



## United Professors of Marin

American Federation of Teachers • Local 1610

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### *The District's Proposal on Article 8:*

a.) 37.5 hour work week, with unassigned time for course preparation and *professional duties*. Additional work is expected, but the particular duties are voluntary.

b.) New coordinator positions at the discretion of the District and not negotiable.

c.) Saturdays are part of the regular work week and may be assigned if consecutive to another work day, unless the Saturday is used to maintain a full load or no part-timer is available.

d.) Counselors scheduled by management, changes in schedule must be authorized by management.

e.) Counselors have an additional 7 hours of professional *service*.

f.) No guarantee that 25% of the counseling staff will be assigned to the

academic work year; depends on the needs of the District. Rotation procedures are a recommendation, depending on the needs of the District.

g.) Librarians will be scheduled by management for any hours the library is open, with evening and weekend assignments done on a seniority basis if volunteers are insufficient.

h.) Full-time non-credit assignments are 25 hours per week.

i.) Department chairs submit to the dean a recommended department schedule based on Instructor Assignment sheets.

j.) Overloads of any type may not exceed 6 units in total.

k.) Delete the language that makes serving on hiring committees voluntary and not subject to penalty under the contract.

### *The Way It Is Now:*

a.) No statement about what duties are associated with unassigned hours.

b.) New coordinator positions are negotiated so that they are included in the contract.

- c.) Assignments on Saturdays go to temporary faculty first, or may be voluntarily done by permanent faculty.
- d.) Counselors schedule as a department.
- e.) The additional 7 hours are for *enrichment* and committee work.
- f.) The guarantee is provided for by contract.
- g.) Librarians scheduled for 35 (unspecified) hours per week.
- h.) Non-credit lab work is 30 hours/week; lecture is 20 hours/week, with annual total hours indicated.
- i.) No comparable language.
- j.) Instructional overloads and non-instructional overloads (e.g., committee chairs, Senate or Union positions) can exceed a total of 6 units.
- k.) Serving on hiring committees is voluntary.

***What It Means for All of Us:***

The general position of the District in Article 8 is that faculty will no longer have any control over assignments; we only request, management decides. So much for collaboration and collegiality! Assignments by management also extend into times that were previously unassigned, including Saturdays, and can intrude into times used for preparation, paper work, etc.; and can be participation on committees or doing work of the District's choosing, such as Program Review, hiring, budget, etc.

Many faculty, if not most, already do many of these additional duties on a voluntary basis. To force everyone to do so will certainly increase the quality of the output by putting people into tasks they do not choose to do, right? And

because of the limitations on total overload compensation, some of what was done before, like chairs and other committee participation, may now become voluntary or go undone.

Much of the District's proposed language in Article 8 is vague, general and non-specific. If incorporated into the Contract with language that includes complete management discretion in assignments, there would be no basis left to contest most assignments. In addition, it ignores the fact that we are all professionals and have responsibilities associated with our professions, and that as professionals we recognize our obligation to participate in the institution as *we* may choose. Forcing participation, imposing assignments, increasing voluntary work, does not reinforce professionalism nor support a healthy institution.