



Local 1610

College of
MARIN

UPM's Tuesday Debriefing

March 4, 2008

“Save the Dates”

Calendar Alert!

There are errors in the recently published 2008-09 academic calendar. The printed dates for spring break in April are incorrect, although, if you have a color copy of the calendar, the color-shaded dates in the month of April are correct. In addition, the ending date for instruction and finals in the fall semester are incorrect. This item will be updated when more information is available.

Travel Alert!

As you should know, under Article 5.5 of our Collective Bargaining Agreement, any unit member working at least a 40% assignment is eligible for compensated (expenses and substitutes) conference leave. Up to \$1000 per person in travel funds is available from a negotiated pot of money, administered by the **Professional Affairs Committee (PAC)**. PAC is a committee that consists of two Union representatives and two District representatives and processes (among other things) the individual travel requests. What comes next is the procedure followed by a part-time instructor who requested a conference leave:

File the request at least 15 days prior to the requested leave

- Receive unanimous signed approval of the PAC for the leave
- Arrange for substitutes
- Go to conference
- Upon return file absent report, indicating conference leave
- Submit appropriate receipts for reimbursement up to the approved amount
- Be denied reimbursement, be denied the leave, 5 months later

There is one additional step that was not done by the **Academic Vice-president Anita Martinez**:

- send PAC approved leave to the **Board of Trustees**, since this leave is out-of-state

Actually, in the past this step has been done after-the-fact, and, although the Trustees do not like this, a leave has never been denied because of it. In fact, in the very same semester that the above conference was denied, another one, also out-of-state, for a different faculty member was approved, after the fact! Isn't managerial discretion wonderful! UPM will try to resolve this without a grievance.

Updates

Sick Leave Donations

As previously reported, UPM and the District have successfully approved a one-time only change to the current Contract—unit members may now donate up to 30 days of sick leave to a member with a catastrophic illness. Under the agreement the donations must occur within 30 days of signing by both parties, which was February 25. As of now there are at least four faculty who could benefit from your donations. Get the appropriate forms from HR.

Retirement Incentive Savings Adjustment

Still nothing new to report in terms of resolutions. But the District has raised more issues, previously thought to be resolved, for the arbitrator to decide. Hence, the process is delayed more. So who benefits from these delays? Not the District. It loses credibility in terms of conflict resolution. It has to pay more money in interest (currently almost \$500,000 in *interest only*) the longer the payments are delayed. Not the faculty to whom the money is owed, and has been since 2004. So who is left? Only the person with no incentive to finish; who is compensated, win or lose; and paid by the hour—the **Attorney** for the District.

Article 16 Update: Upgrade List from District

<p>The following rankings identify disciplines in order of need for full-time hires:</p> <ol style="list-style-type: none"> 1. Physical Ed 2. Biology 3. Spanish 4. Art 5. Mathematics 6. Chemistry 7. ESL Credit 8. English Humanities 	<p>The following disciplines immediately qualify for full-time hires because there are no full-timers. The District can now hire in these areas... if it chooses to do so:</p> <ul style="list-style-type: none"> Administration of Justice American Sign Language Environmental Landscape Architecture Japanese Astronomy Real Estate Non Credit ESL Anthropology
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Have a great week!