The ABC Network has a new television series this fall called “Flashforward.” The premise of this show is the reverse of a flash _back_. Everyone on the entire planet unexpectedly blacks out at the same time for 137 seconds. After some fairly good special effects that show spectacular crashes and other related tragedies, everyone wakes up with the recollection of having seen a short segment of their lives 6 months in the future. The series develops the various characters’ efforts to determine what happened, why, and whether the forward vision is inevitable.

As I write this column it is a good two weeks (or more, if you procrastinate) before you will actually read these words. Yet it would be very helpful to be able to flash forward to see if some recent and pending events have changed what might come to be six months from now. It did not take 137 seconds, but in a comparably brief time period the president of the College of Marin announced her retirement effective the end of this academic year; an incumbent, appointed member of the CoM Board of Trustees was defeated in her election bid; and a union-endorsed (North Bay Labor Council and others, including UPMPAC) candidate was selected by the voters of Marin County. In addition, on our contract negotiation front, the fact finder who is acting as a facilitator in the “don’t call them bargaining” bargaining sessions stated at the end of what was believed to be the last of these fruitless meetings, he felt there was the potential for “movement” on the part of the District (he did not indicate if he was using geological time frames where the movement was concerned). As a result, he asked for another one or two sessions with the option of bringing the parties together during the entire week of final exams. Consequently, it would be very helpful to be able to have a peek ahead to the upcoming days in December.

The Board of Trustees meets on December 8. This will be the first meeting with the new trustees and, theoretically, this could herald a change in the ideology—at least where faculty are concerned—of the Board. At this meeting new Board officers will be elected, and just who gets what role could

Continued on 2
indicate a potential for resolution with our current labor issues. In addition, the parties will have met the day before with the facilitator, so the true degree of “movement” by the District will also be known. And finally, as a now-departing superintendent/president, our CEO may finally realize she can serve in a role that truly recognizes the value of all faculty and staff, and not just the value of allegiance to only her employers (the Trustees).

When we wake up from the College of Marin’s version of 137 seconds, there will certainly be a wake of destruction to deal with. Trusts and understandings have been strained or broken, communication and transparency have suffered, and all without the use of any special effects. Did each of us have a glimpse into our lives 6 months into the future? Did we see ourselves going about our usual business, or did we see picket signs in our hands? As in the television series, where the characters are never quite certain if their flash forward will come to be, so too will we have to wait and see. At the moment the path seems to be in the direction of the first labor action in the history of the College. But the glimpse that we are now given is tantalizing, and at the same time nerve-racking.

Tim Goodman is a television critic who writes for the San Francisco Chronicle. One of his tag lines is “Everything I know I learned from TV.” We cannot all claim the same thing, but you must realize that at this time it is crucial for you to stay tuned. Find out what is happening before it is broadcast on your local station, if you have not already done so, and subscribe to the UPM e-mail list by sending a non-CoM e-mail address to ira@UnitedProfessorsofMarin.org. You will receive updates as they happen. Also visit the UPM web site at www.UnitedProfessorsofMarin.org where current information is posted. How else do you expect to stay in touch, stay informed and stay involved? There may be 500 channels, but nothing is on.

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**UPM Committees and Staff 2009-2010**

<table>
<thead>
<tr>
<th>PRESIDENT</th>
<th>Ira Lansing</th>
</tr>
</thead>
<tbody>
<tr>
<td>BARGAINING TEAM</td>
<td>Paul Christensen (Chief Negotiator) Tom Behr, Theo Fung, Arthur Lutz, Michele Martinisi, Laurie Ordin</td>
</tr>
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<td>UPM-PAC</td>
<td>Arthur Lutz</td>
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<tr>
<td>GRIEVANCE OFFICER</td>
<td>John Sutherland</td>
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<tr>
<td>TREASURER</td>
<td>Theo Fung, Co-Treasurer: Mike Ransom</td>
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<tr>
<td>BUDGET MONITOR</td>
<td>Deborah Graham</td>
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<td>BAY 10 REPRESENTATIVE</td>
<td>Open Position</td>
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<td>CCC REPRESENTATIVE</td>
<td>Laurie Ordin</td>
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<td>NORTH BAY LABOR COUNCIL REP</td>
<td>George Hritz</td>
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<tr>
<td>PROFESSIONAL AFFAIRS COMMITTEE</td>
<td>Bonnie Borenstein, Carl Cox</td>
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<td>WORKLOAD COMMITTEE</td>
<td>Theo Fung, Deborah Graham</td>
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<td>HEALTH AND SAFETY COMMITTEE</td>
<td>George Adams, Carol Lacy</td>
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<tr>
<td>PROFESSIONAL STANDARDS COMMITTEE</td>
<td>Arthur Lutz, Mike Ransom</td>
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<td>SABBATICAL LEAVE COMMITTEE</td>
<td>Walter Turner (Chair), Patricia O’Keefe, Radica Portello, Chris Schultz</td>
</tr>
<tr>
<td>CRA TRUST</td>
<td>Ed Essick(Chair), Maula Allen, Sarah Brewster, Judy Coombes, Ira Lansing</td>
</tr>
<tr>
<td>UPM EXECUTIVE COMMITTEE</td>
<td>Ira Lansing, Paul Christensen, Tom Behr, Bonnie Borenstein, Carl Cox, Deborah Graham, Arthur Lutz, Laurie Ordin, John Sutherland</td>
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<tr>
<td>WEB MASTER</td>
<td>Mike Ransom</td>
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<tr>
<td>UNION PRESS EDITOR</td>
<td>John Sutherland</td>
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<tr>
<td>EXECUTIVE SECRETARY</td>
<td>Teresa Capaldo</td>
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Graciousness

On November 4th 2008, when John McCain received news that he had lost his bid for the U.S. Presidency, he went on the air and congratulated Barack Obama on his victory and urged his supporters to join him in applauding the new President-Elect. He also generously acknowledged Obama’s campaign team for their ability and perseverance. And rather than blame others for his defeat, Senator McCain accepted personal responsibility for the loss. “Although I fell short,” he told his supporters, “the failure is mine.”

It was an admirable display of graciousness and statesmanship in John McCain’s time of greatest disappointment.

Not so with the statements made by one of the losing candidates in our recent Board of Trustee election. When this contender was informed that she had lost her bid to retain her seat, rather than congratulate the victor and acknowledge the success of her opponent’s campaign and her own failures, she lashed out at our Union and our Political Action Committee and blamed her loss on a ‘last minute’ mailer sent by “a small group of caustic union leaders who are chronically angry, mean and small-time bullies… and who intimidate students and fellow teachers.” (Marin IJ, 11/18)

It was an unbecoming display of pique, petulance and sour grapes, in dramatic contrast to the graciousness and acceptance of personal responsibility shown by Senator McCain.

It’s understandable that Trustee Paterson would be disappointed by the faculty mailer that opposed her candidacy, but to blame her electoral loss on one piece of unflattering campaign literature, seems irrational. As trustee Namnath said, “Her vote to eliminate the college’s football team last spring might have been more important to voters than the faculty union’s last minute mailer.” (IJ 11/18)

In addition to her football vote, there were other issues that were responsible for the voter’s rejection of Ms. Paterson, namely:

- The numerous cost-overruns plaguing Measure C projects.
- The inadequacies of the new Science Center and Fine Arts Buildings.
- The $90,000 Board funded plan to lease 2.3 acres of our Kentfield campus to private developers for retail and commercial use – including a drug store, a hardware store, a wine shop!, a pet store, a brewpub! and 20,000 sq ft of 2nd floor profession/medical offices.
- The arbitrary and excessive legal fees resulting from combative District legal actions against our faculty.
- The decision to remove a discussion of attorney compensation from the Board agenda.
- The District’s failure to sign a collective bargaining agreement with our faculty during the entire two years of Trustee Paterson’s tenure.

Continued on 4
• The possibility of a faculty work stoppage because of the above.
• The bickering and dysfunction on the Board with at least one trustee claiming that important information was being withheld from some trustees by Board officers.
• The attempt (and continuing attempts) to impose a gag order on dissenting trustees to prevent them from making statements to the press.
• The proposal to eliminate GED testing in spite of its importance in preparation for workplace entry and its significance in our college mission.

Perhaps if Ms. Paterson had shown a greater ability to resolve some of the above issues, the voters of Marin would have been more willing to return her to office. But considering her record of failure, her defeat should not have come as a surprise to her, and blaming a last minute mailer to account for her demise, hardly seems reasonable.

Many years ago, when I was a kid in Junior High School, we held an election for student body President. And after the winner was announced, one of the losers broke down in tears. He was a nice boy, and he had tried so hard to win and he was so disappointed. Most of us felt very sorry for him.

But then he started to protest that the election was unfair because the winning kid’s parents had helped their son with his campaign posters. And he continued with his complaints. And then many of us couldn’t help thinking that the losing kid was just a ‘sore loser.’

Perhaps if Ms. Paterson would emulate Senator McCain’s graciousness and acceptance of personal responsibility, her next foray into politics will be more successful.

(References for bulleted items available on request from arthur@unitedprofessorsofmarin.org)

Tick-tock, tick, tock, time on the clock. Amount paid to the attorney for the month of September: $7,685

District Total since start of 2009: $197,930.50
… and still no contract
PAC Notes

Currently the PAC still has available about $15,000. If you intend to apply for funds for conference leave, keeping in mind a few things will expedite processing your request:

1. You must file a request with PAC for any conference leave, whether or not you are requesting PAC funds.

2. Fill out and date the appropriate multi-copy Conference, Honorary Leave, Short Course Request Form for UPM/AFT Unit Members, which are available in the mail room.

3. Attach conference information.

4. Complete the Assigned Hours and Substitute Arrangements Form for Conference or Honorary Leave form. You must also complete, sign and date the CEU Waiver portion at the bottom of the form.

5. Submit the forms and documentation to HR where your request will be time stamped to record when it was received. Under the contract you must submit your request at least 15 days before the first day of leave. If, due to unusual circumstances, you cannot meet the 15 day deadline, you must request a waiver in writing.

6. At the next PAC meeting (generally every Tuesday afternoon throughout the semester) your request and documentation will be reviewed, voted for approval, and sent to the Vice President of Learning. The District is likely to submit requests for travel out of state or country for Board notification or approval at the next Board meeting, before approving them.

7. You will receive a memo from the Vice President of Learning acknowledging your approved leave, along with the 'gold' copy of your request.

8. Retain all receipts for reimbursement

9. Within 60 working days of the last date of leave, complete, sign and submit a Claim for Reimbursement form, available from your Department Assistant, along with a copy of the approval letter from the Vice President of Learning and all of your receipts. (Be sure to make a copy of everything you have submitted as backup.)

If you have any questions regarding leaves, consult your contract (Article 5) and your representatives on the PAC, Bonnie Borenstein (x7435) and Carl Cox (x7423).

Your UPM Website

www.unitedprofessorsofmarin.org

Visit the website for the latest updates on bargaining, to view newsletters or to consult the contract
Class Size Sidebar

The UPM Negotiating Team is collaborating with Academic Senate on a sidebar that will establish a procedure and criteria for determining class sizes. The sidebar will make the Curriculum Committee primarily responsible for class sizes—reductions and increases. Criteria will include Program Review, professional standards, safety concerns, technology issues, SLO's and other relevant matters.

UPM and the Senate have agreed on the sidebar. Now all that we need to wait for is the District’s good will to incorporate it into the bargaining process.

March 4 Strike and Day of Action to Defend Public Education

On October 24, 2009 more than 800 students, workers, and teachers converged at UC Berkeley at the Mobilizing Conference to Save Public Education. This massive meeting brought together representatives from over 100 different schools, unions, and organizations from all across California and from all sectors of public education – Pre K-12, Adult Education, CC, CSU and UC – to "decide on a statewide action plan capable of winning this struggle, which will define the future of public education in this state, particularly for the working class and communities of color."

After hours of open collective discussion, the conference democratically voted, as its principal decision, to call for a statewide Strike and Day of Action on March 4, 2010. The conference decided that all schools, unions and organizations are free to choose their specific demands and tactics – such as strikes, walkouts, march to Sacramento, rallies, occupations, sit-ins, teach-ins, etc. – for March 4, as well as the duration of such actions.

We refuse to let those in power continue to pit us against each other. If we unite, we have the power to shut down business-as-usual and to force those in power to grant our demands. Building a powerful movement to defend public education will, in turn, advance the struggle in defense of all public-sector workers and services.

We call on all students, workers, teachers, parents, and their organizations across the state to endorse this call and massively mobilize and organize for the Strike and Day of Action on March 4.

Let’s make this an historic turning point in the struggle against the cuts, layoffs, fee hikes, and educational segregation in California.

To endorse this call and to receive more information, please contact march4strikeanddayofaction@gmail.com and consult www.savecapubliceducation.org

The CFT endorses this action.
About the scholarship program
The scholarships were established in honor of former CFT President Raoul Teilhet, the charismatic leader of the union during the 1970s when California education employees won collective bargaining.

About the scholarship awards
Scholarships of $3000 are awarded to students entering or attending a four-year university; $1000 scholarships are awarded to students entering or attending a two-year school. The awards are based on academic achievement, financial need, special talents and skills, participation in extra-curricular activities, and a 500-word essay on a social issue about which the applicant feels strongly.

Who is eligible to apply
Scholarships are available to graduating high school seniors and continuing college students who are children or dependents of CFT members in good standing, or children of deceased CFT members. High school seniors who received a Raoul Teilhet Scholarship are not eligible to apply for a continuing college scholarship.

How to obtain an application
To download a scholarship application, go to www.cft.org and click on Scholarships. To obtain a photocopy of the application, contact your local union. To have an application mailed to you, phone the CFT Costa Mesa Field Office.

California Federation of Teachers
AFT, AFL-CIO
Costa Mesa Field Office
2900 Bristol St., Suite C107
Costa Mesa, CA 92626
T: 714/754-6638
F: 714/754-1514
www.cft.org

FOR HIGH SCHOOL STUDENTS and CONTINUING COLLEGE STUDENTS

HIGH SCHOOL APPLICATIONS MUST BE POSTMARKED BY JANUARY 10, 2010
COLLEGE APPLICATIONS MUST BE POSTMARKED BY JULY 1, 2010
Dear Editor, UPM Newsletter

As a result of the recent election for open seats on the CoM Board of Trustees and the distribution of the UPMPAC's political flyer, I've noticed a sharp rise in rancor expressed by some members of the faculty, especially on the listserv.

I suggest we all slow down a moment and consider the fact that we are once again tripped up by style, by personal sensitivities, and the differences in style have driven a wedge between us on the faculty. This wedge should not, nay must not, further divide us lest we lose any remaining sense of the unity required to achieve important goals for us all.

On the one hand we have UPM activists, variously described as a "cabal," whose rhetoric drips with venom and whose behavior is perceived as bullying and self-serving, maybe even bigoted. On the other hand, we have the groveling suckups and scabs and mindless robots who worship the very ground the board members and Fran White walk on.

Isn't it clear that these characterizations are the pitched rantings of overheated and probably insulted but otherwise good and well-intentioned colleagues? Colleagues who have been bruised by the rhetoric and are reacting defensively? The psychology here isn't too tough to figure out, really.

But more important than bruised egos is the task at hand, the goal we hope to attain together as a faculty. I suggest that we as a faculty toughen our skins a bit and turn together to face the real problems, problems we all share. From this point on, let us not assume that a person whose voice is more mild is necessarily a quisling or that a person whose voice is confrontational is necessarily a bully. Let us hear in those voices the different but commonly-bound expressions of engagement, engagement of some real threats to our shared professional character and condition.

Let us extract the wedge between us and turn as one to the real tasks ahead.

Lawrence Tjernell
English Department
College of Marin
Sick Leave: Important Facts

Following is important information regarding your sick leave and sick leave records

Article 5.2.1 of our CBA says:
"Permanent/probationary unit members shall be entitled to 10 sick leave days annually and shall accrue one (1) additional day for every six (6) units or equivalent assignment beyond the full-time work load during the 175 day academic year/workyear or for work assigned during intersession, accumulated indefinitely commencing on the first (1st) day of employment."

Although you should receive regular totals of your accrued sick leave days, you should also be aware that the District does NOT include in these totals the days accrued during intersession or for overload assignments. The District does (or should) keep tally, but in your own interests, you should check with the District to determine the total number of sick leave days you have accumulated—whether through regular assignments, overload or intersession work. To make sure you know what is due to you, it is important to keep contracts for overload or intersession work.

For part-time unit members, Article 5.2.2 says: “Temporary credit unit members shall receive one (1) day’s sick leave for every three (3) units taught per semester, and for every six (6) units assigned during intersession, accumulated indefinitely commencing on the first (1st) day of employment.”

Again, it is important that part-time unit members keep records and check with the District to know the exact total of sick leave days since many part-timers also work during intersession. As with full-time unit members, the District does not automatically tally and notify you of your total number of accrued hours.

<table>
<thead>
<tr>
<th>Building:</th>
<th>Contact:</th>
<th>Campus Extension or Email:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Austin Science Center</td>
<td>Ira Lansing</td>
<td>7531</td>
</tr>
<tr>
<td>Business Center</td>
<td>Mike Ransom</td>
<td>7579</td>
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<tr>
<td>Dance, Landscape,</td>
<td>Deborah Graham</td>
<td><a href="mailto:Deborah.graham@marin.edu">Deborah.graham@marin.edu</a></td>
</tr>
<tr>
<td>Fine/Visual Arts</td>
<td>Tara Flandreau</td>
<td>7576</td>
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<tr>
<td>Dickson, Fusselman Hall</td>
<td>Paul Christensen</td>
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<tr>
<td>IVC Campus</td>
<td>Arthur Lutz</td>
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<tr>
<td>Learning Resource Center</td>
<td>Carl Cox</td>
<td>7423</td>
</tr>
<tr>
<td>Part-time Faculty</td>
<td>Tom Behr</td>
<td><a href="mailto:tom.behr@marin.edu">tom.behr@marin.edu</a> or <a href="mailto:Deborah.graham@marin.edu">Deborah.graham@marin.edu</a></td>
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<tr>
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<tr>
<td>Student Services</td>
<td>Theo Fung</td>
<td>7389</td>
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</table>
United Professors of Marin  
UPM-PAC Payroll Deduction Form

The UPM-PAC (Political Action Committee) provides financial support to candidates and measures that support or benefit education in Marin County and the College of Marin in particular. If you would like to support the UPM-PAC with a monthly contribution, small or large, please fill out the form below and send it to the Payroll Office.

To:     Payroll, College of Marin  
Date: _____________________

I hereby authorize the Marin Community College to deduct from my earnings the sum of __________ beginning in the month of ________, _________ (year), and each month thereafter, and to remit this sum to the United Professors of Marin PAC #990958 until I revoke this authorization in writing.

Signature: ____________________________________________
Print Name: __________________________________________
Address: ____________________________________________
City: _________________________________________________
Zip: _________________________________________________
SSN: _________________________________________________

UPM Membership Application

I hereby apply for membership in the United Professors of Marin, AFT Local 1610

Date: ______________________________ Email:____________________
Name______________________________ SS #:  ____________________
Address:____________________________ Department: _______________
City:_______________________________ Zip:______________
Home Phone:________________________ Campus Ext.:__________

Check the appropriate category:
  ____ I am a permanent credit or non-credit employee or leave replacement.
  ____ I am a temporary non-credit employee on the quarter system.
  ____I am a temporary credit or non-credit employee on the semester system.

Return to UPM Kentfield campus mailbox or UPM Office, Science Center 136