



UPM's Tuesday Debriefing

October 30, 2007

State Senator Carol Migden Attends Executive Council Meeting

The California senator representing Marin County and parts of San Francisco attended the UPM Executive Council meeting this past week. “What can I do for you?” were the words the Senator offered to the Executive Council and other Union members who were present. An animated discussion followed that lasted over a half-hour, and afterwards Union members and Senator Migden all seemed to have a better understanding of the conditions in the District and what steps might be followed to produce changes. Thank you and you will hear from us again, Senator Migden!

Not Only Is Enrollment Down, and So Are We

The latest district-wide enrollment figures seem to indicate that enrollment this semester is at best flat compared to a year ago, and depending on who and what you count, perhaps even less. Unfortunately, this information will be harder to come by since it was recently announced that the semesterly publication indicating the composition and numbers of our students will be suspended. You may recall this publication; informative, it presented a breakdown of student enrollment by various geographic and demographic factors, complete with pie charts and comparative data columns. Well, no more. The word is that the information will still be available through individual **Program Review**, but where will the overall big picture data be?

What are they trying to hide?

Also missing from the picture is more of us. For the first time in at least 35 years—we would like to say since CoM opened its doors in 1927 but the number is not readily available—the headcount for full-time credit classroom instructors is *below 100*. There are 98 full-time credit classroom instructors. The balance is made up by part-time faculty, the headcount for whom has fluctuated slightly over the past few years. Upon further examination, it may be seen that while there are the same or even more part-timers, their teaching loads have declined. More people seem to be around, but their obligation, because of a smaller assignment, is less.

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Both full-time and part-time instructors can see the difficulties that these decreases (in staff and assignments) bring: less continuity and diminished commitment because of increased obligations to other institutions or other activities. Hiring could have taken place, but the administration, with a few limited exceptions, has chosen not to hire full-time instructors.

So where did all the money go? Each year the dollars in the general budget have increased, the result of increased revenue from property taxes and cost of living adjustments from the State; but that money does not seem to have found its way into instruction or salaries. And at the bargaining table the District is offering over the next three years raises of **zero-zero-zero**.

And the Good News Is...

You personally got your overload or your conference (Well, at least some of you) leave or your units for department chair or coordinator—this time! The District is engaging in “flexible contract interpretations” so that some people get what they ask for and some do not. UPM is actively investigating all of these acts that appear to be quite discriminatory. UPM maintains the position that the Collective Bargaining Agreement must be applied properly and equitably to all unit members. You may be on their good side today, but...

Save the Dates

Two more informational meetings this week:

Thursday, November 1, 3:30 PM, LC-38

Friday, November 2, 11:00 AM, LC-38

Have a good week!

UPM Executive Council

Local 1610