Some of the realities of collective bargaining are that everything that you would like in our Contract does not get put on the table for discussion. Everything that gets put on the table does not get negotiated. Yes, each side has a “fantasy list” to pad out their proposals in the hope that some of these “throw-aways” may actually remain. Furthermore, everything that gets negotiated does not always end up in the Collective Bargaining Agreement, and believe it or not, everything that gets put in the Contract does not necessarily get there exactly the way you would have liked to have seen it. All of this is a reflection of another reality, and that is negotiations are a give and take process. That is, with the exception of the previous administration whose approach to bargaining was here is what we will give you, and here is what we will take from you. And we all know how well that worked out.

A direct consequence of the above realities in the bargaining process is that neither side initially brings to the table its bottom line, the bare minimum that they would be willing to settle for. As a result, opening offers from either side may look like pie-in-the-sky proposals, but each side knows this and does not take offense at the other’s opening positions. Really—assigned faculty parking with your name on the space? Really—terminate a tenured faculty member after two student complaints in one academic year? This is all part of the dance, if you like, of negotiations. How quickly the discussion moves to a level of realities and meaningful discourse depends on the willingness of both parties to engage in the give and take process.

There is one additional reality of bargaining that may be somewhat unique to the College of Marin. Every time the District’s chief negotiator comes to the table with UPM, one of the first words he (it has yet to be a “she”) says is “You know we could give you a lot more if you would just drop the part-timers.” The District never hid this informal proposal; quite the contrary. They were hoping that when the full-time faculty got wind of the idea, the full-timers would agree to it in the hopes of bettering their own self-interests. In response to this suggestion by the District, the Chief Negotiator, the bargaining team, the Executive Council, UPM has never agreed to separate the temporary faculty from the unit and the bargaining process. We all understand that we are a united faculty whose bargaining success depends on a unified front.

Continued on 2
Which leads to my main point: you may not like personally some or all of the individuals on the UPM bargaining team, but they are there representing you and your interests as best they can. If the District’s negotiators had any thought that the people across the table from them did not really have authority and backing from the people for whom they were speaking, then management would have no incentive to make any agreements with the opposite team. Why should they? “You” don’t like them and what they are doing, so why should management? As you might imagine, this leads to meaningless, protracted bargaining that at the very best gains little, and at the worst results in serious take-backs.

So how do you make sure that your interests are being represented. First realize that the Executive Council and the bargaining team do not just make up out of nowhere what goes on the table. UPM’s positions are the result of your input. This input was solicited over the last semester from your cohort leader (one of “the 30”). Never heard from your leader or chose not to respond? You get a second chance. A bargaining questionnaire will be distributed to the membership once again asking you what contractual items and issues you want to see negotiated. Keep in mind the realities of the process, so that your item of crucial importance (or even of crucial importance to three of you) may not make it through the end. I still don’t have my name on a reserved parking space. When I tried to use the one stenciled “President” (I am, after all) it cost me $45.00!

I offer these reminders of the collective bargaining process because it is that time again. Next month we begin the process of “re-openers”, the mechanism whereby both parties can make a very limited number of changes (wages, benefits and one other item) to the existing agreement. When this process concludes, or if it does not and extends into next year, negotiations on the complete Contract (which expires July 1, 2013) will begin around this time next year.

As always, this should encourage you to stay in touch, stay informed and stay involved.

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UPM BARGAINING TEAM ASKS FOR MEMBERSHIP INPUT

The UPM Bargaining Team requests your input into up-coming negotiations. This year, the third of our current contract, we are scheduled to “re-open” several Articles. Wages and Benefits are certain, but we can open one other Article.

Are there any contractual improvements you would like the Team to negotiate on your behalf? Any other Articles you’d like to re-open?

If so, please make recommendations you’d like us to bargain. Consult the current CBA and identify by Article and Section numbers what you’d like to see addressed. Please include a brief explanation along with the Article you identify.

Put your suggestions in the UPM mailbox or email them to UPM secretary Teresa Capaldo at Teresa@unitedprofessorsofmarin.org by Friday March 9, 2009
UPM TEE-SHIRT DESIGN/SLOGAN CONTEST

Create union solidarity,
Emblazon the power of our strength on our chests,
Design a Tee-shirt that says it all!

The design and or slogan must be in one ink color (any color light or dark).
Tee-shirt colors are---black, orange, heather grey, navy, red royal blue and white.
Indicate preferred shirt color if any at time of submission.
The design must be no larger than 11in. w by 11.5 in. h.
The design will only be on one side of the shirt and must be submitted in a PDF format.

Submit entries to UPM’s Executive Secretary, Teresa Capaldo at Teresa@unitedprofessorsofmarin.org by April 17, 2012.

Winning design/slogan will be voted on at the UPM’s August General Meeting.

A $100 prize will be awarded by UPM's Political Action Committee (UPMPAC) to the winning design.

Address questions to Deborah Graham himaverick@comcast.net

UPM COMMITTEES AND STAFF 2011-2012

PRESIDENT
Ira Lansing

BARGAINING TEAM
Paul Christensen (Chief Negotiator)
Theo Fung, Arthur Lutz, Michele Martinisi, Patty O’Keefe, Laurie Ordin

UPM-PAC
Arthur Lutz, Laurie Ordin, Co-Chairs

GRIEVANCE OFFICER
John Sutherland

TREASURER
Theo Fung

BUDGET MONITOR
Deborah Graham

BAY 10 REPRESENTATIVE
Open

CCC REPRESENTATIVE
Open

NORTH BAY LABOR COUNCIL REP
Open

PROFESSIONAL AFFAIRS COMMITTEE
Patty O’Keefe, Chris Schultz

WORKLOAD COMMITTEE
Carl Cox, Michele Martinisi

HEALTH AND SAFETY COMMITTEE
George Adams, Chris Schultz

PROFESSIONAL STANDARDS COMMITTEE
Bonnie Borenstein, Arthur Lutz

SABBATICAL LEAVE COMMITTEE
Michele Martinisi, Patty O’Keefe (Chair), Walter Turner

CRA TRUST
Sarah Brewster, Judy Coombes, Ed Essick (Chair), Ira Lansing, Laurie Ordin

UPM EXECUTIVE COMMITTEE
Ira Lansing, Paul Christensen, Bonnie Borenstein, Carl Cox, Deborah Graham, Arthur Lutz, Michele Martinisi, Laurie Ordin, John Sutherland

WEB MASTER
Mike Ransom

UNION PRESS EDITOR
John Sutherland

EXECUTIVE SECRETARY
Teresa Capaldo

PART-TIME REPRESENTATIVE
Open
INVITATION TO THE DANCE

When Gene Kelly was asked to name the dancer he most admired and that had the greatest influence on his career, it was thought that he might name Fred Astaire, or perhaps one of the classical ballet teachers under whom Kelly had trained. The answer he gave, however, mentioned neither. The dancer who had the greatest influence on him, he said, was Martha Graham.

In an interview, Kelly said, “Martha Graham created a dance form that expressed contemporary American themes. I also wanted to develop a modern American style; one that was consistent with my working-class roots.”

As for Astaire, Kelly said, “Fred was the aristocrat, I was the proletariat. Fred danced in top-hat and tails; I preferred casual or everyday work clothes; a sailor suit or white socks and loafers or a T-shirt. I tried to show everyone that I was a regular guy so that they too could express love and joy by dancing in the streets or stomping through puddles.” Astaire was the cool beau monde sophisticate; Kelly preferred to be seen as “everyman.”

Kelly’s esteem for Martha Graham extended beyond her innovative technique and groundbreaking choreography. He also respected her for her political integrity. She was a committed anti-fascist who fought for social justice throughout her life.

Graham’s dance company was the first dance company in the United States to be racially integrated. She herself had left the prestigious Denishawn Dancers because of its anti-Semitic quota system for Jewish dancers. And in 1935 when she was invited by Adolph Hitler to represent the United States at the 1936 Berlin Olympics (a huge honor), she declined. Even after receiving a personal invitation from Goebbels by short-wave radio, she refused, and responded with this message:

“I would find it impossible to dance in Germany at the present time. So many artists whom I respect and admire have been persecuted; have been deprived of the right to work for ridiculous and unsatisfactory reasons, that I should consider it impossible to identify myself, by accepting the invitation, with the regime that has made such things possible.”

Like Martha Graham, Gene Kelly also had strong progressive convictions. In 1937, he was so disgusted with the Vatican’s support of Francisco Franco during the Spanish Civil War that he officially severed his ties with the Catholic Church. And in 1947, during the McCarthy era, he was part of the Committee for the First Amendment that flew to Washington to protest the first hearing of HUAC.

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He actively protested the Hollywood blacklist, and unlike many other film-industry notables (Humphrey Bogart for one) Kelly never disassociated himself from his friends on the left. Nor did he ever (like Bogart) recant his progressive ideals. For years he gave money to help support people who were denied work because of the Hollywood blacklist. And he contributed thousands of dollars to the Irish Northern Aid Committee (NORAID) to advance the cause of justice and equity in Northern Ireland.

Both Martha Graham and Gene Kelly were artists who were committed to using culture to help create a more democratic and egalitarian society. And there are many other artists like them; dancers and painters and musicians who use their creativity and ethical sensibilities to advance the cause of social justice through their art. They should be honored for their contributions and their integrity and their voices should be an integral part of the academic canon.

So I find it unfortunate that there are educators, (and even some at College of Marin) who want to disenfranchise the Arts, especially Dance – by removing it from the credit program and transferring it to Community Education, where it would receive far less exposure.

It seems to me that if the goal of education is to help students develop into informed, creative and ethical human beings, then the Performing Arts (as exemplified by artists like Martha Graham and Gene Kelly), should receive the widest possible exposure, and should retain their credit status along with the other academic programs that we offer at College of Marin.

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**ALERT! DISTRICT FAILS TO MEET STRS PAYMENTS**

About a year ago, a UPM unit member met with an STRS counselor and discovered that the District had failed to pay his and its share of STRS contributions for several years. Upon discovery, the unit member immediately contacted Payroll and was informed that this had happened to others as well, some dating back to 1993!

After ten months of delay, Payroll notified the unit member that the District had finally cleared up the issue and is up to date with its payments—at least for this one unit member.

Apparently a change in the coding system has affected STRS payments. Payroll claims it has corrected some cases, but others? Note that the District is also responsible for paying interest on any lost moneys.

**All unit members may want to contact an STRS counselor or look at their annual STRS statements for any irregularities.**
SPECIAL MEMBERSHIP MEETING:
AMENDMENT VOTING RESULTS

On Wednesday, February 8, 2012, UPM held a special membership meeting to vote on a petition to amend the Constitution and Bylaws of the United Professors of Marin, AFT/CFT Local 1610. The petition endeavored to amend the makeup (part-time/full-time ratio) and voting procedure for members of the UPM Executive Council.

At the February 8 Special Membership meeting UPM members voted 53% to 47% NOT to consider the proposed amendment to the Constitution and By-laws. Therefore, the amendment failed.

2012 CFT Convention
Call for Delegates

- Women in Education Award
- Ben Rust Award
- Communications Awards

The California Federation of Teachers has announced its 2012 Convention will be held at the Fairmont San Jose April 13-15, 2012.

If you are interested in serving as a UPM delegate to this convention, please contact the UPM office for more information.

UNION BENEFITS

Recently, a UPM member looking into refinancing her house was surprised to be asked, “Are you a member of a union?” Union Plus from Chase offers a savings of up to $495.00 on closing costs, and every little bit helps these days. “Home buying and refinancing are made easier and more affordable for members,” according to the AFT Member Benefits brochure.

Find out more at www.chase.com/AFTmortgage or call 800 981-3798.

As a union member, you’ll find programs and plans for medical, life, vision and pet insurance, travel, car rentals, credit cards, legal services, health clubs and more.

For more benefits, visit aft.org/members.

KEEP IN TOUCH WITH YOUR UNION NEWS
Visit the UPM website for the most recent newsletters, union announcements and more.

www.unitedprofessorsofmarin.org

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

UPM CAMPUS BUILDING REPRESENTATIVES

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<tr>
<th>Building:</th>
<th>Contact:</th>
<th>Campus Extension or Email:</th>
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<tr>
<td>Austin Science Center</td>
<td>Ira Lansing</td>
<td>7531</td>
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<tr>
<td>Business Center</td>
<td>Mike Ransom</td>
<td>7579</td>
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<tr>
<td>Fine/Visual Arts</td>
<td>Tara Flandreau</td>
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<td>Fusselman Hall</td>
<td>Paul Christensen</td>
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<td>Harlan Center</td>
<td>John Sutherland</td>
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<td>IVC Campus</td>
<td>Arthur Lutz</td>
<td>8518</td>
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<td>Learning Resource Center</td>
<td>Carl Cox</td>
<td>7423</td>
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<tr>
<td>Part-time Faculty</td>
<td>Deborah Graham</td>
<td>7531</td>
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<td><a href="mailto:Deborah.graham@marin.edu">Deborah.graham@marin.edu</a></td>
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<tr>
<td>Physical Education</td>
<td>Ira Lansing</td>
<td>7389</td>
</tr>
<tr>
<td>Student Services</td>
<td>Theo Fung</td>
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THE UPM/MCCD 2010-2011 CONTRACT IS NOW AVAILABLE

Copies of the UPM contract are now available in the Human Resources office in hard copy and CD. An electronic copy can also be found on the Human Resources website @ http://www.marin.edu/HR/agreements.html

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

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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: __________________________