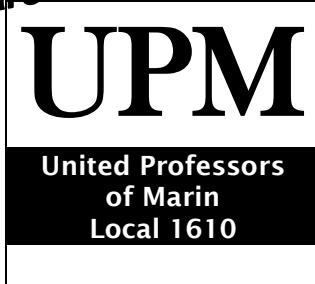


30 Years Strong!



## United Professors of Marin

American Federation of Teachers • Local 1610

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### The Facts Behind the Facts of Fact Finding

What the District is saying to its employees in the Monday *Briefings*:

**Q. What is the status of fact-finding?**

**A.** The fact-finding process began Feb. 23 and 24. The fact finder requested further meetings to be held on April 7 and 8. The fact-finding is not open to the general public.

**Q. Can there be a strike during fact-finding?**

**A.** No. It is illegal to strike during the fact-finding process.

**Q. When will the fact-finding process end?**

**A.** The faculty union requested impasse on 16 articles of the contract, including compensation. It is unknown how long the process will take. We hope there can be consensus reached and that the fact-finding process ends in a timely manner.

**What the District is saying to the public, if you inquire in writing:**

*Thank you for your concern. The Marin Community College District and the United Professors of Marin (UPM) are currently in Fact Finding. The UPM unilaterally filed for impasse after the district did not agree to a 20% salary increase demand by the UPM. We are following the impasse/mediation/fact finding process as defined by the Public Employee Relations Board (PERB). The first Fact Finding hearings were held February 23 and 24. The next Fact Finding hearings will be held April 7 and 8, and are not open to the general public. We are looking forward to the fact finding recommendations and bringing closure to negotiations as soon as possible.*

The only 100% correct statement is that fact finding began in February, further sessions will be held in April and no one knows how long it will take.

The hearings *are* open to Union members and members of the administration. True, this is not the public, but unless you are trying to keep out your own employees, why not say “the hearings are open only to certain employees—specifically members of the Union and the administration”?

And why not say impasse cannot happen unilaterally, it can only be *asked* for unilaterally? If either party has an objection, impasse *does not occur*, and obviously the District did not object because here we are.

And why not say impasse was declared on 16 articles of the contract because the District—not UPM—opened 16 articles of the contract?

And why not say UPM asked for impasse after the District offered 0%-0%-0% for three years of the contract? And since when is an opening offer a final offer? Well, it is if you're the District. Don't like 20%. Make a counter-offer. They did: 0%-0%-0%.

And why not say “We are following the impasse/mediation/fact finding process as defined by the Public Employee Relations Board (PERB) *and as defined by the District*” since the process does allow the parties to continue to discuss and bargain at any time; but the District refuses to do so!

We all are indeed, looking forward to this process ending. When is the big question. So far, in two days of hearings only 100% pro-rata pay for part-timers and some issues associated with leaves (but not yet sick leave) have been discussed. The issues of wages, benefits and much more are still out there for the fact finder to hear.

And as the District has said, they will use the fact finding report and their last best offer to impose a contract, picking and choosing what *they* like, leaving out the rest. And as UPM has said, you either accept it all or reject it all.

Want to always know what the latest is? Send your non-campus e-mail address to [ira@UnitedProfessorsofMarin.org](mailto:ira@UnitedProfessorsofMarin.org) and you will be added to the informational e-mail list (special note: if you requested to be added at the February informational meetings, and about three of you did, please send your information again. It did not get processed correctly. Thanks.)