

36 Years Strong!



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Volume XXXV No. 9, September 2010

# Union Press

## Ponderings of the President by Ira Lansing



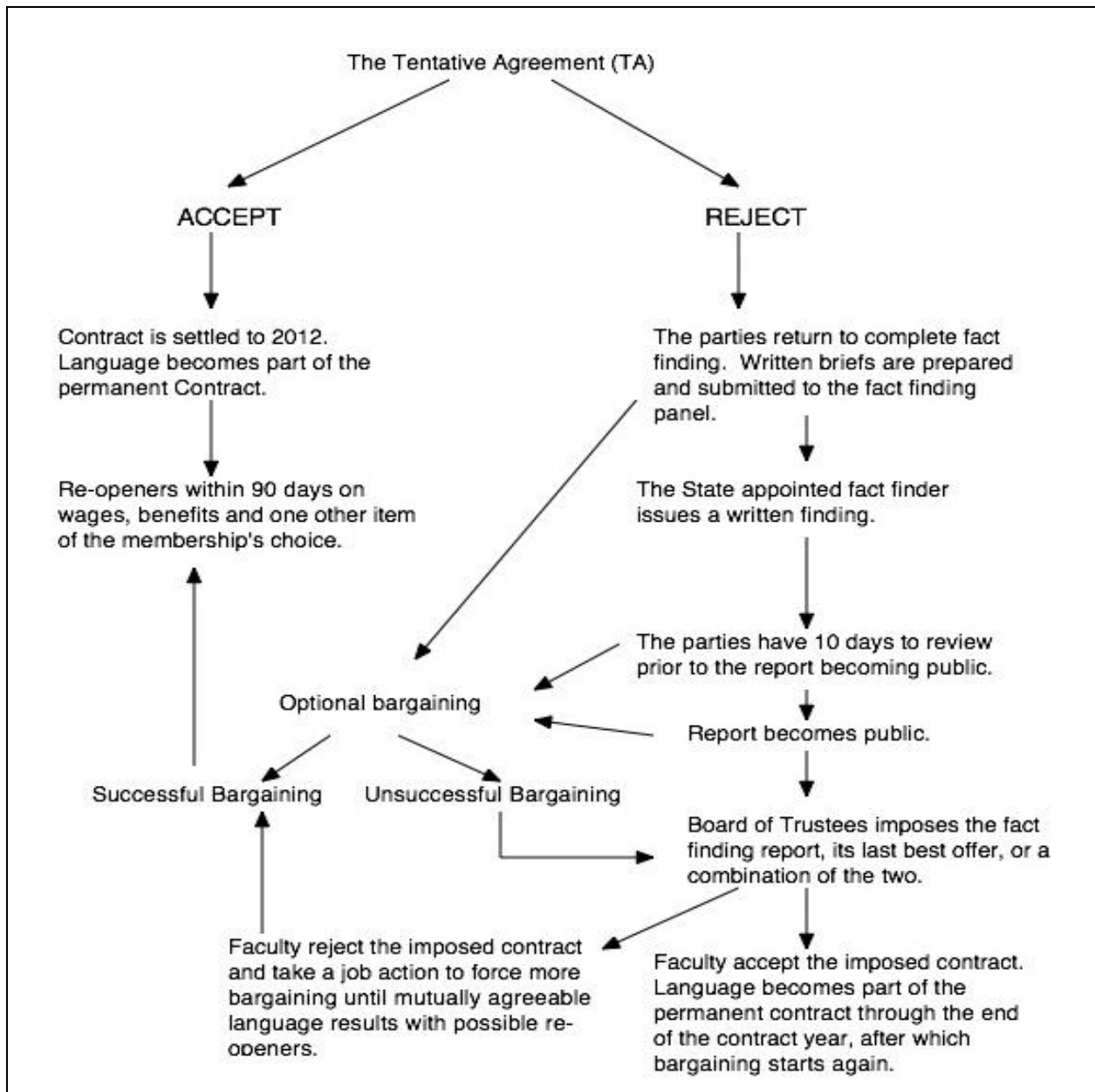
*"It's a lesson to me...the ABC's we all must face/To keep a little grace."*

—Grateful Dead (*"Touch of Grey", In the Dark*)

Over the last month the membership of UPM has met in a series of well-attended Special Membership meetings to discuss, question, argue and analyze the Tentative Agreement (TA). During the beginning of October the members will vote on whether to accept or reject the TA. There is an abundance of information—complete language, summary language, pros and cons, detailed comparisons of

past, present and proposed language—all on the UPM web site at [www.UnitedProfessorsofMarin.org](http://www.UnitedProfessorsofMarin.org). You are strongly encouraged to review this information prior to casting your vote. In addition, the members expressed a preference to see a flowchart that presents the process or sequence of events that would take place if the TA is accepted or if it is rejected. So here for your viewing pleasure is the flowchart.

*Continued on 2*



This is probably one of those times where it seems easier just to explain it

all and looking at it seems quite convoluted.



*Sorry that you feel that way  
Every silver lining's got a touch of gray*

—Grateful Dead (“Touch of Grey”, *In the Dark*)

Continued on 3

But there are many steps that remain, depending on the outcome of the TA vote. Your decision should not be taken lightly; it should not be cast for simplicity or for wishful thinking. Understand the consequences of accepting or rejecting, be aware of the



language on which you are voting and be sure to VOTE!

Regardless of the outcome, you can rest assured that Jerry Garcia and friends knew that in the end:



*We will get by.  
We will get by.  
We will get by.  
We will survive.*

—Grateful Dead (“Touch of Grey”, In the Dark)

	<p>Tick-tock, tick, tock, time on the clock.</p> <p>Amount paid for to the attorney for the MCC District for the month of July:</p> <p style="text-align: center;"><b>\$13,500.00</b></p>	
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### **UPM Building Reps**

Use the following list to identify your building representative and how best to contact them. We hope you will use this opportunity as another avenue for communication to and from your Union.

<u><b>Building:</b></u>	<u><b>Contact:</b></u>	<u><b>Campus Extension or Email:</b></u>
Austin Science Center	Ira Lansing	7531
Business Center	Mike Ransom	7579
Fine/Visual Arts	Tara Flandreau	7576
Fusselman Hall	Paul Christensen	7635
Harlan Center	John Sutherland	7434
IVC Campus	Arthur Lutz	8518
Learning Resource Center	Carl Cox	7423
Part-time Faculty	Tom Behr	<a href="mailto:tom.behr@marin.edu">tom.behr@marin.edu</a> <b>or</b> <a href="mailto:Deborah.graham@marin.edu">Deborah.graham@marin.edu</a> <b>or</b> <a href="mailto:michele.martinisi@marin.edu">michele.martinisi@marin.edu</a>
Physical Education	Ira Lansing	7531
Student Services	Theo Fung	7389

## CONNECTING THE DOTS

News and Opinion  
by Arthur Lutz

### LUDDISM

**F**rom 1811 through 1814, in Nottingham and Yorkshire and Lancashire England, thousands of followers of Edward Ludlam (Ned Ludd) invaded the country's textile mills and destroyed the newly installed power looms that were responsible for supplanting their jobs as artisan hand weavers. The British government responded by mobilizing 12,000 troops and after a time captured most of the dissidents and hung their leaders. By the end of 1815 the protest was largely crushed.

These "**Luddites**" were perhaps the first members of organized labor to protest the introduction of a new technology that made their jobs obsolete and threatened their livelihoods.

Although we might not condone the *Luddites'* use of sabotage to settle their labor dispute, it's surely understandable why men and women whose jobs were being eliminated would resist a technological change that resulted in destitution and misery.

That's often what happens when new technologies or new methods of production are introduced; many people suffer, some profit. The English hand weavers were losers in this move toward mechanization – the mill owners were clearly the winners.

Since technological change has the potential to cause social disruption and suffering for large numbers of workers,

one educator/social critic (Neil Postman) has suggested that we ask the following questions before we consider introducing a new technology:

**(1) Does the new technology solve a problem that REALLY needs to be solved? and,**

**(2) Does the technological solution benefit enough people to justify its social consequences and financial costs?**

Postman (1931-2003) pointed out that while most new technologies do solve SOME problem, often the problem might not be worth solving.

Consider the proposal by President Kennedy in 1963 to have the United States build a Super-Sonic jetliner (SST) that could fly from New York to L.A. in three hours (design and construction to cost ~one billion dollars.) Certainly this would have been a significant technological achievement. But was reducing flight times from six hours (as in the 747) to three hours (in the SST) a problem that really needed to be solved?

Surveys showed that the reduced flight time would primarily benefit movie stars, politicians and corporate executives. When the average NY–LA air traveler was asked what they would do with the extra time saved, many said that they would probably spend it watching television. To which Postman quipped, "Then why not put TV sets on the 747s and save a billion dollars?" Fortunately, the U.S. Congress abandoned the project.

*Continued on 5*

Postman also suggested that we ask a third question before introducing a new technology:

**(3) Suppose we do employ a new technology and it solves a perceived problem; what NEW problems might arise as a result of the solution?**

The development of the internal combustion engine certainly was a remarkable technological achievement that solved many transportation problems, but it resulted in air pollution, congested roads and oil spills. Antibiotics, cell phones, *Smart Meters*, genetically modified foods; all generate unintended and undesirable consequences.

Despite these problems associated with new technologies, Postman did not suggest a *Luddite* solution to technological change (as did *Unabomber* Ted Kaczynski.) What he did suggest was that we be skeptical of the self-serving promises of technology gurus like Bill Gates or Builders Association lobbyists, when we invest in new technologies or new facilities.

This issue is especially significant for us at College of Marin because our Board of Trustees is currently investing huge sums in demolishing campus structures for the construction of new, 'wired' buildings, despite a complete absence of data-driven studies which show any pedagogical benefits from computerized classrooms or fancy new facilities.

What studies **do** show is that students benefit significantly from an increase in instructional staff, smaller class sizes and greater face-to-face contact with their professors. Obviously our Trustees never reviewed any of **these** studies, or considered any of Neil Postman's questions before floating their Measure 'C' facilities bond.

Apparently neither did many of our faculty, who seem to be thrilled with our administration's emphasis on IT spending and new buildings, even though every dollar spent for these could be better spent pedagogically by hiring additional instructors, increasing class offerings and reducing class size.

So, if it's not our students, who really benefits from all this investment in new technology and construction? Bill Gates and Swinerton to be sure. But also an administration that apparently wishes to shift as much money away from our faculty as possible.

Say what you will about the *Luddites*; at least they had the good sense to recognize, and the courage to resist, the introduction of technologies whose aim was to eliminate their jobs.

When it comes to new technology at CoM, it would be great if our faculty showed the same good sense, discernment, and courage.

For the full text of the TA and for a side-by-side comparison of the TA, the District's Last Best Offer and Current Contract language, go to the UPM website at:

**[www.unitedprofessorsofmarin.org](http://www.unitedprofessorsofmarin.org)**

## UPM Update: Tentative Agreement

At our opening day meeting back in August, UPM promised to hold a series of informational meetings at which members could learn more about and discuss the Tentative Agreement (TA) and its implications. Subsequently, on Friday, September 10, 2010, and on Sunday, September 19, approximately 100 members attended two more meetings to continue the discussions.

Dialogue at both meetings was animated, attentive and insightful. At the first meeting, the membership voted to have the TA vote be by mail ballot, in early October. You should receive a ballot shortly. However, if you do not and you feel you should have, please contact the UPM office immediately.

Only UPM members may vote. If you are unsure of your membership status, once again, contact the UPM office immediately. Everyone pays a monthly fee, but not everyone is a member. A non-member who joins in September prior to the end of the pay period should be a member by the time voting commences. Once you receive your ballot, be sure you follow carefully voting instructions and the indicated timeline for returning it.

For the full text of the TA and for a side-by-side comparison of the TA, the District's Last Best Offer and Current Contract language, go to the UPM website at <http://unitedprofessorsofmarin.org/>

### UPM Committees and Staff

2010-2011

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

United Professors of Marin

## Faculty Mobilizer

**United Professors of Marin** Local 1610

Salary: \$62.66/hour

Reports to: UPM Executive Council on a weekly basis

Schedule: Part-time, approximately 25 hours/month for three months, may include some weekends, evenings and occasional travel

Begins: mid-August

### About the Position

United Professors of Marin (UPM) seeks a highly enthusiastic individual to help oversee efforts to recruit, mobilize, organize, and build solidarity among union members and other unions.

UPM represents all permanent and temporary faculty who work in the credit and non-credit programs at the College of Marin (both Kentfield and Indian Valley Novato campuses). UPM is an affiliate of the American Federation of Teachers (AFT) and the California Federation of Teachers, as well as the AFL/CIO.

### Specific Responsibilities

- Plan, launch and direct a new organizing campaign
- Write campaign materials, reports, press releases and fact sheets for review
- Educate faculty unit members on current and future contractual issues, responding to questions on same
- Attend meetings with other labor organizations or community groups for the same purpose
- Recruit non-unit members of the faculty into the Union
- Develop an expertise in campus policies and politics

### Qualifications

- Prior campus and/or union organizing campaign experience preferred
- Excellent verbal and written communication skills
- Very well organized
- Able to articulate complex policies and concepts in everyday language
- Able to see projects through to completion
- Fast learner
- Creative and open minded, able to adjust course in mid-stream
- Able to work independently and with direction as needed

*This position is outcome oriented and prospective candidates should come prepared to present a plan on how to mobilize, increase membership and participation in UPM's activities and positions as well as greater communication and attendance from membership.*

### To Apply

Interested candidates should send a letter describing qualifications and experience relevant to the position, with a current resume, to: United Professors of Marin, PO Box 504, Kentfield, CA 94914. For more information about UPM see: [www.unitedprofessorsofmarin.org](http://www.unitedprofessorsofmarin.org)

## 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

## 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: \_\_\_\_\_