



Local 1610

College of
MARIN

UPM's Tuesday Debriefing

February 12, 2008

State of the...

Over the past few weeks we have heard **President Bush's** State of the Union Address and **Governor Schwarzenegger's** State of the State speech. It is time for a brief State of the Things in UPM That You Probably Care About Address. So...

Collective Bargaining

Both parties are still at the table, although with few, if any, accomplishments. The Bargaining Team is quite attentive and diligent in their proposals and with the few counter-offers that are possible; but the responses from the District's team are very slooow in coming. Their last words were "we'll get back to you".

An unresolved contract costs us all—in increased health care costs, lost wages, increased CRA retirement contributions and numerous unresolved issues (like sick leave contributions, scheduling and assignment issues, etc.)

Program Review

Compensation has been negotiated for all faculty participating in program review. However, there are some caveats! If you are *part-time*: you can take the units for Program Review without the need to reduce your instructional load or other assignment. Program Review is non-instructional work and does not count towards tenure under the law. If you are *full-time* and the Program review units put you over 29.5 but not over 30.5 teaching units for the year: under our Contract a full-time unit member is not penalized or paid overload if their assignment is equivalent to 29.5-30.5 teaching units for the year. In this case your Program Review units will be converted to a dollar equivalent and you will be paid this amount at the stipend rate. For example, if your units equate to \$610 (a number to keep it simple; one unit of overload at Column III, Step 10 is about \$1900), and the stipend rate is \$61/hour (which it is, approximately), you can do up to 10 hours of Program Review work ($\$610 \div \61).

Submit time cards for this to be paid. If you reach your maximum hours and have not finished, go back to the powers-that-be and request additional compensation to complete the task. If you are *full-time* and the Program Review units put you over 30.5 for the year, none of the above applies to you. You will be paid at the regular overload rate for your work.

Retiree Incentive Settlement

The parties are still reviewing the data. Kudos to **Mike Ransom** and **Theo Fung** for the untold hours spent slogging through lists of hundreds of names to verify employment status. Under the arbitrators decision, the deadline for making the final determination is fast approaching, although the Union and the District are in disagreement over how many days 60 days really is!

Save the Dates

The monthly informational meetings will resume again this month. Additional announcements will be forthcoming, but tentatively plan on the following with the locations yet to be determined:

- Thursday, February 21, 3:15 PM
- Friday, February 22, 11:00 AM
- Monday, February 25, 4:00 PM

Have a great week!

UPM Executive Council

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