



Local 1610

College of
MARIN

UPM's Tuesday Debriefing

December 11, 2007

“Take It to PERB!”

Those are the words **Larry Frierson**, the chief negotiator and chief litigator for the District, spoke to the bargaining team. PERB is the Public Employment Relations Board. It is the ruling body of last resort—the place State labor unions go when their management violates the rules governing collective bargaining, not necessarily committing a violation of the contract.

The comment arose when the District offered no proposal regarding Article 16 (Upgrading). You may recall that back in June there was a proposal on the table, then in August it was removed by the District and now the District is refusing to discuss it in any way, shape or form. They have said they will refuse to negotiate the content with UPM. Regardless of your perception of the upgrading process, regardless of what you think would be a better procedure, the fact remains that upgrading is in our contract and any changes—regardless of the source—must be negotiated. For the District's representative to say if you don't like it, “take it to PERB”, makes a mockery of the entire collective bargaining process, not to mention, could constitute an unfair labor practice.

Then again, this behavior should come as no surprise to regular readers of this publication. We have seen it before—managers have said repeatedly if you don't like it, grieve it! And where is the incentive for the chief negotiator to reach a resolution when he is the same person who will litigate the issue if it goes to PERB?! A job's a job, eh?

If you have been reading the monthly *Union Press*, you have seen the “Tick-Tock Time on the Clock” accounting (as reported in the agenda for the Board of Trustee meetings) of the fees paid to the attorney for the District. The total money paid for the past year now stands at: **\$163,635.00**.

In a system that is supposed to be based on discussion, that attempts to avoid conflicts by compromise, this take-it-or-leave-it attitude and we won't discuss it posture, furthers adds insult to injury.

They Work Hard, Give Them a Break

District representatives on various contractual committees have told their UPM counterparts that they will no longer be able to meet in committee on a weekly basis (were they ever?). They are too busy. The slowdown of committees comes at a particularly interesting time. While attempting to put together a Fall 2008 schedule one year in advance, there are in UDWC still at least 25 faculty with pending overload issues for this coming spring. Seems as if they will have to wait even longer now.

Maybe the times are changing, but over the past decades administrators have *always* been able to meet their committee contractual obligations. Perhaps if administrators stopped redefining and reinventing the existing contract with every issue, there would be more time for them to do those things they do *and* to meet in the contractual committees.

CoM Employees Get a 5% Raise!

When does it go into effect? Unless you are one of the 7 College Trustees, you won't get it. At the December 11 Board meeting the Trustees will vote themselves something no other employee, except for one, has been offered--a salary increase.

Have a great week!

UPM Executive Council

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