



Local 1610

College of  
**MARIN**

## UPM's Tuesday Debriefing

May 6

### Kudos

#### *The Tribute to Learning is Teaching*

The above words of wisdom appeared on the paper tag on the string attached to a green tea tea bag. This is a clear indication that one can learn from many sources. Regardless of the source, to share the learning is the job of teachers. As the current academic year ends, UPM extends its deepest gratitude to the following faculty who have officially notified the District of their intent to retire in 2007-08 (as reported in the Agenda for the Board of Trustees meetings): **Robin Lavin, Janet Mackintosh, Marc Russell and Larry Steiner**. If others express a similar intent, UPM will share their names with you at a later date.

### Heard It on the Grapevine

The following quote was taken from an e-mail exchange that recently appeared on the faculty e-mail listserv. The author and topic are not the point. The fact that it was part of a rather lengthy exchange amongst faculty—as are all of the postings on the listserv—is.

*"I never heard anyone on your side accused of being mentally aberrant or sociopathic. Interesting suggestions, though. Thanks."*

UPM **President Ira Lansing** posted the following response on the same listserv:

*All* of you are missing the point: it is *not* "your side/my side". As far as faculty should be concerned, there is only one side—with many points of view!

I can accept that the listserv is a valid forum for people to vent, emote, express, share and even criticize, and possibly in a manner that others find distasteful or discomforting; but if we are not all together on the larger issues, then we will all sink under the weight of a destroyed contract and the loss of rights and privileges associated with wages, benefits and working conditions, that go with it.

The current administration and Board of Trustees (and I am starting to wonder how many of them really know what is going on) have no problem spending \$12,000/month on *interest only* by engaging in illogical delays in an arbitration that was already decided and won by UPM. The money from that should have been in your pocket last February, but the District chooses instead to moan about the cost in payroll of this legal decision, but never questions the tens of thousands of dollars going to their attorney and the expenses compounding in interest every month.

And this payment, when it comes, is *not* your contractual raise. It is money you loaned to the District in 2004 that they are now obligated to pay back to you. Your raise over this and the next two years is 0%-0%-0%, as offered by the administration. All this while **Superintendent/President Fran White** has guaranteed annual salary increases for the life of her contract (not to mention monthly stipends) and the Trustees awarded themselves a 5% raise.

It is not just about the money, but rather the attitude that the Trustees and administrators express towards faculty. Sorry—not just a few faculty dinosaurs or obstructionists, but *all* faculty. When some of us are disrespected because of our beliefs, because of our opinions, because of our membership, because of our job title, then *all* of us are insulted.

If you do not see it this way, you are certainly entitled to your opinions, but be prepared for a severe change in your working environment because the "they" that you perceive is really "*all* of us".

Current contract negotiations are stalled and legally at impasse. It is expected that throughout the summer the process of impasse and fact-finding will grind forward. It will require input and effort from all of you; not too much, but an opinion here and a little leg work there. You can withdraw, but it will still be here when you return in the fall. Consider staying involved and informed. E-mail me at [ira@UnitedProfessorsofMarin.org](mailto:ira@UnitedProfessorsofMarin.org) to get on the information update e-mail list (no spam, no junk). Then you will know what is happening and can decide for yourself.

And on that note—have a great week! *De-briefings* will be taking off for the summer, but the *Union Press* will still be published monthly, year-round.