINING TEAM

Paul Christensen (Chief Negotiator)
Theo Fung, Arthur Lutz, Michele Martinisi, Laurie Ordin, Robert Ovetz

UPM-PAC

Arthur Lutz, Laurie Ordin, Co-Chairs

GRIEVANCE OFFICER

John Sutherland

TREASURER

Theo Fung, Co-Treasurer: Mike Ransom

BUDGET MONITOR

Deborah Graham

BAY 10 REPRESENTATIVE

George Hritz

CCC REPRESENTATIVE

Open

NORTH BAY LABOR COUNCIL REP

Tom Behr

PROFESSIONAL AFFAIRS COMMITTEE

Bonnie Borenstein, Carl Cox

WORKLOAD COMMITTEE

Theo Fung, Deborah Graham

HEALTH AND SAFETY COMMITTEE

George Adams, Chris Schultz

PROFESSIONAL STANDARDS COMMITTEE

Arthur Lutz, Bonnie Borenstein

31 Years Strong!



United Professors of Marin

SABBATICAL LEAVE COMMITTEE

Walter Turner (Chair), Patricia O'Keefe, Radica Portello, Chris Schultz

CRA TRUST

Sarah Brewster, Judy Coombes, Ed Essick(Chair), Ira Lansing, Laurie Ordin

UPM EXECUTIVE COMMITTEE

Ira Lansing, Paul Christensen, Bonnie Borenstein, Carl Cox, Deborah Graham, Arthur Lutz, Michele Martinisi, Laurie Ordin, John Sutherland

WEB MASTER

Mike Ransom

UNION PRESS EDITOR

John Sutherland

EXECUTIVE SECRETARY

Teresa Capaldo

PART-TIME REPRESENTATIVE

Tom Behr

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



Use the following list to identify your building representative and how best to contact them. We hope you will use this opportunity as another avenue for communication to and from your Union.

<u>Building:</u>	<u>Contact:</u>	<u>Campus Extension or Email:</u>
Austin Science Center	Ira Lansing	7531
Business Center	Mike Ransom	7579
Dance, Landscape, Fine/Visual Arts	Deborah Graham Tara Flandreau	<u>Deborah.graham@marin.edu</u> 7576
Dickson, 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	<u>tom.behr@marin.edu</u> or <u>Deborah.graham@marin.edu</u>
Physical Education	Ira Lansing	7531
Student Services	Theo Fung	7389

UPM

United Professors of Marin

**American Federation of Teachers
Local 1610
Box 503
Kentfield, CA 94914**

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San Rafael, CA

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: _____

