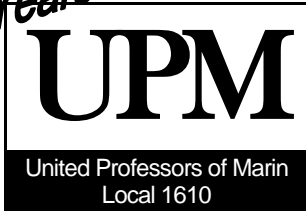


37 Years Strong!



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Volume XXXVI No. 9, September 2011

Union Press

Ponderings of the President by Ira Lansing

There are always a few signs that autumn has slipped into the Bay Area: a heat wave arrives, 49-er madness takes possession of some, commercials for Halloween are prevalent, and election campaign materials begin to fill up mailboxes. This fall there will be two significant elections that will directly impact each and every one of us at the College of Marin.

As has been reported many times in many places over the past six months, UPM received a grant from the California Federation of Teachers (CFT, the State affiliate for our Union) to help better organize our membership and expand our local and community contacts. With this money we hired Dan Martin, who worked with us to implement this three pillar game plan. In the meantime Dan went and got himself hired as the Executive Director of the CFT, so apparently he knew what he was talking about.

You may recall that Dan was one of the featured speakers at our August membership meeting. One of his talking points was that educators, and community college employees in particular, are one of the few professions

that get to choose their bosses. We get to elect the members of our Board of Trustees—ultimately the ones who hire and fire us all—and this November will see just such an election. Even if you do not vote in Marin County, the outcome is important to you and you can still have an influence. There are 7 candidates for four seats, and only three of the four incumbents are running for re-election.

The three employee labor organizations in the District, CSEA, SEIU and UPM, will jointly interview the candidates (it will have already happened by the time you read this, but there were other announcements) with the intention of making individual recommendations to their respective memberships. While there will never be a trustee who will always and unconditionally support an employee group, there can be Board members who understand the issues of an organization and will treat the employees fairly, and can be held accountable to do so. It is critical that the faculty support such a candidate. How can we develop and demonstrate this support?

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One of the clearest statements along these lines came to me recently from Paul da Silva, a biology instructor on the Kentfield campus. Here is what Paul wrote:

Let's Make Some Good News!

Would you like to make some good news? It sounds difficult, when only bad news comes out of Washington and Sacramento, and there seems to be no way to stop the all-enveloping fog of government corruption at the state and national levels. But wait! We also have the local level, and here concerted, well-targeted action has a very good chance of producing positive results.

Specifically, there is a COM Board of Trustees election coming up. The BOT is our most local government. This is where we can get the most bang for our buck. This is where we have the best chance of making good news.

Speaking of bucks, we must be frank. Our political system at this place and time runs on money. Our households run on money. There is a connection between the two! The new UPM contact (made possible by a change in the BOT) won a 1% raise for faculty. Consider this to be around \$500 per year for a full-timer (and perhaps half that for a part-timer). The UPM Political Action Committee has calculated that a \$20 per month contribution from each full-timer (and perhaps half that for a part-timer) would give us a very good chance of generating some more good news this November. Do the math! It's a good investment!

(If you have already contributed, thank yourself for helping to make a better tomorrow!)

Enough said. Either you will or you won't. The back of this newsletter has the form you can fill out to make a contribution.

There is one other election that can have a great impact on all of us (again this information was previously distributed). All of us, as community college faculty, have the right to elect the community college representative on the California State Teachers' Retirement Board (CalSTRS). Sharon Hendricks is a candidate for the position and is a CFT member from the Los Angeles Community College District. She is committed to "fight for the secure retirement for all part-time and full-time community college faculty. [She] will also keep you informed and solicit your ideas about challenges facing CalSTRS and its members." Check her out at sharon4strs.com.

A couple times in this column I have mentioned that information had already been distributed through other channels of communication. Didn't get it? Haven't heard from your cadre leader? Didn't fill out your questionnaire? Don't have a clue about what I'm saying? This could make it very difficult for you to stay in touch, stay informed and to stay involved. Give me a call (x7531) and I'll fill you in. And remember, if you don't vote, you can't complain.

UPM Student Grant

A few years back, UPM established an annual grant for students in need of emergency support. Please encourage disadvantaged students who need funds for books or other supplemental support to see Margaret Eliot in the College of Marin Foundation. The UPM Fund currently has a balance of nearly \$1500 to assist students.

Union Leaves

No, don't worry (or jump for joy); your union hasn't left, nor is it planning on doing so. You've seen articles written on leaves (Article 5) before, most recently on sick leave, but in this one I'd like to take a moment to stress a few technical facts as well as some more general (and grateful) observations about leaves.

Not much has changed in Article 5 in our new contract though there are a few items that have been noted in recent *Press* articles. Sick leave, conference leave, sabbatical leave, bereavement leave, pregnancy leave, disability leave, honorary leave—and there are others—all allow us to take time away from our work to pursue or tend to important duties.

First off, our contract provides us with the opportunity to recover without penalty. We all get sick at one time or another, and our contract not only allows us healing time; it also allows us to donate sick leave days to our colleagues who are facing serious illness (5.2.13). We can also use sick leave to tend to an ill parent or child or spouse (5.2.14), and when sick leave is not enough to cover our personal matters, we may, with prior approval, take "personal necessity leave" (5.4). At times, however, even personal necessity leave can be denied, in which case we may use accrued sick leave for "matters of compelling importance" (5.2.16). Such leave does not need prior approval.

Many of us have also utilized conference leave (5.5) to attend professional conferences throughout the state and nation. In addition to guaranteeing substitutes for our classes should the conference fall during the academic year, the contract also provides up to \$1000 for

conference related travel and expenses. Contact Chris Schultz and Patty O'Keefe on the Professional Affairs Committee (PAC) for more information.

And then there's sabbatical leave ((5.6). After six years of full-time permanent service, we may apply for sabbatical leave. During a one semester leave, the faculty member will be compensated at 90%, at 65% for a full year. Though the Sabbatical Leave Committee makeup has changed to allow for greater District participation (three faculty members and three educational administrators) the procedure for application approval remains the same.

So that's a quick outline of some of our contractual rights regarding leave. On a more general note, members of the UPM bargaining teams have fought hard to win and keep these rights for us. I know of few other contracts that respect workers' rights as ours does, and our Bargaining Teams have won you excellent rights on leaves.

You've probably seen the bumper sticker that reads, "Unions—the folks that brought you the weekend." Indeed, your bargaining teams have fought for the working conditions that make your life comfortably livable. Among these conditions is your right to leaves under a wide range of circumstances.

The next time you see a member of the bargaining team, consider saying thanks for sabbaticals, for sick leave, for pregnancy leave, etc., as well as for the weekend.

John Sutherland
UPM Grievance Officer

CONNECTING THE DOTS

News and Opinion
by Arthur Lutz

KINNEHORA, DR. COON

I'm not a superstitious person, nor am I religious, but when I heard a colleague compliment President Coon for the great job he has been doing, I couldn't help blurting out,

KINNEHORA!

It's a word that my grandmother would use if someone complimented her for having attractive grandchildren, or how healthy she looked, or what a good cook she was.

KINNEHORA is a blend of German and Hebrew words (*kein + ayin-horah*). It means **no evil eye** and it is uttered by Jews after announcing good news or after receiving a compliment, in order to ward off a curse that might befall them at the hands of jealous individuals or malevolent demons who might be resentful of their success or good fortune.

The ancient Hebrews were constantly fearful of the resentment of others. One's hubris, one's boastings, one's successes, ran the risk of offending some malevolent spirit or envious human who might cast an evil spell on your health or on your luck or upon your offspring. Usually this spell would come out through the incendiary gaze of the "evil eye."

The best way to avoid the evil eye was to not call attention to yourself or boast of your successes or the successes of your family – i.e. better to fly beneath the radar. So that when my grandmother was asked how many grandchildren she had, she said she couldn't remember. Because if the evil eye didn't know how many grandchildren she had, it would be confused and be less likely to inflict harm on them.

However, if you couldn't help yourself and you needed to brag about your family or about your accomplishments or if someone offered you accolades, you'd best try to protect yourself against the spiteful evil eye by uttering the word *KINNEHORA*.

Many other religions and cultures are also fearful of, and try to ward off the *evil eye*, often with eye-shaped images and amulets and talismans. Concentric blue and white circles representing an eye were found on the prows of ancient Mediterranean boats. And during WWII, the bull's-eye emblems painted on the wingtips of British aircraft were thought to help repel the evil eye of hostile enemy planes and anti-aircraft batteries. Many Turkish commercial jetliners today are decorated with an eye on their tail.

The use of an eye symbol to thwart the malicious evil eye is widespread throughout ancient and modern cultures. In Egypt they use the *Eye of Horus* for protection;

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in Mexico the *Mal de Ojo*; in Brazil the *Mau Olhado*; in Turkey it is called the *Nazar*. In the Islamic Middle East a protective eye can be found on the *Hamsa (the Hand of Fatima)* and on the Jewish *Hand of Miriam*. In Bangladesh young children often have an eye drawn on the side of their foreheads to ward off the evil eye. And in India, the jeweled *Bindi* worn on the foreheads of women likely represents an attempt to deflect the evil-eye of salacious males from their female victims. For my grandmother and for most

observing Jews, however, uttering the word *KINNEHORA* seemed to be sufficient.

I don't know whether Dr. Coon is superstitious or religious, and I can't imagine why anyone would want to cast an *evil eye* on his accomplishments, but if my grandmother were alive today and she heard the well deserved accolades that Dr. Coon has been receiving, I'm sure that the first word out of her mouth would be, ***KINNEHORA!***

UPM Committees and Staff

2011-2012

<p>PRESIDENT Ira Lansing</p> <p>BARGAINING TEAM Paul Christensen (Chief Negotiator) Theo Fung, Arthur Lutz, Michele Martinisi, Patty O'Keefe, Laurie Ordin</p> <p>UPM-PAC Arthur Lutz, Laurie Ordin, Co-Chairs</p> <p>GRIEVANCE OFFICER John Sutherland</p> <p>TREASURER Theo Fung</p> <p>BUDGET MONITOR Deborah Graham</p> <p>BAY 10 REPRESENTATIVE Open</p> <p>CCC REPRESENTATIVE Open</p>	<p>NORTH BAY LABOR COUNCIL REP Open</p> <p>PROFESSIONAL AFFAIRS COMMITTEE Patty O'Keefe, Chris Schultz</p> <p>WORKLOAD COMMITTEE Carl Cox, Michele Martinisi</p> <p>HEALTH AND SAFETY COMMITTEE George Adams, Chris Schultz</p> <p>PROFESSIONAL STANDARDS COMMITTEE Bonnie Borenstein, Arthur Lutz</p> <div data-bbox="516 1503 902 1688" data-label="Image"> </div>	<p>SABBATICAL LEAVE COMMITTEE Michele Martinisi, Patty O'Keefe (Chair), Walter Turner</p> <p>CRA TRUST Sarah Brewster, Judy Coombes, Ed Essick (Chair), Ira Lansing, Laurie Ordin</p> <p>UPM EXECUTIVE COMMITTEE Ira Lansing, Paul Christensen, Bonnie Borenstein, Carl Cox, Deborah Graham, Arthur Lutz, Michele Martinisi, Laurie Ordin, John Sutherland</p> <p>WEB MASTER Mike Ransom</p> <p>UNION PRESS EDITOR John Sutherland</p> <p>EXECUTIVE SECRETARY Teresa Capaldo</p> <p>PART-TIME REPRESENTATIVE Open</p>
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Elect Sharon Hendricks for CalSTRS Board

Advocate for Community College Faculty Deserves Your Support



Sharon Hendricks is the CFT, CCCI, FACCC and CPFA endorsed candidate for the Community College representative on the CalSTRS Board. “We are facing unprecedented attacks on teachers and public pensions while also witnessing great economic instability. These are challenging times for our country, our state and our role as educators in the public sector. Politicians are using the attacks on our pensions as a tool to undermine unions and weaken the middle class. As the elected Community College representative to the CalSTRS Board, I will fight for the secure retirement for all part-time and full-time community college faculty. I will also keep you informed and solicit your ideas about challenges facing CalSTRS and its members.”

Carl Friedlander, President of the Community College Council, states “Sharon Hendricks will be a thoughtful, forceful, and persuasive voice on the CalSTRS Board. She understands both the fiscal and political challenges our retirement system faces and she will engage in the kind of regular, two-way communication with faculty that the current situation demands.”

Sharon has been working to ensure the retirement security of community college faculty at the state level, serving on the CFT and FACCC Retirement Committees as well as at the local level, speaking to local chapters’ and unions’ faculty groups regarding CalSTRS issues and the attacks on teachers and public pensions. If you have questions for Sharon or want information about her campaign, please feel free to contact her.

Website: <http://www.sharon4strs.com/>
Email: sharon4strs@att.net.
Facebook: <http://www.facebook.com/sharon4calstrs>
Twitter: <http://twitter.com/#!/sharon4strs>

Keep in Touch with Your Union News

Visit the UPM website for the most recent newsletters, union announcements and more.

Looking for a side-by-side comparison of the new and old contracts?

ww.unitedprofessorsofmarin.org



AFT Membership Card Details and FAQ's at AFT.org

AFT members may enjoy the benefits of membership by using their membership card information to create their personal account access to AFT + benefits, AFT Advantage retail discounts, online registration for AFT meetings and conferences, and various other online resources at www.aft.org/members.



What your UPM* Colleagues are up to...



The Lagunitas School District is a national model of public education in a small school setting. We need to strengthen our unique school district—not dismantle it by budget cuts and teacher lay-offs. If elected, I will work to make our local revenue base more equitable in order to preserve our parent choice model of education and preserve our highly experienced and gifted teaching staff. Vote for me on November 8th for the Lagunitas School Board.

UPM Member Robert Ovetz

More information at <http://robertovetz2011.blogspot.com/>

Contact: rfovetz@riseup.net

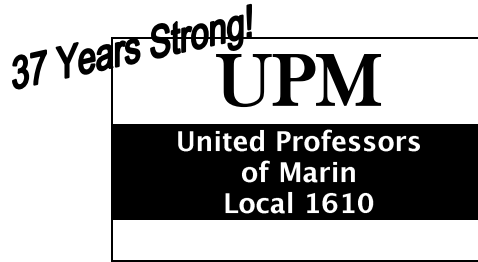
*Disclaimer: This is not a UPM endorsement. This is for information purposes only and does not constitute advice.



Letters to the Editor

Feel free to voice your comments and/or opinions concerning any Union related article or issue. Letters should be signed, but names will be withheld upon request.

Please direct your letters to john.sutherland@marin.edu



Call for Applications!

Due to special circumstances, we are soliciting applications for the following unfilled positions:

- ❖ UPM/Academic Senate Liaison
- ❖ Bay 10 Committee Representative
- ❖ Community College Council Representative (CCC)
- ❖ North Bay Labor Council Representative (NBLC)
- ❖ UPM Part-Timer Committee Representative

These positions must be staffed by a UPM, AFT-CFT Local 1610 Member and once appointed, will begin immediately through June 30, 2012.

If you are interested in applying for this position, please fill out the bottom of this form and return it to UPM by **Friday October 14, 2011**. The UPM mailbox is located in the Kentfield campus mailroom. The UPM Executive Council will review applications and will announce the results of the selection directly to the applicant.

A WORD ABOUT COMPENSATION: Each semester UPM re-evaluates its priorities in assigning compensation to staff positions. ***Please read below for the description and compensation for each of the positions.***

UPM COMMITTEE APPLICATION FORM:

I hereby apply for the following position(s): _____

Name: _____

Contact email or phone: _____

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DESCRIPTIONS AND COMPENSATION FOR THE UNFILLED POSITIONS

Please note: All request for compensation must be approved by the UPM Treasurer, and you will be required to fill out a time sheet with specifics for that which you are requesting compensation.

UPM/Academic Senate Liaison:

Both groups have mutually agreed to have a representative at the weekly meetings of the other's organization. The UPM representative would attend Academic Senate meetings and report back, as necessary, to the Executive Council issues that require UPM involvement. The liaison would also share with the Academic Senate UPM's position on appropriate issues. You must be able to attend Senate meetings on Thursdays, 12:45-2:00 PM. UPM Executive Council meetings are Mondays, 2:30-3:30 PM. This position is an excellent opportunity to observe the workings of either organization and to learn the issues that affect all faculty.

Bay 10 Representative (BFA-Bay Faculty Association):

The BFA is a communications link for faculty organizations in community colleges within the Greater San Francisco Bay Area. Monthly meetings are devoted to an exchange of information on academic, governance, and collective bargaining issues of common interest.

You are required to attend one meeting per month on a Monday evening in Oakland. The meetings are usually held at a restaurant. Representatives must provide the UPM Executive Council regular written or oral reports of the meetings attended. Compensation consists of mileage reimbursement and stipend rate for actual meeting time.

California Community College Council (CCC):

Once every three months or so attend a regional or statewide meeting of all AFT locals. Represent UPM on issues of concern, share information and hear what is going on elsewhere. Report back in person or in writing to the UPM Executive Council. The meetings alternate between northern and southern California and attendance may only be necessary at the more local events. Compensation consists of reasonable expenses not covered by PAC travel funds.

North Bay Labor Council (NBLC):

The NBLC represents labor organizations in Marin, Sonoma, Napa and Mendocino counties. The council meets the fourth Wednesday of each month in their Santa Rosa office, at 6:30 PM. Issues are presented from various locals and at times you will have the opportunity to share what is happening in ours. Meetings will occasionally include a guest speaker. Representatives must provide the UPM Executive Council regular written or oral reports of the meetings attended. Compensation consists of mileage reimbursement and stipend rate for actual meeting time.

UPM Part Timer Committee Representative:

This representative will act as a liaison between the UPM Executive Council and the part-time faculty. You will be responsible for setting up periodic meetings, communication, and discussion with the part-timers on Union issues. You will be designated as the UPM contact person for part-timers. Compensation is in the form of stipend for face to face meeting time, and mileage reimbursement.

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: _____