

30 Years Strong!



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# Union Press

## Ponderings of the President

by Ira Lansing

“Beware the ides of March.”

—*Julius Caesar*, Act I, Scene II

As archaic as this naming convention may be, most people are aware that the date referenced in the Soothsayer’s warning to Caesar is the 15th of the month. Under the heading of “More than you wanted to know about Roman calendars”, the term “ides” refers to the fifteenth in only the months of March, May, July and October. In all other months it is an indication of the 13th. Regardless of the month, it originally was used to denote the approximate middle of the month and this was effective until the Roman Senate started raiding the number of days from other months and making additional adjustments in days to commemorate the emperors Julius and Augustus.

Because of these political shenanigans I am technically prohibited from issuing the warning “beware of the ides of September”. However, the admonishment, with some date flexibility, still stands. On September

15th and 16th UPM and the District return to the table for a type of orchestrated discussions. Originally these dates were scheduled as two more in a long series of fact finding sessions with the State appointed fact finder, Claude Ames. However, after numerous discussions between myself and Superintendent/President Fran White, and with approval by the Board of Trustees and the UPM Executive Council, these dates in September will be used for “facilitated discussions” with Mr. Ames in attempt to resolve *all* outstanding collective bargaining issues. That is, negotiate a contract. Except, as an accommodation to who knows who, these are not bargaining sessions, even though UPM’s bargaining team will be present, as will the District’s, in all likelihood. These are not mediation sessions, even though Mr. Ames will act as one to try and bring the parties together in resolution. And the two days are certainly not fact finding because the State fact finder charges a different rate when that is what is going on.

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It is certainly the hope of the Union that the process will be considered seriously by all involved, and not just another method to delay and avoid significant issues. It is our intention to go into these meetings in earnest and come out with a new collective bargaining agreement. Whether or not that can happen remains to be seen. UPM has received assurances that whoever appears for the District will have authority to negotiate all aspects of the contract, including wages and benefits. You might recall that to date the District's offer on wages for three years is 0%-0%-0%, although some might argue that making no money offer is not the same as offering zero.

Ironically, if the parties are successful in negotiating a new three year contract, it will expire in roughly 9 months and a new round of negotiations would need to commence next spring. There are some creative ways to avoid this state of perpetual negotiations and if a contract is truly forthcoming, then the parties may just be able to adopt some of these solutions that would serve to extend the terms of the contract.

What happens if there is no success on September 15-16? And by the way, it should be apparent within the first couple of

hours of meeting if the process has any chance of succeeding. If no contract results from the facilitated discussions then we return to fact finding, with additional days later in this semester and possibly into the spring semester. Given that the fact finder has requested summary written briefs from each party, a final result is not likely much before next February, exactly one year after the fact finding process started (other districts that have gone through fact finding seem to be able to finish it in one *week*). It is then the option of the District to return to the table with UPM or to accept the fact finder's report or to impose a contract. In the case of all but the first, the faculty can then vote to accept the results or go out on strike in an attempt to bring the Trustees back to the bargaining table. You do the counting: "beware of the ides of March".

As always you are encouraged to stay in touch, stay informed, and stay involved. One effective way to maintain contact is to receive updates via the UPM mailing list. If you are a faculty member and not on it, on know of one who is not, send a request to be added, using a non-CoM e-mail address, to [ira@UnitedProfessorsofMarin.org](mailto:ira@UnitedProfessorsofMarin.org). No salesperson will call. And with that—welcome back one and all.

	<p><b>Tick-tock, tick, tock, time on the clock.</b>  <b>Amount paid to the attorney for the District Total since start of 2009:</b></p> <p><b>\$172,935.50</b></p> <p><b>... and still no contract</b></p>	
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## CONNECTING THE DOTS

News and Opinion  
by Arthur Lutz

### RECTIFYING AN OMISSION

**B**etween 1939 and 1945 the Germans and their Axis partners killed one quarter of the population of Gypsies (Roma) that lived in Central and Eastern Europe.

They offered no justification for this genocide other than that they considered gypsies to be ethnically inferior. And despite repeated calls for the post-war German government to repudiate this Third Reich policy, it was not until 1980, thirty-five years after the end of the war that the West German government issued an apology and admitted that the persecution of the Roma was racially motivated.

It was the same for the Japanese-Americans. From 1942 until 1945, one-hundred-ten-thousand Japanese-Americans were interned in U.S. 'relocation' camps – two-thirds of them were American citizens. But it was not until 1988 that our Congress issued an apology acknowledging that this imprisonment was the result of racial prejudice.

And it was only this past year that our U.S. Congress apologized for the "*cruelty and inhumanity of slavery and Jim Crow,*" and for the atrocities committed against Native Americans.

Sometimes apologies and remedies are a long time in coming. Unfortunately, for many of those who were aggrieved by these policies, this repentance came too late.

But perhaps, better late than never.

So I'm hoping and waiting for President Fran White to recognize and rectify an omission she made in not acknowledging the recent retirement, after 34 years of service, of English Professor David Rollison.

David was a significant member of our faculty at College of Marin for many years. Chair of the English Department, President of the Academic Senate, innovative instructor. Yet two cycles of Dr. White's *Monday Briefing* have passed without mention of David's retirement. Surely this 'omission' should be corrected.

Dr. White's *Monday Briefings* conferred many "kudos" and announced numerous significant (and less than significant) college events, but surprisingly, no mention of David Rollison's retirement.

When current and former students are interviewed concerning their experiences at College of Marin, what is most notable is that they all recognize and praise our faculty. Letters to the editor by students routinely commend their professors. And at opening day convocation, student speakers to a person, all expressed their appreciation for the teachers who helped guide and support them on their educational journeys.

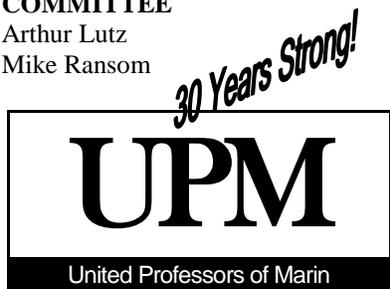
Shouldn't Dr. White also recognize the contributions of professors like David Rollison, who have devoted their careers to help guide students and help make the College of Marin the outstanding educational institution that it is? Especially after 34 years of service?

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It took over 35 years for the German and U.S. governments to rectify the errors that they committed in the past. And while Dr. White's omission of David Rollison's name from her *Monday Briefing* certainly cannot be compared,

surely she can and, I believe should, remedy her omission with a written statement recognizing the retirement, the long years of service, and the significant contributions of our colleague David Rollison.

## UPM Committees and Staff

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### 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.



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](mailto:john.sutherland@marin.edu)

# Did You Know?

A while back at convocation, President White enlightened us with some data in a presentation she entitled “Did You Know...?” In the face of ongoing contract negotiations and on behalf of UPM, I’d like to present a few facts of our own:

Did you know that since bargaining started for the 2007-2010 Contract, the District has spent hundreds of thousands of dollars paying its attorneys to “negotiate”? And yet, we have no contract.

Did you know that to date **for this year alone** the District has paid its star attorney at least \$172,935.50 for legal services?

Did you know that despite **yearly** income **increases** from Marin County taxpayers, the college is still claiming that it does not have any money to give us a raise?

Did you know that the District’s offer of \$0 is how it is rewarding its valuable faculty--The same faculty that the panel of students so highly praised at this year’s convocation?

Did you know that the members of the CoM Board of Trustees have given themselves raises in each of the past two years?

Does anybody know the total number of dollars paid out as a result of failed lawsuits brought against the Fran White District? (One former CoM employee was just awarded over \$50,000 because

the District had failed to give her an ADA accommodation.)

Does anybody know how much the District is spending to defend itself in a criminal lawsuit brought against it by a former administrator?

Does anybody know how much the District paid to get rid of other former administrators, to “clean house”? (In the case of our former Head of Information Technology, the number was well over \$100,000) Can anybody count what it cost to get rid of others—Michael Beebe? Ling Song? Who else?

Did you know that the District has paid hundreds of thousands of dollars for consultants for Educational Master Plans, yet we still don’t have a Master Plan?

Did you know that the District is claiming it has no money to rebuild the college’s track, now condemned, because, as President White reported in the *Marin IJ* (6/26/09), ““The money would have to come from our general fund," [since] "the fields were not part of our bond measure.”

Did you know that the District promised Marin Taxpayers a new Learning Center and renovations to **all** IVC clusters, yet it has since abandoned those plans?

Did you know that the District promised students a new student union building with bond dollars, and it has disregarded those plans as well?

Did you know that the District is spending tens of thousands of dollars to move trees to build a new Fine Arts Center?

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(Were trees in the initial bond proposal?)

Did you know that the District has been paying SunGard \$25,000 per month to manage our new state-of-the art operating system, Banner? (At the August Board meeting, SunGard's contract was extended; current rate: \$30,800+ per month.)

Did you know that the District is spending tens of thousands of dollars on legal services to defend a policy initiated by former CoM VP Anita Martinez, who argued that full time instructors should not teach overload because it was a disservice to students? (Martinez at that very time was acting Vice President at CoM AND full-time instructor at SFCC!!!) UPM has filed successive grievances on this issue, with very likely a third wave to come as we begin scheduling for the spring 2010 semester.)

Did you know that since 2004/2005 (the year after the District offered retirement incentives to approximately 20 retirees) at least another 19 full-time instructors have retired and few positions have been filled (Do the math: Over the past five years, about 10% of our full-time instructors/counselors have retired; part-timers, who do the bulk of the work to supplement the vacancies, earn about 60% of what the full-timers made), and yet the District is still arguing that it has no money for our salary increase??? In my area alone, English, since 2003/2004, we have had six full-time instructors retire and **not a single** replacement.)

Did you know that an instructor in the Tamalpais Union High School District

with eligibility plus 12 semester units or a Master's Degree makes \$98,306?

Did you know that salary comparisons in 2008-2009 ranked CoM #51 of 72 California Community College districts in terms of beginning salary? (#1 Mira Costa=\$69,578; Marin=\$48,304)

Did you know that salary comparisons in California Community Colleges ranked CoM #55 of 72 CC districts for instructors with MA+24-36 units, 10 years of experience? (#1 Mira Costa=\$107,361; Marin=\$70,419)

Did you know that Salary Comparisons ranked CoM 53 of 72 CCC districts in terms of maximum salary? (#1 Mira Costa= \$141,401; Marin=\$96,933)

Did you know that of the Bay Ten community colleges and the two other Basic Aid districts in California that College of Marin ranks 10<sup>th</sup> (of 12) in terms of total benefit comparison? (#1 Contra Costa=23,776.33; Marin=\$13,385.76)

Did you know that of the Bay Ten community colleges and the two other Basic Aid districts in California that College of Marin ranks 11<sup>th</sup> in terms of beginning salary? (#1 Mira Costa=\$69,578; Marin=\$48,304)

Did you know that of the Bay Ten community colleges and the two other Basic Aid districts in California that College of Marin ranks 11<sup>th</sup> in terms of beginning total compensation? (#1 Mira Costa=\$86,586; Marin=\$61,689)

Did you know that of the Bay Ten community colleges and the two other Basic Aid districts in California that

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College of Marin ranks 11<sup>th</sup> in terms of Mid-career salary? (#1 Mira Costa=\$107,361; Marin=\$70,419)

Did you know that of the Bay Ten community colleges and the two other Basic Aid districts in California that College of Marin ranks 11<sup>th</sup> in terms of Mid-career total compensation? (#1 Mira Costa=\$124,369; Marin=\$83,804.76)

Did you know that of the Bay Ten community colleges and the two other Basic Aid districts in California that College of Marin ranks 10<sup>th</sup> in terms of maximum salary? (#1 Mira Costa=\$141,401; Marin=\$96,933)

Did you know that of the Bay Ten community colleges and the two other Basic Aid districts in California that College of Marin ranks 11<sup>th</sup> in terms of

maximum total compensation? (#1 Mira Costa=\$158,409; Marin+ \$110,318.76)

Did you know that Trustee Paterson acknowledged in the *Marin IJ* (8/26/09) that the college has a “**\$4,952,145 ending fund balance** - the 11.2 percent of its budget left over at the end of the previous academic year”?

Did you know that the District is planning on imposing a contract that will drastically reduce your rights and take away hard earned benefits for NOTHING in return?

Well, now that you know, do you care to do anything about it?

John Sutherland

**UPM HAS CAMPUS BUILDING REPRESENTATIVES AVAILABLE TO SPEAK WITH YOU.**

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

**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 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