

30 Years Strong!

UPM

United Professors of Marin

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Volume XXXVIII No. 1 January, 2008

Union Press

Ponderings of the President by Ira Lansing

The following appeared as a letter to the editor of the *Marin Independent Journal* on January 19, 2008. Since many of you may not subscribe to the IJ, it is reprinted here in its entirety:

In the last few months I have read the many letters to the editor centering around the College of Marin "situation". It is curious that many administrators and trustees of the College choose to characterize the issue as one of resistance to change. Your readers should ask, who knows better the need to change than faculty of a community college? Every semester we are adapting our course content and offerings to reflect the ever-changing needs of the community we serve. We experience and embrace change all the time—that is not the issue.

The central problem at College of Marin is lack of respect—lack of respect by administrators and trustees

for the shared governance system, for employee contractual agreements, and a lack of respect for input that questions decisions and suggests other options.

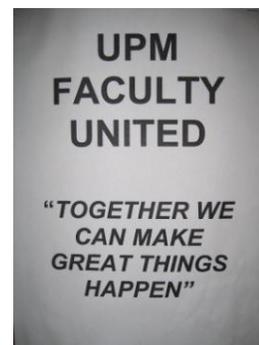
The current administrators and trustees have taken an attitude of "if you don't like it, file a grievance". They have eliminated the ability to communicate and compromise that is essential to any academic institution. And they have done so at the expense of taxpayers' dollars. The District's willingness to go to court where its employees are involved will potentially cost it (actually Marin County taxpayers) tens of thousands of dollars in classified employee job equity and hundreds of thousands of dollars in faculty backpay.

It is not about change, it is about misplaced priorities, intimidation and lack of communication. Until these behaviors change, any other

changes will only shortchange the residents of Marin County.

*Signed, Ira Lansing,
President, United Professors
of Marin*

What I find extremely interesting is that the day before the letter appeared, nearly the exact same sentiments were expressed—independently from me—by numerous faculty at the Opening Day Convocation. One speaker even chastised Fran White to acknowledge the elephant in the room: the distress, frustration and fear felt by so many employees.



It is also of equal interest to note that most opening day ceremonies at College of Marin are poorly attended. This semester's resulted in a nearly full auditorium in Olney Hall. Similarly, the UPM General Membership Meeting that was held during the break that same day had over 110 members present—and no lunch was served!

Clearly people recognize that things are very different, and there is a strong desire not only to know what is going on, but to be heard, to share

their concerns and to try and get real answers.

UPM will continue the practice begun last semester of holding a three day series of informational meetings, once a month, starting in February. At this meeting members will be updated on current events and can ask questions, etc. If you cannot attend any of the meetings or have additional questions or importantly, want to be notified by e-mail of when various events will be taking place, send an e-mail request to

ira@UnitedProfessorsofMarin.org. Your information will be used only to send you a reminder. Please note that last semester many of you filled out a slip of paper for this type of request and you do not need to do so again (Don't remember if you did? If you got a reminder about Opening Day, you have made the request).

So...welcome back, stay informed, stay in touch!



**Tick-tock, tick, tock, time on the clock.
Amount paid to the attorney for the District during the month of November:
\$22,320**



CONNECTING THE DOTS

News and Opinion
by Arthur Lutz

MISUSING THE ACADEMY

On Wednesday and Thursday of Flex Week I visited my office in the Pomo cluster at IVC to prepare for classes and entered into what had all the appearances of a war zone. Armed police officers with assault rifles, wearing gas

masks and protective clothing, were sneaking around corners of a building, pointing their guns in all directions and aggressively yelling to each other and to (what sounded like) a student inside the building, who in turn was screaming obscenities at the officers who were approaching and perhaps attempting to subdue or restrain him or her. And then I heard the pop pop of weapons being fired, five six seven shots, and then more yelling and more cursing. It was reminiscent of the war

games that I played as a child, (but with far more aggression) or old movie shoot-em-ups.

It was, of course, only a training exercise for Marin County law enforcement personnel called, "Active Shooter" training, in which 250 cops from Marin County (about 25 at a time) used our college campus to simulate serious law enforcement situations that might occur throughout the county.

The training took place for fourteen days in December and January and had been announced several times in President White's weekly briefings and elsewhere, including on posted campus notices.

I recognize that there is a need and value of having trained police personnel to protect our county residents, but I question whether our campus, or any college campus, is an appropriate venue for such training. Shouldn't a college campus be preserved as an ideal of *sanctuary* - a place for contemplation and study, where disputes and perceived wrongs are discussed and debated without resort to weaponry and violence? Surely that's why many colleges refuse to allow their security personnel to carry weapons, and why many schools disallow military recruiters on campus – because having quasi-military activities on a campus is inimical to the traditions and values of the *academy* and sullies the ideals and the mission of higher education. Just as one does not see

military-style training in churches, mosques or synagogues, so the same should apply to academic institutions. The willingness of our administration to allow/support/sponsor an activity on our campus that is so contrary to the estimable and righteous mission of our college is unjustifiable and regrettable.

Regrettable, but perhaps not surprising, because I believe their support for this program is emblematic of much that is wrong with our current administration – their lack of respect for educational values and their disregard for a mission that encourages openness, communication and participation, rather than power and authoritarian control.

We are seeing their ethic of power in our bargaining sessions, and we are seeing it in their refusal to approve sick-leave donations for ailing faculty. And we see it in their disregard for Title 5 mandated collegial consultation.

Did our administration consult collegially with our faculty or with our classified staff before turning our campus over to the police SWAT teams and TAC squads? Did they consult with student organizations? Mightn't Dr. White have considered that we would prefer College of Marin to be preserved as an educational safe-haven without having it sullied by tear gas and para-military maneuvers? Will they next allow military recruiters on campus? Or drug-sniffing dogs? Or surveillance cameras?

I support the training of police officers, but a college campus is not the appropriate place to conduct the kind of training that occurred during these past months. True educators honor and defend the more estimable values and traditions of academe. By turning our college into a para-military boot-camp, Dr. White and her administrative team have mis-used a cultural treasure, and have dishonored their credentials as educators.

Grievance Update

To keep our membership informed of current grievances, we provide the following information on the status of Retirement Savings and Graham arbitrations:

UPM Press

Graham

After finding the arbitrator's decision faulty, UPM attorney Bezemek has told UPM that he will file an appeal of the decision because he believes the arbitrator violated rules of arbitration. Bezemek is so certain of violations that he

has said he will file on his own dime.

Retirement Savings

In discussions regarding the arbitrator's decision to award UPM the savings from retirements, Al Harrison told UPM reps that

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he was not aware of the fact that the arbitrator had ordered the District to apply the language of the agreement. The District and UPM were supposed to set up a procedure for implementing the arbitrator's decision, and Mr. Harrison said he would set up a meeting between UPM reps and Julian Ligioso. On January 8, UPM reps met with the empty-handed Mr. Ligioso, who claimed that Mr. Harrison had not given him any information.

UPM reps then supplied Mr. Ligioso with the schedule for making adjustments regarding back pay, but he said he would have to go to the County to get PAY 230 forms. In an email to one UPM rep, Mr. Ligioso said he would have the materials by the end of week. At the week's end, Mr. Ligioso said he could not get the materials until the following week. UPM now has the PAY 230 forms.

Others

Over the past weeks, Grievance Officers Theo Fung and John Sutherland have been meeting with Linda Beam, attempting to resolve grievances and to avoid going to arbitration. Here's a summary of our progress:

Evaluation Deadlines

In one case, the District had inappropriately placed a letter in a unit member's personnel file as a warning

for not getting evaluation materials to the district according to the contractual deadlines. However, the unit member in question had done completed his evaluation. The District acknowledges that the unit member had done no wrong, and is now willing to remedy the situation with the following procedure:

Proposed solution:

- 1) UPM and the District publicize simultaneously (or in a joint communiqué) the contractual responsibilities regarding evaluation timelines. UPM can do this in the Union Press; the District can do so in the President's Monday Briefing. Consequences of missing deadlines will be identified as well.
- 2) Both evaluatee and peer evaluator will be notified (privately) of their obligation to follow (evaluation) timelines. This notification will be a REMINDER of contractual obligations. It will not take the tone of a reprimand. This reminder will not be placed in personnel files.
- 3) The letter will be removed from the evaluatee's personnel file, and no additional letter(s) will be added to it.

It looks like we have reached agreement on this one and are moving towards an agreeable solution.

Conference Leave Denials

Over the past few months, District VP has denied several conference leave requests based on criteria that do not exist in the Contract. In two of the four, VP Martinez has denied leave because the unit members were on sabbatical, this despite the following contractual language:

5.5.3.4 Eligibility While on a Leave.

Unit members shall be eligible for conference leave while on sabbatical leave, but not while they're on any other type of contractually approved leave.

In another case, a unit member was denied leave because the conference was Union related and, VP Martinez claimed, the District declines to fund Union activities; this, despite the following contractual language:

13.15 Paid Conference Leave.

UPM official representatives (a maximum of three per semester) shall be granted no more than two (2) days paid Conference Leave (per person per academic year) to attend union related conferences. Requests for these leaves shall be filed with the PAC and shall meet all other contract requirements.

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Finally, in a stunning bit of logic, the District approved another Union related conference leave request but denied funding for it because Article 5.5.1.2 defines conference leave as "an employment-related conference." Translation: The District does NOT consider anyone serving as a UPM officer or committee member an employee within the District because "employment" is related only

to one's position as instructor, counselor or librarian.

In fact, department chairs, Senate officers, people working on Program Review or Accreditation—in short, anyone being paid for service not immediately related to one's duties as instructor/counselor/librarian --are NOT in that capacity employees within the District and are therefore not eligible

for conference leave funding. That Article 5.5.3.3 specifies funding for "all approved conference leaves" seemed to have no merit in the District's perspective:

5.5.3.3 Travel Award Schedule. The PAC shall award conference money for travel expenditures (including meals) to all approved conference leaves not to exceed \$1,000 per year per unit member.

Welcome back!



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

Dear Editor,

Recent reports about the conflicts between faculty and management have characterized those on the faculty side as a small, vocal group of soon-to-retire, rich white men. I thought this was an interesting perspective since as I looked at the collection of professors holding signs—women and men of various ages and ethnicities - I saw the faces I have seen at teacher appreciation dinners, at graduation and at the college's cultural events (on and off campus). I saw the faces of professors about whom students had reported, "_____ is my favorite teacher" or "Without

_____ I would never have graduated." And I saw the faces of colleagues who within HOURS of finding out I was sick wrote me to offer sick days, support, errands and all kinds of support I would never have imagined. In fact, it has been faculty and staff who have offered their support to me and I am grateful to you all.

Let us never forget that people don't go into teaching for the "big bucks" since (let's get real here) there are no "big bucks" to be had. People go into teaching because they CARE. You have proved this through your actions. I am proud to belong to this faculty and it is not the

buildings or the management or even the highly entertaining Taskforce-to-Discuss-How-
\$%^&ed -Up-Parking -Is that I will miss when I have to leave here - it's the students and it's my colleagues. If you are the vocal minority, then I cast my lot with you and remind you, as Margaret mead said, "Never doubt that a small group of thoughtful, committed people can change the world. Indeed, it is the only thing that ever has."

In Solidarity,

Carla Zilbersmith
Drama Instructor

Letters continued on 6

Dear Editor:

I am disturbed by the growing sentiment on campus that as faculty, we are grossly overpaid. The rationale for this misconception seems to be that we are not teaching our classes, doing course preparation, grading, or sitting in meetings for 37.5 hours per week. Naturally, because we put in many more than 37.5 hours/week (including over the summer and during winter break) as faculty we respond by calculating and voicing the true number of hours it takes to become and remain a good professor, and by listing the tasks that fill these many hours. Although this is important, I do not believe we are addressing the most significant point. It is not possible to quantify what we do. We are not paid for simply the hours we spend in the classroom or working on course preparation. We are paid for what we know and for our ability to take in, analyze, understand, and present new material and techniques and for the responsibilities we shoulder. If we are counting time, we should include those years spent in graduate or technical school and the endless hours spent reading and thinking about new information for which we receive little or no compensation. We are paid for what we know and for our ability to learn it. Among many other things, I could never be an artist; I do not

possess the talent. I assume that not all of us could (or would want to be) scientists. For many reasons, there are few people on the planet that are capable of doing what we do. If this sounds elitist, so be it. As an institution or a society we can only make a decision as to whether what academicians contribute is valuable or not. I assume that most people needing a surgeon understand that they are not just paying the M.D. for the hour spent in surgery. Most of us could greatly increase our salaries if we entered the private sector; we teach for personal rather than monetary rewards. If our administrators feel that we are paid so well for doing so little, I invite them to put in the time and work to obtain the degrees I have that qualify me to do my job. I would also ask if they intend to take on the responsibility of teaching students in overcrowded labs using substandard equipment, chemicals, open flames, and human pathogens.

Our responsibilities to our students are staggering. We can and do change lives. This is an extremely sobering reality; one that none of us takes lightly. On a less philosophical level, our students face fierce competition at four-year institutions and in the workplace. Unprepared students are quickly culled from the system. If as teachers we are not doing our job, it is

apparent immediately. By all quantitative (the number of successful students) and qualitative measures (including our WASC evaluation) the College of Marin faculty is doing an excellent job in this regard. Unlike a faculty member, if an administrator is not doing their job it could be months or even years before the repercussions are felt, and the consequences are not necessarily major or irreversible. Finally as professors, we are mentors. We must train our replacements. This requires many unseen hours spent with tutors, unpaid teaching assistants, and students working with us in research or on projects.

Other responsibilities of faculty members include service to our college and the community. We are members of all campus committees and, when we are treated with respect, look forward to opportunities to serve in this capacity. We are expected, and do, collaborate with our colleagues. We deliver guest lectures on and off campus and flex presentations by faculty are common and well-attended on our campus. We all participate as members of our communities as unpaid consultants and experts. Because of our position as professors, when we represent our fields in the community at large, we are

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held to very high standards and are responsible for opinions and advice given. This is a burden not shared by other college employees. We also serve as the intermediaries between community needs and the College of Marin response to these needs.

In conclusion, if one takes these arguments to their logical end, the number of hours we spend in the

classroom or on committees becomes irrelevant. If I could do my job outside of the classroom in one hour per week it would be because of my intellectual ability and the years I have spent preparing to do so. The relevant question is: Are we doing our jobs? Not, how long is it taking us to do so? I am happy with my choice of careers and would not trade it for any other, except maybe to become an

astronaut. They don't have to grade anything. I am grateful that I was educated at a time when teaching was considered an honorable and vital profession and I am fearful for future generations if teachers become resented and despised, rather than respected, members of our society.

Dr. Jamie Deneris, Biology

The following letter was printed in the Pacific Sun, December 28 – January 3rd.

Concerning the turmoil at COM, there may be an impression that our faculty is protesting mainly because of a dispute over wages. While there are serious pay equity issues at COM, the majority of the faculty who are protesting are doing so because we believe that the policies and practices of the current administration are leading our college into oblivion. They are cutting classes needed for students to graduate, eliminating instructors needed to teach these classes, hiring inordinate numbers of managers and consultants, and they are renegeing on the promises made to Marin taxpayers regarding the \$249 million dollar facilities bond. The result of all this has been a steady decline in student enrollment, the threat of probation by the Western States Accrediting Commission, and a steady loss of community respect for our once highly admired

college. Our faculty is protesting to help reverse this downward slide and insure that our students will be educated, our community will be served, and our college will be preserved.

Arthur Lutz
College of Marin

On January 2nd, Arthur received the following personal response. The sender has agreed that it might be reprinted in the Union Press.

Dear Professor Lutz:

In support of your letter to the editor, Pacific Sun, Dec.28-Jan3rd:

Tragically the administration/board of directors have long since lost sight of the reasons our Community Colleges were first built. As a graduate of the College of Marin in the years when students could

be accepted into the U.C. system, Stanford and yes, Harvard, I now witness my grandsons and their friends having to enroll directly into four year universities. They cannot risk attending our Community College for all the reasons you touch upon in your letter.

All too prevalent in today's world is the hiring of managers and consultants, people who have no responsibility to get the job done, that is, teaching subject matter of an academic curriculum, of actually doing something.

There are many people in Marin who remember the fine College of Marin teachers with whom we studied in the "good old days." What must we do to make our voices heard?

Very Truly,
Corinne Swall White,

Continued on 8

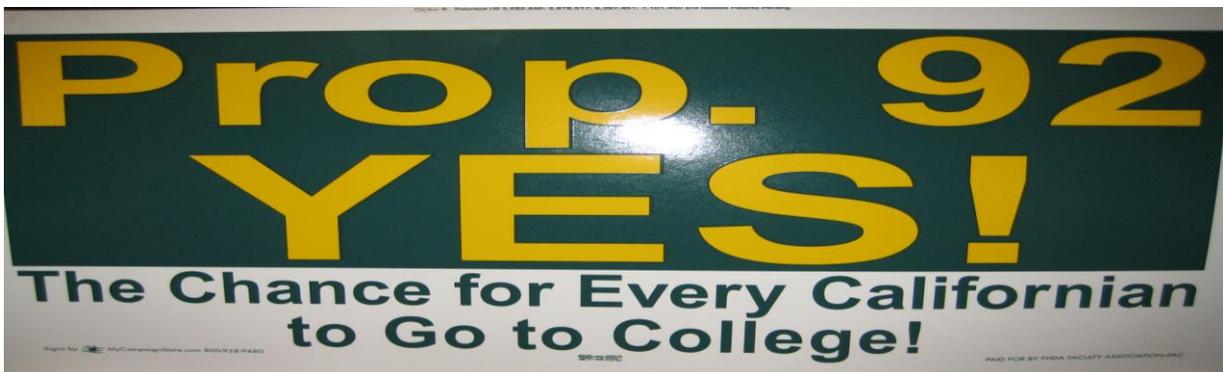
Kentfield
 Univ. of California, Berkeley,
 BA English Lit.
 Juilliard School of Music,
 N.Y. Degree in Voice and
 Opera

Cal State University, San
 Francisco, MA, Music and
 Drama
 Music Faculty, Univ. of
 California, Berkeley

Founding Director, Marin
 Arts Council
 Board of Directors, Marin
 Music Chest (current)

UPM joins the CoM Board of Trustees and administration in supporting Prop 92. We urge you to vote "Yes" on 92!

Prop 92	COMMUNITY COLLEGES. FUNDING. GOVERNANCE. FEES. INITIATIVE CONSTITUTIONAL AMENDMENT AND STATUTE.
OFFICIAL TITLE AND SUMMARY PREPARED BY THE ATTORNEY GENERAL	
COMMUNITY COLLEGES. FUNDING. GOVERNANCE. FEES. INITIATIVE CONSTITUTIONAL AMENDMENT AND STATUTE.	
<ul style="list-style-type: none"> • Establishes in state constitution a system of independent public community college districts and Board of Governors. • Generally, requires minimum levels of state funding for school districts and community college districts to be calculated separately, using different criteria and separately appropriated. • Allocates 10.46 percent of current Proposition 98 school funding maintenance factor to community colleges. • Sets community college fees at \$15/unit per semester; limits future fee increases. • Provides formula for allocation by Legislature to community college districts that would not otherwise receive general fund revenues through community college apportionment. 	
SUMMARY OF LEGISLATIVE ANALYST'S ESTIMATE OF NET STATE AND LOCAL GOVERNMENT FISCAL IMPACT:	
<ul style="list-style-type: none"> • Increase in state spending on K–14 education from 2007–08 through 2009–10—averaging about \$300 million per year, with unknown impacts annually thereafter. 	
Loss of student fee revenues to community colleges—potentially about \$70 million annually.	



Proposed Calendar 2008-2009

Below is the District's draft of the 2008-2009 College Calendar. We're seeking clarification of dates for spring break. You'll notice that the dates on the legend (April 6-11) do not line up with the dates listed in April (13-18). And of course you'll have even more difficulty noticing this inaccuracy since the original is color coded and this reproduction is not. For hi-def color, go to the UPM website to view this newsletter and calendar www.unitedprofessorsofmarin.org (Lower case letters next to each date refer to legend colors: b=blue; gr=gray; g=green; p=pink; pr=purple; y=yellow)

2008							JULY							AUGUST													
																			1	2							
										1	2	3	4	5	3	4	5	6	7	8	9						
							6	7	8	9	10	11	12	10	11	12gr	13gr	14gr	15gr	16p							
							13	14	15	16	17	18	19	17	18y	19y	20y	21y	22y	23y							
							20	21	22	23	24	25	26	24	25y	26y	27y	28y	29y	30b							
							27	28	29	30	31			31b													
SEPTEMBER							OCTOBER							NOVEMBER							DECEMBER						
	1b	2y	3y	4y	5y	6p				1y	2y	3y	4p	2	3y	4y	5y	6y	7y	8p		1y	2y	3y	4y	5y	6p
7	8y	9y	10y	11y	12y	13y	5	6y	7y	8y	9y	10y	11y	9	10b	11y	12y	13y	14y	15y	7	8pr	9pr	10pr	11pr	12pr	13pr
14	15y	16y	17y	18y	19y	20p	12	13y	14y	15y	16y	17y	18p	16	17y	18y	19y	20y	21y	22p	14	15g	16g	17g	18g	19g	20g
21	22y	23y	24y	25y	26y	27y	19	20y	21y	22y	23y	24y	25p	23	24y	25y	26y	27b	28b	29b	21	22b	23b	24b	25b	26b	27
28	29y	30y					26	27y	28y	29y	30y	31y		30							28	29b	30b	31b			

2009

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JANUARY

				1b	2g	3
4	5g	6g	7g	8g	9g	10
11	12g	13g	14pr	15pr	16pr	17p
18b	19b	20y	21y	22y	23y	24p
25	26y	27y	28y	29y	30y	31p

FEBRUARY

1	2y	3y	4y	5y	6y	7p
8	9y	10y	11y	12y	13b	14b
15b	16b	17y	18y	19y	20y	21p
22	23y	24y	25y	26y	27y	28p

MARCH

1	2y	3y	4y	5y	6y	7p
8	9y	10y	11y	12y	13y	14p
15	16y	17y	18y	19y	20y	21p
22	23y	24y	25y	26y	27y	28p
29	30y	31y				

APRIL

			1y	2y	3y	4p
5	6y	7y	8y	9y	10y	11p
12	13g	14g	15g	16g	17g	18g
19	20y	21y	22y	23y	24y	25p
26	27y	28y	29y	30y		

MAY

					1y	2p
3	4y	5y	6y	7y	8y	9p
10	11y	12y	13y	14y	15y	16pr
17	18pr	19pr	20pr	21pr	22pr	23b
24b	25b	26	27	28	29	30
31						

JUNE

	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15y	16y	17y	18y	19y	20y
21	22y	23y	24y	25y	26y	27y
28	29y	30y				

JULY

			1y	2y	3b	4b
5	6y	7y	8y	9y	10y	11y
12	13y	14y	15y	16y	17y	18y
19	20y	21y	22y	23y	24y	25y
26	27	28	29	30	31	

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LEGEND:

- Gray – flex activity (mandatory and independent)
- Yellow – instructional days
- Purple – final exam days
- Blue – holidays (campus closed)
- Green – non-instructional days (campus open)
- Pink - schedulable for Saturday classes

Fall convocation: August 15
 Spring Convocation: January 16
 Holidays: Labor Day Sept 1, Veteran's Day Nov 10,
 Thanksgiving Nov 27-29, Winter Break Dec 22-Jan 1
 MLK Jan 19; Pres Days Feb. 13-16, Sp Break Apr 6-11,
 Memorial Day – May 25

	Weeks (including finals and flex)	Instructional days	Finals days	Flex days	Total Days	Saturdays
FALL	16.5	81 (includes 5 Saturdays)	5	4	90	16 (including 5 part of regular semester)
SPRING	17.5	77	5	3	85	15
TOTAL	34	159	10	7	175	

Summer School 2009

6/15 – First Day of Summer School
7/3 (and 7/4) – Independence Day Holiday
7/25 – Last Day of Summer School
7/28 – Grades Due for Summer 2009

UPM Officers, Committees and Staff

<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 OFFICERS Theo Fung/John Sutherland</p> <p>TREASURER Theo Fung</p> <p>BUDGET MONITOR Deborah Graham</p> <p>BAY 10 REPRESENTATIVE Bonnie Borenstein</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 Paul Da Silva David Rollison Chris Schultz Toni Yoshioka</p>	<p>CRA TRUST Ed Essick (Chair) Sarah Brewster Ira Lansing Robin Lavin Ron Palmer</p> <p>UPM EXECUTIVE COMMITTEE Ira Lansing Paul Christensen Carl Cox Hank Fearnley Arthur Lutz Deborah Graham 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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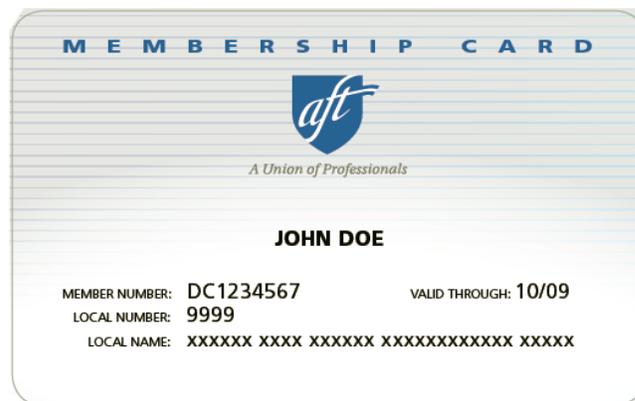
The AFT National Membership Card

AFT NATIONAL MEMBERSHIP CARDS WILL BE MAILED TO ALL AFT MEMBERS IN THE FOLLOWING GROUPS BEGINNING JAN. 15, 2008:

- Full, half, quarter, retired and on-leave AFT members;
- Members in all states except the AFT-NEA merged states of Florida, Minnesota, Montana and New York, which have their own membership cards with national ID number (and with the same privileges and access as the national cards).

THE CARDS WILL:

- Have a unique membership number for each member;
- Show the member's name, the AFT local name and number, and the expiration date;
- Be re-issued in 2009, 2012, 2015 ... and every three years thereafter;
- Give members access to AFT member benefits (once a password is established by using your unique membership ID number on your card, ACCESS will ONLY be through the use of that password, starting Jan. 15, 2008);
- Give 250 members a prize of \$100 each for activating their cards (this offer available for a limited time only);
- Require that every member update his or her personal contact information;
- Be mailed directly to all members at the home address listed in their local's membership data;
- Ask that each card holder activate his or her membership card by going to www.aft.org/members and establishing a password or by phoning 888/AFT-JOIN;
- NOT be mailed to agency fee payers, PEG members, associate members or students (separate membership programs exist for these groups).



FRONT OF CARD



BACK OF CARD

TELEPHONE ATTENDANTS WILL BE AVAILABLE AT 888/AFT-JOIN (888/238-5646) FOR AFT MEMBERS WHO:

- Have not received a card by March 15, 2008;
- Need a replacement card;
- Have questions about the card or about accessing member benefits;
- Want to activate their membership card by phone.

AFTER THE JAN. 15, 2008, MASS MAILING:

- Membership cards will be mailed directly to new members who did not receive a card during the January mailing. This will be done on a monthly basis until the re-issue date when all eligible members will receive new cards.
- Communications about the national membership card will appear in every AFT publication.

Questions? Contact Yvonne Freeman, deputy director, AFT membership, 888/238-5646.

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

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: _____