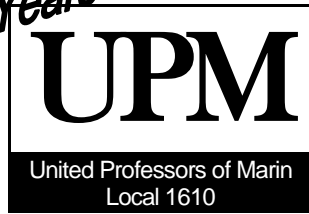


36 Years Strong!



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Volume XXXVI No. 3, March 2011

Union Press

Ponderings of the President by Ira Lansing

In the “Terminator” movies, starring a former governor of California, the battles with the machines had been going on for so long that a generation of humans was alive who knew nothing besides the constant conflict. A similar situation may exist for some of you at the College of Marin—your entire career at the College has seen nothing but on-going contractual negotiations and fact finding. Fortunately now that has changed. By the time you read this, both the College of Marin Board of Trustees and the membership of the United Professors of Marin will have ratified the New Tentative Agreement, now to be called our *current* Contract, 2010-2013. However, much like the aforementioned movies that produced many sequels, there will also be a “next Contract” and its attendant negotiation process.

While it is true that over the last 35 years the average contract negotiation has taken about 19 months, the question before us is do we want to go through another process where it takes five years to negotiate a less than favorable contract? If the answer to this is

“no”, then we must commit ourselves to a new way of doing things that will put us in a stronger position to bargain with the District. We do not have to come together in a “kumbaya spirit”, we can have our differences; but we must present ourselves as a unified faculty, not a faculty of splintered special interest groups as was the case under the previous administration. We can all see the results of that behavior. Indeed, we now will work under the results of that behavior.

If we are to accomplish anything in the next bargaining, the changes must start now. With the help of a grant from CFT, UPM has hired Dan Martin to assist us in this new process. Many of you have met Dan (see www.UnitedProfessorsofMarin.org for more information about him) and have heard his “three pillars” presentation. For those of you who may have missed one of the 14 meetings last month at which he spoke, and to refresh all of our memories, here are the key points of his speech and what we all can expect.

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Pillar #1: *increased membership involvement in UPM.*

I am not UPM, the Executive Council is not UPM. UPM is all of us working together, pooling our time and resources to achieve a better outcome for the membership and the educational community in which we work. While this may seem obvious, even a fundamental tenet of unionism, it must be reinforced to be successful, and a key element of this pillar is an improved model for communication with one another. UPM has already taken the steps to begin this process, as previously shared with the membership.

Pillar #2: *participation in the political process.*

A primary focus of this component is Board of Trustee elections. As community college faculty we are in the somewhat unique position of electing our “bosses”, or at the very least, the bosses who hire our supervisors. Involvement does not necessarily mean hand-picking candidates who are mouthpieces for UPM on the Board. However, we do want to focus on and elect Board of Trustee members who share UPM’s visions and values, and then hold them accountable once elected.

We had a glimmer of how this could work in the last Trustee election. The UPM Political Action Committee (UPM/PAC, a separate and independently funded organization) supported two candidates for election and two for un-election. We were half-way successful—one supported candidate was elected and one was un-elected. I would like to think that the recent changes in administration and contractual attitude are the direct result of the changes in the composition of the Board Trustees.

Pillar #3: *coalition building.*

This would include other College of Marin unions and other Marin County unions, as well as area non-profit, community based organizations (political or not) that share UPM’s visions and values.

We have already experienced what a failure to reach out can produce. Last summer the three groups representing most CoM employees (CSEA, SEIU, UPM) met with the District’s benefit broker. At this meeting potential money saving health care options were discussed with the understanding that more information would be presented at the next meeting. Before the next meeting could take place, one of the groups independently decided to accept a benefit offer made by the District. In the short run this saved their members out-of-pocket health care expenses, but in the long run it could cost them more. The consequence to UPM was the District no longer had incentive to present other plans and limited us to the one that had just been accepted by the other group. Had there been better communication amongst the three organizations, this could have been prevented.

Call them pillars, call them legs of a tripod, call them things we should be doing; whatever you call them, it is not a complicated proposition. It does require an increased sense of unity on the part of our members, and it will most definitely require increased participation by more of our membership. But if 300 people instead of 10 people share the load, the burden is negligible. If we all do our part we will enter the next round of negotiations in a much stronger position than this time. To paraphrase Arnold, “We’ll be back!”, back at the bargaining table, that is. The choice is ultimately yours, but without you, rest assured, next time it won’t happen.

As always, stay informed, stay involved and stay in touch.



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

Amount paid to the attorney for the MCC District for legal services (UPM arbitration, grievance and fact-finding) as listed in the March 15 Board Packet:
\$20,750.00



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. Any donation will help, but we will accept any amount or a single, one time donation. Ten dollars per month is the cost of a few cups of coffee and a sandwich. Please consider making an investment toward your future salary and working conditions.

Laurie Ordin, Co-chair UPM-PAC

UPM Committees and Staff

2010-2011

PRESIDENT

Ira Lansing

BARGAINING TEAM

Paul Christensen (Chief Negotiator)
Theo Fung, Arthur Lutz, Michele Martinisi, Laurie Ordin, Patty O’Keefe

UPM-PAC

Arthur Lutz, Laurie Ordin, Co-Chairs

GRIEVANCE OFFICER

John Sutherland

TREASURER

Theo Fung

BUDGET MONITOR

Deborah Graham

BAY 10 REPRESENTATIVE

George Hritz

CCC REPRESENTATIVE

Open

NORTH BAY LABOR

COUNCIL REP

Tom Behr

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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

SABBATICAL LEAVE COMMITTEE

Walter Turner (Chair), George Hritz, Radica Portello,
Chris Schultz

CRA TRUST

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

UPM EXECUTIVE COMMITTEE

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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

36 Years Strong!

UPM

United Professors of Marin

CONNECTING THE DOTS

News and Opinion

by Arthur Lutz

HALF A LOAF

In 1546, John Haywood (playwright, poet, grandfather of John Donne) published a collection of proverbs that he had gathered from various sources and which he titled, *All the Proverbes in the Englishe Tongue*.

Proverbs are sayings which succinctly describe the collective wisdom and experience of human beings.

But proverbs can also serve as propaganda, conveying hidden messages and warnings from a particular perspective. In the case of the proverbs of John Haywood, it was the perspective of the English ruling-class promoting an agenda that justified their economic, political and social hegemony, and warning the feudal under-classes not to contemplate rebellion.

Consider the following proverbs from the Haywood collection:

- *Don't bite the hand that feeds you.*
- *The best things in life are free.*
- *Eat, drink and be merry, for tomorrow you shall die.*
- *Discretion is the better part of valor.*
- *All good things come to those who wait.*
- *A leopard cannot change its spots.*
- *Beggars can't be choosers.*
- *Tomorrow is another day.*
- *Less is more.*
- *It's better to give than to receive.*
- *Rome wasn't built in a day.*
- *The nail that sticks up will be hammered down.*

Proverbs like these celebrate patience and subservience, sending a message to the powerless to accept their plight and refrain from questioning authority or expecting to rise from their station.

Other cultures also have "wisdoms" that defend vested interests and the status quo. The analects of Confucius with their emphasis on "respect for elders"; the fatalistic quatrains of Omar Khayyam; Mother Teresa's moralisms that ennoble poverty and suffering; the Buddhist sutras that attribute human misery to past-life transgressions. All of these writings help ensure that power and control remain in the hands of the establishment.

But the great revolutionary leaders of the world have always rejected these so-called "wisdoms." They believed that they could replace the old ruling-class maxims with new egalitarian idioms that offer hope and the possibility of change. The writings of Karl Marx and Lenin and Mao all represent attempts to empower people by developing a new vernacular for a new society.

Which brings us to the situation in the United States where one of John Haywood's old proverbs – **HALF A LOAF IS BETTER THAN NONE** – is currently being revived by corporate interests in an effort to disenfranchise working people.

It's a proverb that sends a message that employees should be thankful for what they are being offered by management at contract time – half-a-loaf – a reduction in health and retirement benefits – the loss of job security and bargaining rights – a lowered standard of living for themselves and their families – with the implied threat that if they don't accept the half loaf they are being offered, they will lose it all and go hungry.

Continued on 5

But not all employees are being intimidated by this threat. There are many workers and union activists who reject the proverbs and dictums of the past and who are willing to stand up for labor's rights. We are seeing it in Wisconsin and in Ohio and throughout the Middle East.

Hats off to these workers whose militancy is an inspiration to the rest of the labor movement. Perhaps their militancy can also be an inspiration to our faculty at College of Marin, so that when it comes time for us to negotiate our next contract, we won't have to settle for **half a loaf**.

Visit the UPM website for the most recent bargaining updates, newsletters, union announcements and more.

Webmaster Mike Ransom has created a site that allows access to all UPM related information.
 Read about Labor Organizer Dan Martin
 View the new contract
 Keep in touch with your union news

ww.unitedprofessorsofmarin.org



Letters to the Editor

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

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

A Long, Strange Trip

Towards the end of the Grateful Dead's "Truckin," Bob Weir sings that after a "long, strange trip," he's "goin home." Many interpretations of the lyrics exist—"It's about taking acid"; "it's about being on the road"; it's about both." But in the end, who cares? It's a great song.

I do care, though, about the college and about our working conditions and rights, and so I've been thinking about this rock classic a lot lately now that UPM has finally reached an agreement with the District in contract negotiations. UPM has already ratified the new contract by a 92%-8% margin, and the District scheduled a special meeting for Saturday, March 26, of which it designated 15 minutes for inevitable ratification. It has indeed been a long, strange trip.

Among some of the many strange highlights, the District's opening position was that it had no money to give us a raise. Even up to the last minute, word was that lack of revenue made it impossible for the District to put any increase on the salary schedule, and it certainly didn't have the funds to cover our health benefits. All the while, it was paying its high-priced attorney (Larry Frierson) hundreds of thousands of dollars for his role in negotiations. Likewise, the District, under Linda Beam's sage guidance, was committed to going to arbitration over many grievances, all of which UPM won. Here, too, Mr. Frierson represented the District in these arbitrations and charged beaucoup bucks for his services. One wonders how strange this trip would have been had the District simply redirected Mr. Frierson's attorney fees to the faculty salary schedule.

But things change: With the arrival of President Coon, the District offered a

modest increase in salary, and it agreed to cover the cost of health benefits for both full- and part-time instructors. We all deserve to take a deep breath after the years of vicious attacks on our Union. Our Bargaining Team especially deserves a break and a round of applause for its selfless persistence at the bargaining table. Even when President Coon entered the bargaining scene, Linda Beam and Larry Frierson wanted to snub part-timers and limit their health care benefits. Our CB team, however, wouldn't bite and insisted that the District commit equally to both full- and part-time health benefits.

So can we say now at the conclusion of this round of negotiations, like Bob Weir, that we're "goin home"? And if so, what is our new home like? With the damage done over the past years by the White administration and her lackeys, home at CoM will not be the same. We cannot simply "keep on truckin" as if all is and will be well.

As UPM Grievance Officer, I receive daily reports of contractual abuse, and I've witnessed the District's numerous violations of our contract and its wasteful expenditures intended to weaken our Union.

Now is the time to organize and unify so that we are prepared for the next round of negotiations. To this end, UPM has hired labor organizer Dan Martin (See this month's "Ponderings" and "Introducing Dan Martin" in this *Union Press* and on the UPM website for details) to assist us in reunification. Dan's here to help us, but we need to help him too. Get involved, so that we can avoid taking another long, strange trip.

John Sutherland
UPM Grievance Officer

UPM Executive Council Candidate Statements

PERMANENT/PROBATIONARY CANDIDATE STATEMENTS

Note: As per the UPM Constitution and Bylaws, Permanent/Probationary Union members may only vote for Permanent/Probationary Candidates and Temporary Employee Union members may only vote for Temporary Employee Candidates. Statements are listed in alphabetical order by last name.

Bonnie Borenstein: Department of Communication

I am nearing the end of my first two-year term serving on UPM's Executive Council. It has been a learning experience that has both clarified and reaffirmed my commitment to UPM and the right of all teachers to collectively bargain to protect our academic freedom and demand decent working conditions and wages. UPM has had a difficult five years dealing with an administration that apparently had little respect for its members, as evidenced in the administration's intransience at the bargaining table and preference for settling problems through grievance rather than compromise. There are hopeful signs, however, that change is afoot with a new administration and new efforts by UPM to build solidarity to insure against future contract negotiations like the one we have been engaged in for the past four years. I also sit on the Academic Senate and one of my goals has been to work toward improving collegiality between the Senate and UPM. I am beginning to see that happen also. So, despite the fact that unions in general and teachers in particular are under attack from many corners, I am, perhaps oddly, hopeful that UPM over the next two years will re-emerge as a force to be reckoned with, so that we all can command the respect from our employer that we rightly deserve. I ask you again to allow me to serve you and elect me to the UPM Executive Council. Thank you.

Laurie Ordin

I am running for my second term as a member of the UPM Executive Council because I believe that I can help make a positive difference in the professional lives of you, my colleagues. Over the past several years I have served on the Executive Council during very trying times. I have been a member of the Collective Bargaining Team and co-chaired the UPMPAC committee. I have used my professional skills to analyze data in an effort to dispute misleading statements made by the District. Although I am a permanent member of the mathematics department, I had previously spent a number of years as a part time "road scholar" so I understand the concerns of both full time and part time faculty members. I will continue to work for fair wages, benefits and working conditions for all members of our faculty. Most importantly, I will work for the respect that we deserve. I hope I can count on your vote.

John Sutherland

Colleagues:

I'm running for the UPM Executive Council hoping to continue to represent you in our Union. I've been a member of the Executive Council since 2003.

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For the last five years, I've helped to bring you our Union news as the editor of the Union Press, and I've served as UPM Grievance Officer for the past three years, during which time, we have fought and won many arbitrations to ensure our faculty rights. Also, as a (former) member of the UPM Bargaining Team, I assisted in negotiating the highest part-time, pro-rata pay in California. Over my 25 years at the College of Marin I've served in many other capacities as well: I currently Chair the English Department, I've Chaired the Curriculum Committee, I've served as VP of the Academic Senate, I've served as Faculty Co-Chair for Accreditation, and I've sat on many governance committees.

I vow to use my experience in and understanding of college and union affairs to promote your best interests in Executive Council decision making. Thank you for participating in this election.

John Sutherland

John.sutherland@marin.edu

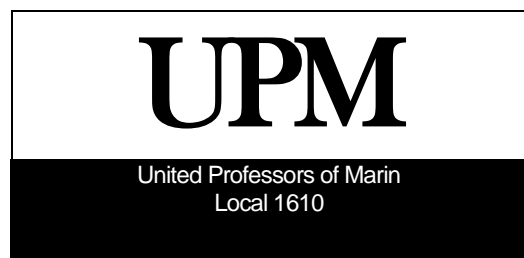
X 7434

TEMPORARY EMPLOYEE CANDIDATE STATEMENTS

Note: As per the UPM Constitution and Bylaws, Permanent/Probationary Union members may only vote for Permanent/Probationary Candidates and Temporary Employee Union members may only vote for Temporary Employee Candidates. Statements are listed in alphabetical order by last name.

Deborah Graham

My name is Deborah Graham. I am a faculty member in the Dance Department at the College of Marin and have been teaching since 1994. In my years at the college, I have been actively involved in many aspects of faculty participation committees. In the past I sat on the Academic Senate for three times and I was a member of the College's Budget Committee. Currently I have been working on UPM's Executive Council since 2003. I was the sole part-timer on the Collective Bargaining team that negotiated part-timers salary to close to parity with full-timers—95%, the highest in the state. As a part-timer I have never been afraid to speak up for faculty rights and the betterment of the college at the Board of Trustees meetings. For the past seven years I have been appointed as UPM's Budget Monitor, in which position I unabashedly request budget information of the administrators that they would prefer not to make public. If re-elected I promise to persist in actively speaking out for part-timers' rights at the Executive Council table and will energetically strive for better workplace conditions for all faculty at the College of Marin.



Introducing Dan Martin

Under a grant from the California Federation of Teachers, UPM has hired Dan Martin to help organize its membership.



Dan, a native San Franciscan, has worked in the Labor Movement for 25 years, most of that time with United Healthcare Workers West. When Dan joined UHW in 1985, membership of the Union was at 24,000 members. Dan was part of a staff team that by 2009, had worked with the rank and file membership to grow the Union to 150,000 members. The Union was also recognized for negotiating the best healthcare industry contracts in the country.

While at UHW, Dan served in a number of staff positions including field representative, assistant director of the Union's Long term Care Division and in

his last 12 years, serving as the Assistant to the President of the Union. In addition to coordinating union wide projects, Dan had administrative oversight over the Union's Education, Research, Communications and Political departments.

UPM has been negotiating with the District for more than four years. Even if an agreement is finally reached in the next few weeks, it is clear that the union needs to work to develop a united front.

Union President Ira Lansing has written "*Without support from within and outside of our own community the next round of negotiations has no reason to be any different than this past one. This understanding is critical for all, but especially those who plan to remain here for more than the next half dozen or so years.*"

Dan will work with the Executive Council to create viable projects that result in our next negotiations being one that we all can be proud of. So if Dan Martin comes up to you with a question or asks for your help, he's the guy. Listen to what he has to say and think about what you can do to make some positive changes."

Dan lives in Fairfield with Maria Ayala-Martin, his wife of 26 years. Dan has two daughters, Jessica (21) and Elizabeth (19) both college students here in California.



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: _____