PONDERINGS OF THE PRESIDENT
By Laurie Ordin

After collecting little snippets of ideas for this month’s column, I had settled on writing about ALEC, the American Legislative Exchange Council, which is a 501c3 organization composed of legislators, businesses and foundations which produce model legislation for state legislatures that promotes free markets, limited government, and federalism at the state level. According to the organization’s website, members share a common belief that "government closest to the people" is "fundamentally more effective, more just, and a better guarantor of freedom than the distant, bloated federal government in Washington, D.C." ALEC creates model legislation, mostly written by large corporations, at their headquarters in Washington and puts it forward in state legislatures throughout the country.

In a Dec. 2011 opinion piece critical of ALEC which appeared in The Nation magazine, John Nichols described ALEC as a "collaboration between multinational corporations and conservative state legislators." According to Nichols, legislation authored by ALEC has as a goal, "the advancement of an agenda that seems to be dictated at almost every turn by multinational corporations. It's to clear the way for lower taxes, less regulation, a lot of protection against lawsuits, [and] ALEC is very, very active in [the] opening up of areas via privatization for corporations to make more money, particularly in places you might not usually expect, like public education." Not surprisingly, dilution of collective bargaining rights is right up there at the top of their list, so I thought that one of my rants about this organization might just be the kind of summer reading you would most certainly enjoy.

Then, as I was about to sit down at my computer and begin writing, I got news that the ACCJC...
had issued the most severe sanction for our neighboring college in San Francisco. City College of San Francisco will lose its accreditation a year from now and its elected Board of Trustees will be stripped of decision-making powers. Shared governance will be a thing of the past and all collective bargaining agreements will be nullified. The decision by the accrediting commission allows the college of 85,000 students - among the largest in the country - to stay open until July 31, 2014. City College will appeal the decision, but unless an appeal is successful or if the college can make enough progress to win an extension, because state law prohibits taxpayer funds from going to unaccredited institutions, if the commission's decision stands, the college would probably be forced to close, hundreds of good union jobs will be lost, and tens of thousands of students, a majority of whom are low income, will be without an affordable place to work toward their dreams. Yikes, if that wasn't a run-on sentence, I don't know what is....

The reasons accreditation has been revoked? One reason is that CCSF pays a high pro rata salary and gives full time benefits to part time employees. Horrors! Additionally, ACCJC is critical of CCSF because the college spends a greater percentage of their budget on all salaries than the average college in California. They probably haven't noticed that San Francisco has one of the highest costs of living in the country. Nothing in the accreditation decision raises questions about the quality of education being offered by CCSF. On the contrary, ACCJC acknowledges the high quality of education delivered by City College. CCSF has exemplary transfer and completion rates and as recently as 2007 was named by The New York Times as a model community college.

So I asked myself if there is a connection between what is happening to City College (and threatens many others, including our own) and ALEC. In 1975, ALEC first registered as a federal non-profit agency. When I try to piece together a timeline, I see that Prop 13 was passed in CA in 1978. Not long after that Ronald Reagan busted the Air Traffic Controllers’ union. Union strength has been deteriorating ever since and with that deterioration has come a state of economic inequality not seen in this country since before the Great Depression.

The public education system in CA, once the envy of almost everyone, has been experiencing a downward death spiral. Since 2007, the community college system has lost over 3 billion dollars. Since 2008, City College alone has experienced cuts of over 53 million dollars. Large corporate interests are constantly disparaging City College for its ineffective management, but I think there is a larger point here. The labor movement in general is being demonized. Public education in this state and in many others is being starved. Then along comes an agency like ACCJC that euthanizes it because it is not thriving on a starvation diet. Where will the students go to gain the education and learn the skills they need to thrive? To “for-profit” institutions like University of Phoenix, where they will have to pay much more and their professors will all be part time, non-union workers, or worse?

I see the withdrawal of accreditation from CCSF as a not so veiled attempt to take down the community college system along with the union members who do the heavy lifting, so that large corporations can swoop in and make more money on the backs of students. Start with the biggest, CCSF, and the others will be easy pickings.

I can’t prove a connection between ALEC and CCSF’s recent woes, but one can certainly see a trend. These are distressing times and we need to band together to save what is good for our students and ourselves.

So stay in touch, stay informed, and stay involved.
EDITORIAL

The recent memo from Barbara Beno, president of ACCJC, announcing the removal of accreditation from CCSF is a striking example of “doublespeak” that would make George Orwell proud.

Doublespeak is Orwell’s term for language that deliberately disguises, obfuscates or distorts a person’s real intentions so as to appear less threatening, and defuse potential reaction.

Consider the Beno memo:

After explaining that CCSF was de-accredited because eleven of the fourteen ACCJC recommendations had not been adequately addressed, Ms. Beno suggests where to place responsibility for this loss of accreditation and what the college might do about it.

Beno writes: “...within the college some faculty feel strong pressure, even intimidation, to defer to designated faculty leaders even when they feel that a different approach should be considered.” [These faculty leaders] “…prevent the institution from responding effectively to [the] requirements of accreditation…”

So who are these malevolent faculty leaders to whom Beno is referring and who are standing in the way of accreditation? And what kind of different approach is she suggesting that could make the college whole?

The faculty leaders that Ms. Beno is furtively describing and blaming (but without naming) are the leaders of CCSF’s faculty union, CFT Local 2121. She knows that Local 2121 is the designated bargaining agent for the CCSF faculty, but in the best tradition of Orwellian doublespeak she disguises her statement, its true meaning and its animus so as not to appear that she is other than an objective evaluator.

And what sort of different approach does Ms. Beno think should be considered to resolve CCSF’s problems? What she is really suggesting is that if the school wants to regain its accreditation it would be best if these designated faculty leaders (Local 2121) were ignored or disavowed or decertified by the faculty. It’s all done with innuendo, euphemism and doublespeak.

The truth is that Ms. Beno’s represents a reactionary clique in America that is trying to destroy public education and trade union representation in our schools.

So now we understand why Beno’s organization receives funding from ALEC and other right wing groups who support anti-union “right-to-work laws” around the country.

The de-accreditation of CCSF really has nothing to do with education reform or poor pedagogy at the CCSF. It is an attempt to privatize public education and rid CCSF of its unionized faculty workforce, using the techniques of distortion, obfuscation, euphemism and doublespeak.

As faculty, we need to be alert to Ms. Beno’s rhetorical tricks, her agenda and her animus. If she is employing them at CCSF, she can also employ them here at CoM. ☐
WHEREAS, ACCJC has sanctioned 72 of 114 colleges at least once if not multiple times since 2009; and

WHEREAS, ACCJC gave all other schools a sequence of progressive sanctions thereby allowing them time to meet the recommendations; and

WHEREAS, ACCJC gave City College of San Francisco recommendations but no sanctions over the last accreditation cycle; and

WHEREAS, ACCJC gave City College of San Francisco the most severe sanction immediately after its latest self-study and has refused to recognize the efforts made by CCSF faculty and staff since Show Cause was imposed and has now given them the ultimate and unconscionable sanction of closure by July 2014; and

WHEREAS, ACCJC appears to be following a path of punitive actions against the majority of the California Community Colleges and particularly against City College of San Francisco; and

WHEREAS, ACCJC has admitted that most sanctions relate to management, planning and assessment rather than the quality of education; and

WHEREAS, CCSF employs 850 full time and over 1000 part time faculty, 95% of whom have Masters degrees and 250 have PhDs; and in a 2010-2011 poll, 95% of students rated the quality of instruction at CCSF as good or excellent and the completion rate at CCSF, according to the Chancellor’s Office, stands at 55.6% compared with 49.2% statewide; and

WHEREAS, CCSF offers over 100 occupational disciplines in 27 fields and transfer programs in over 50 academic disciplines and serves over 85,000 students in their pursuit of higher education and occupational training, thus contributing significantly to the economy of San Francisco, the Bay Area, the State of California and the nation;

NOW THEREFORE, BE IT RESOLVED that, the College of Marin Academic Senate and the United Professors of Marin join in expressing our support for City College of San Francisco and for the outstanding quality of its many educational programs which are crucial to the lives of its students; and

BE IT FURTHER RESOLVED that, the College of Marin Academic Senate and the United Professors of Marin request that ACCJC reconsider the punitive action taken by ACCJC against our sister college; and

BE IT FURTHER RESOLVED that, the College of Marin Academic Senate and the United Professors of Marin join in expressing our resolute support for the faculty, staff and students of City College of San Francisco.

From: Frederick Teti [fteti@ccsf.edu]

Hello! I’m the CCSF academic senate president. Just yesterday I learned of your joint resolution supporting CCSF’s effort to win re-accreditation. I sent on the text of your resolution to the faculty here. The response has been overwhelming! Some correspondents wrote to me that they were moved to tears (good tears) by your resolution. I cannot thank you enough for this demonstration of support. It is heartening to know that we have allies in other districts.

Frederick Teti, Ph.D.
CCSF Academic Senate President
During contract negotiations in the mid-1980’s the United Professors of Marin attempted to obtain lifetime health care benefits for its future retired unit members. The District claimed that such a benefit was not financially feasible, at least not without major salary reductions. The membership at that time opted to drop the demand for lifetime benefits in negotiations, but decided to pursue them through other means.

UPM hired a benefit consultant, the Segal Company, to explore the possibility of creating a member supported fund to provide retirees with health care coverage. Similar to what happened in negotiations, lifetime benefit coverage was determined to be more costly than feasible. However, UPM saw an opportunity to provide some assistance and with the help of the Segal Company, an IRS recognized and independent trust fund was created—the Certificated Retirement Account Trust, or CRA Trust. Established in 1989, the CRA Trust operated on the principle of providing retirees with assistance in paying for health care benefits. Using as a guide the amount of $100 per month in 1989 dollars, eligible retirees receive a monthly check from the Trust. Also beginning in 1989, permanent unit members began to contribute on a monthly basis to the Trust fund. Over the years the amount of member and employer monthly contribution has varied, as has the monthly stipend, but the contributions by employees and the payments to retirees still continue. Today the CRA Trust has nearly one-and-a-half million dollars invested with The Standard Co., a national investment firm; and pays out $13,000 each month in benefits to 94 retirees. What can you expect from the CRA Trust as a permanent employee when you retiree? If you were hired before 1989, when you retiree and reach age 70 and you have at least 10 years of permanent employment with the District, you will receive a prorated benefit payment from the CRA Trust. With 15 or more years of service you will receive 100% of the monthly benefit.

If you were hired permanently during or after 1989, the above applies with the exception that the benefit begins when you reach age 55. For most future retirees this would mean the benefit would begin immediately upon retirement.

Consequently for anyone retired or contemplating retirement in the next 30 years, it is imperative that your CRA Trust forms are kept up to date (contact the UPM office if you are unsure) and that you notify the UPM office after retirement and when you reach the qualifying age.

Unit members should realize that the Trust is guided by a Board of five trustees who serve two year terms. Two of the trustees are elected by the permanent unit members and two are appointed by the UPM Executive Council. The fifth member is the UPM president. Also, the CRA Trust, from the first day of its existence, recognized domestic partners and same sex partners as beneficiaries under the guidelines of the Trust. A more detailed CRA Trust information brochure is available from the UPM office. □

Ira Lansing
COLLECTIVE BARGAINING UPDATE
John Sutherland, UPM Chief Negotiator

In May of 2013, UPM submitted the following Articles to the District to open a new round of contract negotiations. As Articles our membership wanted to negotiate, we identified:

Article 1: Recognition
Article 3: Wages
Article 4: Benefits
Article 5: Leaves
Article 6: Transfers and Assignments
Article 8: Workload
Article 27: Privacy and Personal Property Rights

In turn, the District “sunshined” the following articles at their July 16, 2013 Board meeting:

Article 1: Recognition
Article 3: Wages
Article 4: Fringe Benefits
Article 5: Leaves
Article 6: Transfers and Assignment
Article 7: Evaluation
Article 8: Workload
Article 9: Calendar
Article 10: Class Size

One will notice the similarities immediately; however, a closer look will reveal several differences: While the District wants to open Article 7, Evaluation, Article 9, Calendar, and Article 10, Class Size, your UPM Bargaining Team felt comfortable with the current Evaluation procedure and instead opened a new article, 27, concerning Privacy and Personal Property Rights, referencing a recent incident in which the District seized a faculty member’s office computer for inspection. Since we recently signed a sidebar on Article 9, Calendar, we’re not sure where the District is heading on that count. Nor do we know what the District is thinking on Article 10.

We are currently working on mutually agreeable dates on which to begin negotiations and to get clarification as to the District’s bargaining positions. Our first date will probably be during the second week of the fall semester. We will keep you posted as to further developments.

NEW UPM DUES STRUCTURE

As mandated by our UPM Constitution, we are required, if directed, to increase the per capita portion of our membership dues that we send to our affiliates, the California Federation of Teachers and the American Federation of Teachers. Below, is our current monthly dues structure, and the new monthly dues structure effective September 1, 2013.

CURRENT MONTHLY DUES

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For category definitions contact our union office.
# UPM Staff and Committees 2013 - 2014

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*THE UPM NEWSLETTER IS PRINTED IN-HOUSE BY CSEA UNION MEMBERS*
“FOR THE GOOD OF THE ORDER”
Myth and Miscellany for the Union Faithful

JULY LABOR HISTORY

MOTHER JONES

Born in July, 1837, Mary Harris Jones, (called “Mother Jones” in later life) was an Irish-American schoolteacher and dressmaker who became a prominent labor and community organizer. She helped lead major strikes and co-founded the Industrial Workers of the World (IWW). In 1902 she was called “the most dangerous woman in America” for her success in organizing mine workers and their families against the mine owners.

Once when visiting a man in prison she asked him how he happened to be there. He said that he had stolen a pair of shoes; to which she replied: “if you had stolen a railroad you would be a United States Senator.”

Mother Jones was active in the struggle against child labor, and passionate in her support of education and life-long learning. In her “Autobiography” she wrote:

I have always advised men to read. All my life I have told them to study the works of those great authors who have been interested in making this world a better place for those who do its drudgery.

Sit down and read! Educate yourself for the coming struggle.

On July 29, 1970, after five years of strikes and boycotts, table grape growers in California signed their first collective bargaining agreement with the United Farm Workers. The contract, which covered over 10,000 workers, ended labor contracting and established seniority and hiring rights. It included an immediate wage increase and provided for fresh water and toilets in the fields as well as a medical plan. VIVA LA CAUSA!!

Jails were made for men who fight for their rights. But my spirit was never in jail. They can jail my body, but they can never jail the cause.

- Cesar Chavez
THE TAO OF UNION MEMBERSHIP

In Dante’s *Purgatory*, there is a parable about a man groping his way through the darkness carrying a light on his back – a light that does not illuminate his own way forward, but lights the path for those who follow behind.

In our own time, there also have been men and women whose struggles have helped illuminate the way for the rest of us. On the previous page we presented two of these people, Cesar Chavez and Mary Harris Jones (Mother Jones). Their activism and dedication helped improved the lives of hundreds of thousands of working people, many of whom lived in misery, poverty and degradation. But they were not alone. The labor movement is replete with people who struggled and sometimes gave their lives so those of us who “follow behind” might live in security and with dignity.

In 1975, Cesar Chavez summed up best what unions are about. *“The fight is never about grapes or lettuce, he said, it is always about people.”* Mother Jones also understood that the labor movement does not just struggle for economic rewards. It also struggles for people’s dignity.

If our faculty union is to be successful in protecting the rights, economic needs and dignity of our membership, we need it to be a people’s union.

If you are not yet a member, please consider joining UPM by submitting the application below. If we all join together, we can help assure that the dreams of Chavez and Jones will be fulfilled.

---

**UPM MEMBERSHIP APPLICATION**

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

Name: _________________________    SS#: ______________________________

Address: _______________________    City: ________________    Zip: __________

Date: __________________________    Email: _____________________________

Home Phone: ____________________   Campus Ext: _______

Check the appropriate category:

___ I am a permanent credit or non-credit employee or leave replacement

___ I am a temporary credit or non-credit employee on the semester system

___ I am a Community Education instructor

Return to the UPM mailbox or to the UPM Office, TB-124.

And please make sure you have completed the UPM payroll deduction option, in Human Resources.

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Please Note: Unless you have filled out the above UPM Membership Application, you are only paying a representation fee and you are not a member of UPM and entitled to UPM’s full membership benefit.
JOIN YOUR COLLEAGUES FOR

THE ANNUAL UPM MEMBERS
LUNCHEON
AND MEMBERSHIP MEETING
FRIDAY AUGUST 16, 2013
12:00 TO 1:30 PM
(After Convocation)
IN THE KTD CAMPUS CAFETERIA

* * *

PLEASE NOTE: THE MEETING AND LUNCHEON WILL START PROMPTLY AT 12:00 PM. FOOD WILL ONLY BE AVAILABLE UNTIL 12:45 PM!

* * *

LUNCH IS CATERED BY COMFORTS