

UPM Membership Application Form

I hereby apply for membership in the United Professors of Marin, AFT Local 1610

Date: _____

Name: _____

Street: _____

City: _____ State: _____ Zip: _____

Home Phone: () _____ Campus Ext.: _____

Social Security No.: _____ Department: _____

Please check appropriate boxes

- 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 via campus mail to the UPM Office, Science Center, room 136

More News from Beyond Marin

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FT Healthcare Calls For Safe Lifting Programs

THE SEVERE SHORTAGE OF HEALTHCARE WORKERS IS LIKELY TO GET MUCH WORSE UNLESS SOMETHING IS DONE to help nurses and other healthcare workers safely lift patients without suffering injuries and chronic pain, AFT Healthcare said March 23 in announcing the results of the first survey to expose the problem of career-ending injuries. "Imagine lifting 200 pounds or more of dead weight by yourself several times a day. That's a typical day for nurses and X-ray techs," said AFT vice president Candice Owley, chair of AFT Healthcare, at a press briefing at the division's professional issues conference. "Construction workers use cranes, package delivery personnel use dollies, yet most healthcare workers are on their own and getting hurt." Nurses and radiology technicians were asked about lifting, transferring or repositioning patients and how it affected their health. The survey found that 56 percent of the nurses and 64 percent of X-ray techs have suffered lifting-related injuries, chronic pain or both. In addition, nearly half the nurses and nearly a third of the X-ray techs said they were considering leaving patient care because of injuries or chronic pain. AFT Healthcare is calling on states to require hospitals to adopt safety programs that provide appropriate lifting equipment and training. The union also wants hospitals to create safe-lift committees that include those who regularly lift patients.

UNION PRESS

Your UPM Newsletter

Volume XXVI
No. 3
March
2006

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Conference Deadline Approaches

THE WESTERN UNION LEADERSHIP INSTITUTE WILL BE HOLDING A PROGRAM OF leadership training at the Asilomar Conference Grounds in Pacific Grove, June 25-30. ULI West is a weeklong training and leadership development program sponsored by the American Federation of Teachers, AFL-CIO. Its purpose is to provide hands-on opportunities to learn union skills, to further acquaint participants with the AFT and its issues and to give them a chance to exchange union information in a casual and relaxed setting. College credit may be available to you for an additional fee.

The deadline for registration is April 18. To register for the Union Leadership Institute West, please contact the UPM office to get a copy of the registration packet.

Grievance Filed

UPM HAS FILED A GRIEVANCE AGAINST THE DISTRICT ON BEHALF OF A UNIT member who was accused, in writing, by her supervisor of a possible criminal conspiracy with another unit member. The allegation concerned a possible "gift of public funds". This accusation came on the heels of the instructor's written complaint to the supervisor regarding the nature of her evaluation. The instructor believes that given her political beliefs and activities, this accusation is retaliatory in nature. UPM is awaiting a response from the District.

Ponderings of the President

By Ira Lansing

THINGS I AM TIRED OF:

1. E-mails with subjects misspelled, like "H*t St*ck 2 Ow_n."

If you can't spell correctly, why would I invest with you? Oh, you say, this is a trick to get past various spam filters. Gee, that kind of deception really instills fiscal confidence in me. Wait; let me get my checkbook.

2. E-mails offering to make me the man my woman always dreams about.

What kind of customer tracking system do you use? After my first purchase you can stop sending me these offers. And on top of it all, I am so satisfied with my purchase, I am e-mailing all of my friends about your product, so you don't have to!

3. "Heads you win, tails I lose" negotiations.

I have flipped a lot of coins, so to speak, in my years with UPM. I understand the posturing that goes on in negotiations. UPM demands a salary increase of a bazillion dollars a year and the administration offers to let us pay them for the privilege of working here. These are opening maneuvers and should be seen only as an indication of

where the middle ground might lie. However, it does not work to offer the current salary schedule with no changes, in exchange for UPM dropping a salary increase proposal. Sure, both parties move away from their original positions towards a middle ground, but don't go to a place where I could be were I not even flipping coins with you! Just tell me you don't feel like coin tossing and no one wastes his or her time.

4. Reverse shell game bargaining.

I just made this name up, but it fits. This is where one side has already decided what the end result must be and what the other party will get - the pea under the shell, so to speak. Then the rest of bargaining, by that side, is just moving the shells around at the table until the other side finally comes around to the preordained end. I'm sure you could imagine other situations in this District where this game could be played (think three-letter acronyms). Of course, after a few wrong guesses, most people would just stop playing the game and leave the table. Unfortunately, in bargaining you cannot just walk away. Unless the next thing happens:

5. The other side does not show up.

Or equally tiring, shows up but is caught in a time warp and has not progressed since the last encounter.

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The *Union Press* is published monthly and distributed to faculty mailboxes on both the Kentfield and Indian Valley campuses. Summer and intersession editions are mailed to each UPM member whose mailing address is current.

The Press is printed by members of CSEA.

The Editor of the *Press* invites members of the faculty to submit articles on topics of interest to union members, such as working conditions, safety, contract articles, and the like. Please submit articles to the Editor, *Union Press*, UPM. The UPM has a mailbox in the mailroom at the Kentfield Campus.

Letters to the Editor are encouraged. All letters should be signed and addressed to Editor, *Union Press*, UPM or emailed to comcarla@yahoo.com.

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The UPM PAC 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.

United Professors of Marin UPM—PAC PAYROLL DEDUCTION FORM

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 ID # 990958 until I revoke this authorization in writing.

Signature: _____ Address: _____

Print Name: _____ City: _____

SSN: _____ Zip: _____

More Ponderings

(Continued from Page 2)

I understand that life happens, unexpected circumstances can occur and whatnot, but please, if words or documents are exchanged with the expectation of a response, follow through—in a timely manner! Then again, maybe it's just me, or perhaps this is some new strategy. I don't know. An interesting variation of this is to pass the pea and shells to someone else, something like moving the shells around and then moving them back and forth between different tables. Very confusing. Hey, maybe this is a bargaining strategy after all. I don't know.

6. Managers blaming UPM, and faculty in general, for all their problems.

Of course, some of you reading this (you know who you are) would say we blame managers for everything. Well, let's think about this. We can blame the administration for inadequate support, improper planning, no planning, poor marketing and not staying on top of problematic situations. These are administrative tasks. They can blame us for out-of-date course content that does not reflect the needs of our learners, failure to properly present course content and being unavailable to our students. These are obligations of all faculty members. Go

ahead everyone, blame away! Furthermore, now don't get me started; administrators cannot continually say that things would be so much better but for the limitations of the contract. Hey! Weren't you there when it was negotiated? Hmm, maybe not (see #5 above). Oh, you mean it happened before you got here. Well, guess what, so did the draft, repressive laws regulating marriage, divorce and a whole host of other things that intrude in my life a heck of a lot more than a collective bargaining agreement does in yours! And if you don't like some of these regulations and contract articles, then work to change them. That's what the collective bargaining process is all about. You may find you have a better chance of success in here than in that big world out there.

Don't worry; this is not an endless list. I will bring it to a close right now. You may be wondering what I am going to do about all of these things of which I am tired. That's an easy one. Nothing! I'm just going to wait for *you* to tell me what to do about them. That is part of your responsibility as a Union member. And if you don't say anything, well, that makes it even easier for me. I'll just rant in another column down the road. Stay informed. Stay in touch.

The President Responds

In response to Peggy Dodge's letter to the editor in the February issue of this newsletter, UPM President, Ira Lansing had the following to say:

MS. DODGE'S CRITICISM OF THE UPM leadership is based on the comments of one individual on the Executive Council. Furthermore, the criticisms stem from statements made by the Executive Council member on a non-UPM listserv, as a member of the Senate-at-Large and not as a UPM official. Ms. Dodge is entitled to her personal opinions, as is this Executive Council member. Ms. Dodge conflates the statements of this individual with official UPM policy, which is not the case. UPM works hard to represent *all* of its members in the most effective way possible. UPM will continue to fight for the rights of Ms. Dodge and of all our members.

UPM welcomes your letters, suggestions and responses. Please email all comments to: comcarla@yahoo.com

Connecting the Dots

News and Opinion by Arthur Lutz

Integrity Problems

WHEN I WAS A BOY, THE LOCAL BARBER IN MY TOWN WAS A MAN NAMED SALVATORE. HE CHARGED 25 CENTS FOR A haircut, but my mother would always give me an extra 10 cents, to give him for a tip. However, I would only give him 5 cents and keep the rest of the tip for myself to buy candy. I was sure Salvatore never caught on.

Time passed, and many years later I decided to return to my old neighborhood to visit Salvatore's barbershop for a haircut. Old Salvatore was still there but now instead of 25 cents, his haircuts cost 15 dollars. But it didn't matter because I was doing well, and after I paid the bill I gave Salvatore a five dollar tip. And he turned to me and said, "So your mother gave you ten dollars for the tip, eh?"

That's how it is in life; no matter how you've moved on, it's difficult to live down your reputation. Henry Kissinger has that problem. And so does Monica Lewinsky. And in the eyes of Salvatore, so did I.

But cheating your barber out of a nickel when you're a kid hardly qualifies as flagrant immorality compared to what some of our elected officials are doing. And I'm not just talking about our national leaders, or even exclusively Republicans. I'm also talking about some of the questionable activities in which our own CoM trustees and administrators are engaged.

Are you aware that one of our trustees, who is required to live in Marin County, really lives and works in Sacramento? This trustee is a vice-president at a Sacramento college and has major duties, which include public and private fund-raising.*

This is unfortunate because one of the reasons that trustees are expected to live in the county where their college is located is so they can be active in the community, representing and promoting the goals and objectives of their school and getting feedback (and donations) from residents. But how can a trustee be actively involved with our county residents while living in Sacramento? And how can a trustee help raise funds for our college if their responsibility is to raise funds for a Sacramento school? Isn't this a conflict of interest?

And what about the rest of our trustees? Doesn't their acquiescence to this kind of arrangement jeopardize our Board's credibility, and their own integrity?

I think the problem is that some of our trustees and administrators think they are exempt from the same ethical standards that apply to the rest of us. They make promises to the voters and to our faculty and then forget about the promises they've made.

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More Dots

(Continued from Page 3)

Like the promise that our administration made to our faculty that we would be intimately involved in all aspects of our school's modernization plan – followed by the creation of a committee structure that effectively excluded us from any real decision-making.

Or the promise they made during the bond campaign that they would maintain all our existing facilities** – followed by the announcement that they wanted to close our Bolinas marine lab.

Or their numerous breaches, flouts and infringements of agreements made with our Academic Senate and UPM representatives.

It appears from all this that our Board and our administration have an integrity problem. And if this is so, I have a suggestion. I suggest that they hire an 'ethicist' to help guide, inform and monitor their decision-making. Our faculty conduct is guided by the AAUP *Statement of Professional Ethics*, as referenced in Article 24 of our Collective Bargaining Agreement. *Where and what are the ethical guidelines under which our administration operates?* The services of an ethicist could help develop such guidelines. It could be the most productive money our Board ever spent because it might restore some integrity to our administrative sector and help them

regain some credibility in the eyes of our faculty, staff and community.

As for my own integrity, I agree that it wasn't too ethical of me to stiff Salvatore out of his tip money when I was a kid, but I'd be willing to apologize and make it up to him if he were still alive. I think our trustees and administrators should also be willing to own up, apologize and do some penance for their ethical lapses. Having an ethicist to educate, guide and monitor their future actions might be a good first step.

And as to our "absentee" trustee? Perhaps this trustee might explain to the new ethicist how a Sacramento-based living and working arrangement serves the people of Marin, and meets the high standards of integrity that we have a right to expect from our College of Marin trustees.

* <http://www.csus.edu/ua/ovp.html>

** 2003 Marin County Voter Information Pamphlet

News from Beyond Marin

(The following articles were taken from AFT Online, the American Federation of Teacher's On-line Newsletter).

Don't Miss the Hot Topics on AFT'S NCLB Blog

WANT A PLACE TO VENT ABOUT your job? Want to tell AFT headquarters staff what you really think of the No Child Left Behind Act? AFT's NCLBLog is inviting members to comment about topics such as the relationship between paraprofessionals and teachers, an AI Shanker podcast (really), principals' evaluations of teachers (not very accurate), an AFT member's congressional testimony on math and science teachers, and a blog-battle royale between our bloggers and someone who thinks unions are too secretive about their contracts. Visit www.letsgetitright.org/blog to join the discussion.

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Know Your Rights

THE ARTS AND HUMANITIES division recently tackled an issue widely viewed, on both sides, as silly, Kafka-esque, and a colossal waste of time. The issue revolved around the proper routing procedure of absence reports. The problem? The routing procedure currently required by Human Resources and by the Dean's office, while perfectly reasonable, does not provide adequate proof that faculty members have fulfilled their end of Article 5.1 of the Collective Bargaining Agreement, which states:

All leaves of absence shall be reported to the immediate supervisor in writing, within three working days after return to duty.

Absent the date stamp from Human Resources, the official file date is confusing. When is an absence report considered late? If it is late because of the routing procedure, it is difficult to ascertain for sure who held it up. Clearly it is the goal of all concerned to make this process as easy as possible for the classified staff, while still insuring that the unit member has proof that he or she has fulfilled a contractual obligation. Currently, we are lucky because the Human Resources staff is very helpful and forgiving if an absence

report is held up in the routing procedure, but this is not a negotiated policy.

Why does this matter? It may not matter at all. However, in a situation where the stakes are higher and the penalties are greater, it is not a bad idea to know your contract and to consult with your UPM advisor should you find any of the language vague. After all, if a policy is not clearly delineated in writing, you may find yourself in compliance one semester and in violation of the same policy when a new Dean or Vice-President arrives on the scene. In this case, the contract is your only protection. It remains constant until it is renegotiated and it reflects an agreement between both parties. If it is the opinion of your UPM representatives that you have faithfully followed the contract, then you are protected from the vagaries and the caprices of a changing administration.

So if you find yourself caught between contract language and administration policy, inform yourself to the best of your ability, cooperate with your supervisor and with our invaluable classified staff to the best of your ability and if necessary, ask your union leadership to explore the Article or Articles in question during the next bargaining period.

Do you know the difference between your chair, your coordinator and your supervisor? Many faculty have been confused on this issue. A coordinator is appointed by management, and his or her compensation for coordinating duties varies from discipline to discipline. The duties of each coordinator are not outlined in the contract, but will be defined soon, in large part by the coordinators themselves, as CoM moves to eliminate some of these positions. If your coordinator position is terminated, you are *not* obligated to continue dispatching the attendant duties without compensation.

Department Chairs are elected for a period of 2 years by their fellow faculty. They serve their departments and by extension, you. The Chair's duties are clearly outlined in Article 8 of the contract and include, among other duties: scheduling, budget management, holding regular meetings, representing the department and overseeing classified and hourly staff.

Remember, both your Coordinator and your Department Chair are your colleagues. Neither is your supervisor. Your supervisor is your Dean. Therefore, when you are required to hand something into your supervisor by a given date, it needs to get to your Dean. Clearly, it's best to keep your Coordinator and your Chair in the loop as much as possible, but be aware that the buck stops with the Dean.