

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

WANTED:

Artist to collaborate on political cartoons

If you are a gifted artist and would like to lend an occasional hand in spicing up the Union News by submitting drawings or collaborating on political cartoons, please contact Carla Zilbersmith at comcarla@yahoo.com or extension 7557.



UNION NEWS

Your UPM Newsletter

Volume XXV
No. 9
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This Month in the News:

Ponderings.....	2
Connecting the Dots	3
A Faculty Perspective.....	4
Know Your Rights.....	6
Sandra Feldman Dies.....	6
UPM Staff 2005	7
PAC Deduction Form.....	7
UPM Membership.....	8



Hurricane Relief from UPM and AFT

ACROSS THE COUNTRY, AFT AFFILIATES ARE DOING THEIR PART TO HELP IN THE aftermath of Hurricane Katrina. Here at the College of Marin, we have two opportunities to do so. You can contribute directly to the Katrina Fund through the College of Marin Foundation or you can attend the HURRICANE KATRINA SILENT AUCTION, which opens September 29th and runs until October 16th as part of the Theater Department's production of FENCES. The SILENT AUCTION is a joint effort by faculty and classified staff, with assistance from the College of Marin Foundation. Items to bid on include several original paintings by esteemed members of CoM's Art Department, paintings and original jewelry by other local artists, weekend vacations to Sea Ranch and Donner Lake, dinner at Pacific Cafe with emeritus professor Jim Dunn, followed by a backstage tour and tickets to Three Penny Opera, your name used as a character name in Edie Meidav's third novel, a murder mystery party featuring some of the Bay Area's finest improvisors and much more. All proceeds will go directly to aid the victims of the hurricane. You can help by announcing the auction to your classes, bidding on one of the many wonderful items or donating an item to be auctioned. To find out more, call the Theater Department at 485-9555.

Continued on Page 4

Stay Tuned for Bargaining Update

BARGAINING EFFORTS CONTINUE AFTER SEVERAL MARATHON SESSIONS WITH management. Over the next weeks important decisions will have to be made. We will continue to keep you informed through announcements in faculty mailboxes. Please watch for these and stay informed.

Ponderings of the President

By Ira Lansing

IN LAST MONTH'S COLUMN, I BRIEFLY mentioned UPM's past involvement with the 50% Law. I would like to elaborate on that adventure and bring you more up to date.

First, quite generally, the 50% Law mandates that at least half – and that is a *minimum* requirement – of the current expense of education (CEE), must be spent in the classroom. The CEE expenditures can include instructional salaries for teachers, aides, lab techs, supplies, etc. The "etc." specifically excludes the cost of counselors and librarians and most administrators. Do not take this list as official; consult the State accounting manual. The rationale for the law is that if you are an educational institution, then most of your money should be spent on "education" (as defined by the State of California). Failure to comply with the 50% Law results in the State Chancellor's Office reducing revenue to the offending District by an amount equal to the amount in violation (again, check the 50% Law for the specifics). However, it does not mandate that the District *spend* to correct the problem, and waivers are often granted. This last aspect is why UPM sued the District to force expenditures in compliance with the law.

At the time of UPM's legal action in the mid 80's, I was still a Union neophyte. My actual role in the process, in addition to having

received (along with 85 other faculty), coincidentally, a layoff notice by the District, was to compute salary schedule scenarios and eventually, to determine the final schedule that resulted from a court ordered settlement. At that time, the UPM charge was led by quite a few people; but our very own psychology instructor Michael Brailoff stands out in my mind as one of the prime "instigators" of the litigation. In fact, I believe Brailoff earned a doctorate based on many of the events and may be able to claim the title of one of the few experts in the State on the 50% Law. Many people subsequently worked with and carried forward the foundation laid by Brailoff. Retired physics instructor, Bob Peterson, was very instrumental in uncovering and tracking District expenses regarding the law. Retired chemistry instructor Manus Monroe, carried on after Peterson. These two were instrumental in uncovering the illegal allocation of "presidential moving expenses" to the CEE. Throughout the rest of the 1980's, and into the 90's, the District seemed to comply with the requirements of the 50% Law, and not marginally so. UPM has assigned various people since then to monitor the District budget in general and 50% compliance in particular.

The monitoring job, while significant, can be somewhat tedious. Merely scheduling a meeting with the designated District personnel

Continued on Page 5

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: _____

Know Your Rights

Sabbatical Proposals Due

Submitted by Mike Ransom

IT IS HARD TO BELIEVE, BUT OCTOBER 15 is just around the corner. That means, if you have ever thought how nice it would be to conduct formal or independent study, or travel for the purpose of research in your field of work, without being tethered to your classroom or office, now would be the time to check your eligibility for Sabbatical Leave. October 15 is the deadline for submitting your application for a leave, starting in Fall 2006.

All the information on who is eligible, what qualifies for a Sabbatical Leave, and how to apply, is contained in Section 5.6 of the Collective Bargaining Agreement.

Once all applications have been received, the Sabbatical Leave Committee will meet to evaluate and rank them. This year it looks like the College can award up to five full time permanent faculty with one or two semester leaves. The Committee will forward the ranked, qualified applications to the supervising Vice-President by December 15, 2005. Successful applicants will be notified of final Board approval shortly thereafter.

This is a very important benefit for unit members. Here's what Don Foss wrote in his final report to the Sabbatical Leave Committee, following the two semester leave he completed Spring 2004:

"The greatest benefit I derived from my sabbatical leave, was the gift of time."

"When I applied for my sabbatical leave I was mentally and physically exhausted."

"My delivery was stale, my material dated, and my attitude lacking in love for my discipline. I desperately needed out of the classroom environment."

"My sabbatical leave gave me time to rest, time to think, and time to work again as a professional geologist. It was the most invigorating and intense learning experience I have had since graduate school. I thank the district for granting me the time to rekindle my love of teaching, retool my geotechnical skills and providing the opportunity for me to do what I was trained to do, study the earth. To summarize, it was a terrific experience. I thank you, my students thank you, and about all my family thanks you."

Don had taught at the College of Marin for 24 years before applying. This was his first sabbatical leave.

Editor's Note: For more information about applying for a Sabbatical, consult your contract or contact one of the members of the Sabbatical Leave Committee. Those members include: Robert Kennedy, Sandy Handsher, Mike Ransom and Ed Essick.

News from Beyond Marin

Former AFT President Dies at 65

SANDRA FELDMAN, FORMER president of the 1.3 million-member American Federation of Teachers, died September 18th, after a long battle with cancer. She was 65 years old.

Feldman was a tireless advocate for labor and for public education. As president of AFT, Feldman was at the forefront of efforts to defend the rights of other employees in the school workplace, nurses and healthcare professionals, public employees and higher education faculty and staff, all of whom AFT represents. In meetings with four US presidents and many legislators, Feldman called for greater investment in public education.

"Sandy's death is a great loss for the AFT personally and professionally and for the children of our nation," said AFT President Edward J. McElroy. Feldman retired as president of the AFT in 2004 for health reasons.

Connecting The Dots

News and Opinion by Arthur Lutz

Eating Our Own Tail

THE *UROBOROS* IS AN ANCIENT symbol represented by a snake or a serpent eating its own tail. It appears in the art of prehistoric Egypt and in the myths of ancient Greece. It is found in Norse and Hindu folklore, and in Aztec, Chinese and Native American legends. And it turns up in the writings of early Christian mystics.

The symbol of the *Uroboros* has been interpreted in various ways, but generally it is seen as a symbol of re-creation. Carl Jung saw it as an archetypal image depicting the cyclical nature of the universe – creation out of destruction – life out of death – a symbol of eternal life through renewal. The mythologist Joseph Campbell also saw the tail-eating *Uroboros* as a symbol of renewal and rebirth but on a more personal level, as an image symbolizing personal triumph over one's inner chaos.

For the College of Marin however, *Uroboros* may symbolize something far less life-affirming and far more ominous. Rather than renewal and the continuity of life, COM's *Uroboros* might be a portent of our inexorable decline and demise, because just as the mythic *Uroboros* con-

sumes its own tail, we too are eating away at our own life's blood, devouring our very essence and reason for being. I'm speaking about the reduction in our class offerings and the faculty who teach them.

According to EMP analyst Bud Allen, in the past 6 years, student headcount at the College of Marin has fallen 33%. Non-credit class enrollments have dropped 53% from 2003 to 2004, and summer school enrollment has decreased 31% between 2003 and 2004.*

The response of our administration to these disquieting statistics has been to view them as justification for reducing both credit and non-credit offerings and instructors, maintaining that it is neither efficient nor productive to operate low-enrolled classes.

But the elimination of classes and faculty can have unintended consequences. As class sections and instructors are reduced, many students are no longer able to complete their degree or certificate requirements at COM. Or they are forced to enroll in sections that conflict with their work schedules. As a result, many students withdraw from school entirely, and some enroll in other

community colleges that provide more comprehensive programs or classes at more opportune times. According to Allen, five hundred students from Marin County have chosen to go to Santa Rosa JC.* And as students leave our school, we can expect further class cancellations and faculty lay-offs in the name of "productivity." It is a vicious cycle that will spiral our college past a point of no return and into irrelevance and oblivion. Like the tail-eating *Uroboros*, we are eating our own tail – feeding on our most vital essence – our classes and our faculty – and slowly but surely we will ooze life.

How can our administration support such a policy? They have millions of dollars that could be spent on expanding educational services and instruction, but their priorities seem to be with architecture and finance management. It's as if they are trustees of a shopping mall or an investment brokerage, rather than a college. Millions are being spent for contractors and attorneys and managers while our classes and instructional services are withering from lack of nourishment. We are eating our own tail.

Continued on Page 5

A Faculty Perspective

A Response to the Last Board Meeting

MY NAME IS GEORGE HRITZ. I have been a teacher for 30 years. I started teaching Automotive Technology at Indian Valley Colleges in 1977. I am the Past President of the California Automotive Teachers Association and I am a current Board member. I am current Board member of the North American Council of Automotive Teachers and I am the Chair of the NACAT Educational Foundation Board. I also represent educators on the Bureau of Automotive Repair Advisory Group.

Some of you know Jeff Foxworthy's act entitled "You know you might be a redneck if ..."

Well.

You know you might be disrespected, if the Board and Administration does not offer a fair salary and benefit package.

You know you might be disrespected, if the Board and Administration hires a consultant to write an Educational Master Plan.

You know you might be disrespected, if the Board and Administration establishes "The Educational Excellence Innovation Fund," which only offers incentives to NEW programs, and ignores successful existing programs that are already doing the criteria established for funding.

You know you might be disrespected, if the Board and Administration close the library, bookstore, and snack bar and reduce police services with no replacement services at IVC.

You know you might be disrespected, if the Board and Administration have a retreat on the Educational Master Plan and no faculty are invited to participate.

And to Student Trustee, Austin Smith: A Board and Administration who establish these policies have no respect for students.

More Hurricane Relief

(Continued from Page 1)

Elsewhere in the country, AFT officers are travelling to hurricane-affected areas and meeting with FEMA and AFT affiliates, to ensure that rebuilding the school infrastructure in New Orleans and other areas is a top FEMA priority. AFT's lobbying will focus on seeing that members' and schools' needs, vis-a-vis the recovery efforts, are met. They will also attempt to ensure that

this tragedy is not used to push an ideological agenda. Donations to the AFT Disaster Relief Fund, which provides direct assistance to AFT members affected by the hurricane, can be made by going to <http://www.aft.org/katrina>.

In the aftermath of the hurricane, AFT healthcare professionals have traveled to the Gulf Coast region to lend a hand. These volunteers are among hundreds of healthcare workers who are heeding the call for skilled professionals in the hardest-hit areas. AFT Healthcare members will work with organizations such as the Red Cross, to provide basic care for Hurricane Katrina victims, who are staying in disaster relief shelters. The nurses are using a provision in their contract to request "volunteering leave" that can be counted as paid or unpaid time.

Meanwhile, the Higher Education Community has stepped forward to help displaced college students stay on track by getting them relocated and enrolled as quickly as possible in other institutions. 35,000 students have been displaced as a result of this disaster. Around the country, offers to students range from waived late fees and in-state tuition for out-of-state students, to full tuition, housing and flights. Active unions at these institutions are lending a hand to incorporate students and help displaced faculty. For details, go to http://www.aft.org/higher_ed/news/2005/katrina.html.

Thanks to all of you who have already given so generously to

More Ponderings

(Continued from Page 2)

can try one's patience. For this reason and others, possibly related to the interest of the individual or the time schedule, the current and previous UPM budget monitors have been part-time instructors, which brings up either one of the most amazing coincidences I have seen – or a most spiteful and retaliatory act, committed by the District.

The previous budget monitor was Jeff Kamler, a part-timer in the DSPS area. Jeff had a real dollar sense about him, perhaps from a family history of retail businesses. You may recall that Jeff managed the UPM Scholarship and Recruitment Fund. Anyhow, unrelated to his budget work, UPM filed a tenure claim on behalf of Jeff. Seems he had done some IR&D work that put him over 60% for the required time and conditions. The claim was denied by the District even though a previous part-timer had done *exactly* the same thing and gained tenure a couple of years earlier. (The agreement resolving the issue the first time did not go to court, and was a one-time only, non-precedent setting agreement). UPM won the Kamler case in Superior Court, but the District won on appeal at the Appellate court level. The court held that Jeff's IR&D work was not "teaching," so it did not qualify for a tenure claim. The Supreme Court denied review.

So, was Kamler's nosing around in the budget and 50% compliance the basis for such dogged pursuit by the District? No, probably just a coincidence!

The current UPM Budget Monitor is Deborah Graham, a part-time instructor in Dance. Deborah has also done an excellent job, including uncovering such creative budgeting as \$300,000 in sociology field trips (this money has since been moved to other mysterious places.) Once again, it looks like the District may be out of compliance with the 50% Law for the past academic year, and very likely for this year as well, pending any negotiated salary increases. Deborah is on it, but coincidentally has been scheduled for no units in her discipline and has also been denied by the District, non-instructional work for teaching units in both the Academic Senate and UPM. Another amazing coincidence, I am quite certain. UPM has filed a discrimination grievance on behalf of Graham, concerning her assignment, or lack thereof.

I know that the importance of the work done by UPM budget monitors, and the often resulting "headaches" to management, have not escaped the District in past years. With so many new administrators, we can rest assured that past feelings of ill will and grudges will not resurface. Anyone UPM or the Academic Senate choose to do ancillary work will be allowed to proceed unimpeded and with full District support. And if these

individuals run into any difficulties, or find themselves losing out on their employment, we can relax and fully appreciate the wonder of the situation, knowing that we live in an amazing age where coincidences are just that – coincidences!

So as always, stay informed, stay involved and let your preferences be known. Without you, there is no UPM.

More Dots

(Continued from Page 3)

So what can be done? Perhaps our faculty might post an ad on ***craigslist*** to read as follows:

WANTED! Educational leaders to help rebuild moribund Community College. Only persons with a commitment to culture and learning will be considered. Successful candidates will replace current Trustees and Administrators who have abandoned their responsibility to preserve and enhance the noble ideals of education and instruction. ***No tail-eaters need apply.***

**Comments to the Board of Trustees, by EMP Consultant Bud Allen, CCS Group: [as posted on the COM Intranet]*