

30 Years Strong!



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Union Press

Ponderings of the President

by Ira Lansing

Hypothesis testing is a major topic in one of the mathematics courses—Introduction to Probability and Statistics—that I teach. The students learn how to formulate hypotheses (including the correct spelling of the plural form of the word) and that this requires what are called the null hypothesis and the alternative hypothesis. The null can be casually presented as the perspective where “nothing is going on”. For example, this drug causes no side effects or this fuel mixture results in no change in gas mileage. The alternative can then be seen as “something is going on”, which may or may not be desirable: the drug does have side effects, the gas mileage does change. I also included in the discussion of hypotheses the difference between “alternative” and “alternate”. Most students can see the distinction when it is explained that an alternate, like an alternate route, is a different way of getting to the *same* place. On the other hand, an alternative is something that is completely *different* in the end. For example, the weather is very nice today, provides an alternative to going to the movies. With the current fact finding

process that UPM and the District are going through, the distinction between alternate and alternative has become very significant.

After the cluster of fact finding days in early June, CoM President Fran White approached me with the comment about fact finding that after all of this is said and done, we still want to have “some quality of life” in this District. One thing led to another and after a few conversations in person and by phone, we worked out what could be an *alternative* to fact finding. Fact finding will be put on hold and the parties will engage in “mediation to resolution”, using the State appointed fact finder as our mediator. What this actually means remains to be seen, but the mutual understanding was that there would be a discussion of “meat and potato” issues (White’s phrase and one that aptly describes that each side has items that are not of primary importance, so let’s talk about the ones that really matter and let go of the others), the parties would commit to working out a three year contract, and there would be “judicious behavior”.

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This last phrase is important because throughout our discussions I expressed concern that this process would just be a way for the District to fill the time between now and September, then throw up its collective hands and say “it didn’t work, back to fact finding”. This last type of behavior makes mediation to resolution an *alternate* process. At least at the presidential level of the Union and the District, there is no desire nor intent to have that happen, hence the statement by White that there would be “judicious behavior”.

Of course what will actually result remains to be seen, but this is an extremely significant change for the parties. One can only hypothesize on the outcome.

UPM will keep you informed of these and other developments through its e-mail list. If you have not requested to be added to the list, e-mail me (non-CoM address, please) at ira@UnitedProfessorsofMarin.org. How also can you stay in touch, informed and involved?



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

Amount paid to the attorney for the District during the month of April:

\$36,802.50

Since the beginning of 2009:

\$122,789.50!!!

... and still no contract



2009 AFT Western Union Leadership Institute

When: July 26-31

Where: UCLA

Scholarships available through CFT

For more information, please contact UPM secretary Teresa Capaldo:
Teresa@unitedprofessorsofmarin.org

CONNECTING THE DOTS

News and Opinion
by Arthur Lutz

Albert Einstein: Role Model

In 1938, Albert Einstein became a charter member of Local 552 of the *American Federation of Teachers AFL/CIO*, at Princeton University. He remained an active union member until his death in 1955.

When he was asked why, as a renowned and well compensated professor with a life-time faculty appointment he felt the need to help organize and participate in a faculty union, he said the following:

*"In a perfect world, academic unions would be unnecessary – academics would be honored and richly rewarded given their inestimable value to society; the academic community would be well governed; justice would prevail, and there would be no inappropriate or untoward intrusions upon the academic enterprise. Unfortunately, I don't believe we live in a world where a 'collegial' governance system alone will serve to protect the interests of the academic community and its members. Therefore: **I consider it important, indeed urgently necessary, for intellectual workers to join together, both to protect their own economic status and... to secure their influence in the political field.**"*

Comments such as these belie Einstein's popular image as an absentminded professor/genius with his 'head-in-the-clouds.' (luftmensch). In fact, nothing could be further from the truth. Einstein was intensely aware of

and engaged in social issues including the struggle for union representation by academic workers.

Einstein felt it was his duty to use his worldwide fame to help advance the cause of social justice. He was a fervent pacifist, socialist, internationalist and an ardent supporter of organized labor. He spoke out vigorously in support of the anti-fascist forces in the Spanish Civil War and attempted to use his prestige and celebrity to denounce Joseph McCarthy at the height of the senator's power, publically urging witnesses to refuse to testify before the House Un-American Activities Committee (HUAC).

Given Einstein's outspoken involvement and support of progressive social causes, it is not surprising that he was the target of a J. Edgar Hoover secret campaign to undermine his influence, a campaign that included "illegally opening his mail, wiretapping, trying to link him to Soviet spies, and attempting to take away his American citizenship and deport him," (detailed by Fred Jerome in *The Einstein File*; St. Martin's Press 2002.)

Einstein was also an outspoken critic of racism, citing racism as America's "worst disease." He was a long time friend of Paul Robeson and W. E. B. Du Bois, and served as co-chair with Robeson on the 'American crusade to end lynching.' When Du Bois (a founder of the NAACP) was indicted by the government on the trumped up charge of failing to register as a "foreign agent," Einstein offered to appear as his character witness, causing the judge to drop the case.

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And when Marian Anderson was refused lodging at Princeton's segregated *Nassau Inn* after a concert, he invited her to stay at his house. She did, and continued to be his guest whenever she sang in New Jersey, even after the hotel had integrated.

Given Einstein's life-long fight for social and political justice, it's not surprising to me that he would be staunch union supporter and activist. Days before he died, he wrote the following:

*"When conditions internal to the university fall sufficiently far below those requisite to sustain a true academic community; when those who fund, control and administer the institution lack sufficient understanding of the essential nature of the community; **academic unions become extremely important as a corrective force. Academic unions act to counterbalance the forces which***

would destroy the special character of the academic community."

There may be some on our faculty who believe that active support and participation in UPM is either unprofessional or unnecessary or irrelevant; that there is somehow a contradiction between intellectual activity and union activism. I suspect however that if the pre-eminent intellectual Albert Einstein were a member of our faculty, he would see no contradiction, and would be among UPM's most vocal and active supporters.

Citations:

Fred Jerome, *The Einstein File*; St Martin's Press 2002

John J. Simon, *Albert Einstein, Radical*; Monthly Review 2005

Ken Gewertz, *Albert Einstein, Civil Rights activist*; Harvard Gazette 2007

Albert Einstein, *Why Socialism?*; Monthly Review 1949

16th Annual

Labor Fest In San Francisco

July 2-July 31

This year is the 75th anniversary of the San Francisco General Strike and the West Coast maritime workers strike. The '34 strike and maritime strike was an important point in strengthening organized labor and bringing hundreds of thousands of workers into our unions. In commemoration of this significant historical anniversary for San Francisco and Northern California labor, LaborFest will be having many special events including an art exhibition, presentations, a labor jeopardy contest as well as a labor film festival that will include videos of the San Francisco general strike. (Laborfest.net)

For more information, go to www.laborfest.net

Fact-Finding Update: Priorities

For about three years now, on your behalf the UPM Bargaining Team has been trying to negotiate a new contract with the District, and yet we have met with many obstacles along the way. You'll remember that our current contract was negotiated for the years 2004-2007.

During the current round of negotiations, the District opened nearly 20 Articles, most of them attempts to "take back" rights we won or paid for over years of previous bargaining. And yet the District has offered nothing (and I mean NOTHING) in return—no cost of living increase, no salary increase. Nada.

The negotiation process initially went through the usual steps: We met at the table to discuss various articles. We later went to impasse and brought in a mediator; and then we moved to fact-finding. Now it appears that we are making another attempt at mediation (See "Ponderings" in this newsletter).

At the most recent fact-finding session, both parties examined finances. We argued that since revenue from Marin County has increased steadily over the past years, the District has the money to give us a raise, or at the very least a COLA increase. The District admits that its revenues have continued to increase though it also argues that they are not growing at the same rate as in previous years.

There's plenty of money for District lawyers (two on the payroll for the fact-finding sessions), one of whom has racked up more than **\$120,000 since**

the beginning of 2009. (The irony is thick in that the District is spending Marin County taxpayer dollars on exorbitant legal fees with the goal of keeping money away from us!) There's money to pay a consultant (SunGard) **\$25,000 per month (!)** to ensure that Banner is working properly. (I am not the only instructor who did not receive a printout of students who had met the prerequisites for my summer class.) There's money to pay other consultants to create an Educational Master Plan. (This on top of the **\$160,000** we paid to Bud Allen to write an EMP. Bud, where are you now?) There's money to expand other "contract services." And there's even enough money to have a Reserve of above 7% of our total revenue.

So what's the problem with this picture? The answer is pretty clear: **Bargaining, mediation and fact-finding have shown that we (UPM) and workers in the other unions are NOT the District's priority.** Nor are our students; nor is education itself.

Will the current proposal to move again to mediation reestablish focus on education? And will the people in the trenches (UPM, SEIU and CSEA workers) be rewarded as we deserve? Will Marin County taxpayers finally see that their tax dollars are going where they want them to go?

Only if the District's priorities value its workers, its students and the reason we're all here in the first place-- education.

John Sutherland

Sabbatical Leave

Because this year only one UPM member applied for sabbatical, we'd like to remind you of the application process. You'll find a complete description in Article 5.6, Sabbatical Leave, but here are the basics:

5.6.1 Purpose. Sabbatical leave of absence shall be granted to eligible (as defined in Article 5.6.3) permanent credit unit members of the regular staff for professional improvement to be attained by study or research.

5.6.3 Eligibility. To be eligible for sabbatical leave a unit member must have six (6) years of permanent, full-time service as a member of the faculty or six (6) years of permanent, full time service since the unit member's last sabbatical leave.

5.6.6.1 Compensation. A unit member on a granted sabbatical leave for a period of one (1) semester or less as of January 1, 1991 shall be paid ninety (90%) percent of his/her salary plus all fringe benefits including retirement contributions he/she would have received had he/she remained in active service. A unit member awarded a sabbatical leave of absence for one (1) year shall be paid sixty five percent (65%) of his/her salary plus all fringe

benefits including retirement contributions he/she would have received had he/she remained in active service.

5.6.8 Application Procedure.

5.6.8.2 Applications for sabbaticals shall be submitted by October 15 in the year preceding the fiscal year in which the sabbatical is applied for.

5.6.8.3 The supervising Vice President shall review the sabbatical recommendations and forward the same to the Superintendent/President and the Board with such recommendations for changes as the Vice President requires to reconcile the recommendations with the educational and financial requirements of the District.

5.6.8.4 The final approval for each individual sabbatical, with said approval based upon the criteria listed in this Article, shall rest with the Board.

ETCUM Rights to Interviews

In light of the District's decision to conduct hiring in three areas (ESL Non-Credit, Physics and Anthropology), the UPM Exec would like to remind part-time CoM instructors of their contractual rights to an interview if they have opted to apply for an open full-time position. Under the contract if you have "a minimum of five (5) years of employment (a total of ten (10) semesters or fifteen (15) quarters) within the MCCD," you "shall be automatically advanced to the interview stage of the hiring process for all permanent positions for which [you] apply and are minimally qualified."

If you have any questions, please see Article 16.1, **Temporary Credit Unit Member: Advancement to Interview**, and/or contact UPM president Ira Lansing.

**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



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		2009-2010
<p>PRESIDENT Ira Lansing</p> <p>BARGAINING TEAM Paul Christensen (Chief Negotiator) x-Hank Fearnley, Theo Fung, Arthur Lutz, x-Mike Ransom, x-John Sutherland Incoming: Tom Behr, Michele Martinisi, Laurie Ordin,</p> <p>UPM-PAC Arthur Lutz</p> <p>GRIEVANCE OFFICER John Sutherland</p> <p>TREASURER Theo Fung, Co-Treasurer: Mike Ransom</p> <p>BUDGET MONITOR Deborah Graham</p> <p>BAY 10 REPRESENTATIVE Rinetta Early</p> <p>CCC REPRESENTATIVE Open Position</p>	<p>NORTH BAY LABOR COUNCIL REP George Hritz</p> <p>PROFESSIONAL AFFAIRS COMMITTEE x-Mike Ransom, x-David Rollison Incoming: Bonnie Borenstein, Carl Cox</p> <p>WORKLOAD COMMITTEE x-Carl Cox, Deborah Graham Incoming: Theo Fung</p> <p>HEALTH AND SAFETY COMMITTEE Jamie Deneris, George Adams</p> <p>PROFESSIONAL STANDARDS COMMITTEE Arthur Lutz, Mike Ransom</p>	<p>SABBATICAL LEAVE COMMITTEE x-Jamie Deneris, x-Don Foss, Chris Schultz, x-Toni Yoshioka Incoming: Patricia O'Keefe, Radica Portello, Walter Turner (Chair)</p> <p>CRA TRUST Ed Essick(Chair), Sarah Brewster, Ira Lansing, Ron Palmer</p> <p>UPM EXECUTIVE COMMITTEE Ira Lansing, Paul Christensen Carl Cox, x-Hank Fearnley Arthur Lutz, Deborah Graham x-Mike Ransom, John Sutherland Tom Behr Incoming: Bonnie Borenstein, Laurie Ordin</p> <p>WEB MASTER Mike Ransom</p> <p>UNION PRESS EDITOR John Sutherland</p> <p>EXECUTIVE SECRETARY Teresa Capaldo</p> <p>x= Leaving position</p>

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