PONDERINGS OF THE PRESIDENT
By Laurie Ordin

It has been almost a year since I began my term in this position and one of the many things that most intimidated me was the prospect of writing this column every month. I have found that the hardest thing about it is just getting myself in front of the computer and starting. At first I thought to myself, “Self, what are you going to possibly write about?” It turns out, unfortunately, that because we live in such a screwed up world, the number of potential topics for columns seems almost endless.

As I was sorting through the current upsetting happenings this month, it occurred to me that something big was happening right here at UPM that I needed to write about. As many of you know, by the end of this month twenty of our full time faculty members (along with many valued classified staff and managers) will have taken the SERP offered by the District and will be retiring. Many of the faculty members will not be returning to teach part time, but will embark on a new life, completely removed from College of Marin. I will be teaching during the time of the college retirement party, so I would like to wish them all a fond farewell and good luck in this column.

As people move on, I always feel a pang in my heart. Things will just not be the same without them, even as I wish them well. This round of retirees brings a real tightening in my chest as we bid goodbye to SEVEN faculty members who have played huge roles in the leadership of UPM. We owe much of our quite excellent contract (CBA) to them. They have put in years and years of work so that we can do our jobs with as large a measure of safety, security and good health as >>>>
possible. They have served on the Executive Council, the bargaining team and many committees. They have been Chief Negotiators, Treasurers, Webmasters, Presidents and Grievance Officers. I’m sure that they have done jobs that I don’t even know about.

They are:

**Paul Christensen**
**Carl Cox**
**Hank Fearnley**
**Tara Flandreau**
**Theo Fung**
**Ira Lansing**
**Mike Ransom**

We all owe a huge thank you to these valued colleagues. Most of them have seen us through the birth of our contract, pink slips, layoffs, out of control grievances, arbitrations, and the most protracted fact finding in California education history. Our part timers can thank these folks for the highest or nearly the highest pro rata pay in California Community Colleges. They can also thank them for their healthcare benefits in many cases. The list goes on and on. They have worked tirelessly for us, so if you see any of them before they leave, show them your appreciation.

These people have left us a legacy, but those of us who are left are entrusted with the job of preserving that legacy. We have many, many new faculty members and there is the hope that we will be able to hire even more full time members to replace some of our retirees. I’m glad to announce that our Executive Council will include three new members: Nadia Sanko, Kenny Buquen, and John Marmysz. One of our new PSC committee members, Scott Serafin, said to me that he was ready to “shake things up.” This is all great news, but we need you ALL to get involved.

I remember when I was new to CoM, I thought, when it came to labor issues, “Well, Ira and Paul will take care of things. I’m glad they’re on my side. This probably isn’t something I need to worry about.” Even though they did a great job at the helm, I was wrong. I watched in horror as the last administration tried to bust the union, even though we had very capable people in charge at UPM. I learned that UPM wasn’t just Ira, Paul and the other leaders. It was ALL of us. We are ALL UPM and we ALL need to be involved to protect this legacy that we have been left. So feel free to come by and sit in on the Executive Council meetings (Mondays, 2:15 in TB 124.) Apply to be on a committee. Run for office. Come talk to me about your concerns or interests. Let us not lose what our valued retirees have worked so long and hard for.

And as a wise, old retiree has said many, many times before, stay in touch, stay informed, stay involved.

Have a great summer!!!!!!
CONNECTING THE DOTS
News and Opinion
By Arthur Lutz

COMPUTER SURVEILLANCE

When Lenny Bruce was arrested in 1961 for using the word “cocksucker” during a performance in San Francisco, he defended himself by saying, “I didn’t DO it man, I only SAID it.”

And ten years earlier when leaders of the U.S. Communist Party were charged with advocating the overthrow of the United States government, they essentially offered the same defense, “We didn’t DO it man, we only SAID it.”

And when Jesus was crucified for suggesting that the meek would inherit the earth, even he could have offered the same argument, “I didn’t DO it man, I only SAID it.”

The attempt by authoritarian regimes to put restraints on free speech, free thought and any hint of politically threatening rhetoric has been prevalent throughout history. Even in academe, which claims to honor and protect freedom of inquiry, there have been restrictions on free speech. They were invoked at CCNY in New York where “left wing” professors were dismissed in the 1940s and 1950s; and at UC Berkeley in the 1960s where Mario Savio was jailed for speaking out against war and racism; and at Harvard in 2002 where Cornel West was attacked for his anti-establishment comments.

And even here at College of Marin, restrictions on freedom of speech and inquiry apparently exist, because just last month our administration surreptitiously seized and inspected the contents of a faculty member’s office computer for what they believed might possibly be “objectionable” material.

School administrators assert that court rulings give them the right to examine faculty computers. Perhaps. But there is a difference between having the RIGHT to inspect our computers, and the ACT of inspecting them. Even if a District has the legal right of scrutiny, any administration that claims to uphold the principles of academic freedom should not be exercising that right.

Please be advised that we apparently have an administration that feels it is entitled and justified and willing to surreptitiously confiscate our office computers, circumvent our passwords, and examine their contents.

Our faculty should contest this policy and should demand that our administration end and disavow its policy of surveillance and violation of our privacy and academic freedom.

UPM believes this is an important issue and our bargaining team will be demanding assurances of communication privacy and academic freedom for faculty at our upcoming collective bargaining negotiations with the District.

We believe that scholars should have the freedom to examine, teach and communicate ideas (including those that are inconvenient to external political groups or internal authorities) without being surveilled or targeted for repression. □
UPM COLLECTIVE BARGAINING UPDATE
John Sutherland, UPM Co-Chief Negotiator

Over the past few months, our Bargaining Team has been collecting and clarifying membership input for upcoming contract negotiations. We have submitted our demand letter to the District and it will go to the Board in June (after the District has finalized the Articles it wants to open) to be “sunshined.”*

The UPM list includes Articles 1 (Recognition), 3 (Wages), 4 (Benefits), 5 (Leaves), 6 (Transfers and Assignments) and 8 (Workload). In addition, we are proposing the creation of a new Article, 27, regarding Privacy and Personal Property Rights. We will soon meet with District Representatives to “set the shape of the table” for bargaining and to determine dates for summer negotiation sessions. We will have more information for you at our fall General Membership Meeting.

We have also concluded a series of sidebars. Briefly, these sidebars:
- Limit the observation time for DE courses to 50 minutes
- Redraw evaluation criteria for DE courses
- Prohibit smoking on District property (except in designated areas)
- Define drug testing and background screening for Nursing faculty
- Grant one semester toward ETCUM status for eligible “Emergency Hires”
- Allow the District to return to the 17.5 week calendar
- Set compensation for Distance Education coordinator at 3 units per semester.

For more information on these sidebars, please contact Laurie Ordin, Paul Christensen or John Sutherland.

The conclusion of these sidebars represents a turn in the recent history of UPM/MCCD relations. President David Coon and HR Director Kristina Combs have finally reciprocated UPM’s willingness to negotiate, and with this as precedent, we look forward to evenhanded and mutually beneficial negotiations for our successor contract.

*Editor’s note: “Sunshining” refers to a law that requires Government records to be open to the general public.

SLOs AND OUR CONTRACT – A UPM ADVISORY

Recently an email was sent out from our Academic Senate reminding faculty to complete SLOs for their courses by filling in the matrices that the College’s SLO committee developed. UPM would like to advise all unit members that if you wish to produce SLO materials and give them to the Academic Senate, or to anyone else, it is voluntary. There is no contractual requirement for faculty to produce SLOs, except for those faculty who are being compensated by the Academic Senate for doing so.
UPM EXECUTIVE COUNCIL ELECTION RESULTS

Full-Time Faculty Seat
Bonnie Borenstein 27
Nadia Sanko 25
John Sutherland 30
(all elected)

At-Large Seat
Laurie Ordin 63
(elected)

Part-Time Faculty Seat
Deborah Graham 32
(elected)

Total number ballots cast 72

In addition to the EC Council members elected above, John Marmysz and Kenny Buquen have been appointed by our UPM Executive Council to fill vacant seats for which there were no nominees. (See Article 3, Section 3, of our UPM By-laws.)

All newly elected/appointed members will begin their terms on July 1, 2013.

UPM’s SUMMER OFFICE HOURS

During this summer, from June 17th until July 25th, our union office will be open two days a week, Mondays and Thursdays 9:00 am to 1:00 pm.

If you need assistance or advice on days when our office is not open, please contact our union president, Laurie Ordin at: laurie@unitedprofessorsofmarin.org.

Her summer on-campus schedule will be: M-Th SMN 129 from 9 - Noon and 2:30 – 3pm; and M – Th SC 102 from Noon – 2:15.

Our union office will resume its usual five day a week schedule on Monday August 12th.

CALIFORNIA FEDERATION OF TEACHERS SUES WASC

On April 30th the California Federation of Teachers filed a complaint against WASC, charging it with ‘abuse of authority’ “...in performing the functions entrusted to it by the U.S. Department of Education and the California Legislature.” The complaint alleges that: “[WASC] has violated nearly every Federal regulation which guides it.”

If the CFT complaint is sustained by the U.S. Department of Education, we might not have WASC and Barbara Beno to push us around much longer.
UPM STAFF AND COMMITTEES 2012 - 2013

PRESIDENT
Laurie Ordin

UPM EXECUTIVE COUNCIL
Bonnie Borenstein, Carl Cox, Theo Fung, Deborah Graham, Arthur Lutz, Michele Martinisi, Laurie Ordin, John Sutherland

GRIEVANCE OFFICER
Ira Lansing

TREASURER
Theo Fung

BUDGET MONITOR
Deborah Graham

WORKLOAD COMMITTEE
Carl Cox, Theo Fung

NORTH BAY LABOR COUNCIL
Open

PROFESSIONAL AFFAIRS COMMITTEE
Patty O’Keefe, Chris Schultz

HEALTH AND SAFETY COMMITTEE
George Adams, Chris Schultz

PROFESSIONAL STANDARDS COMMITTEE
Bonnie Borenstein, George Adams

BARGAINING TEAM
Paul Christensen/John Sutherland (Co-Chief Negotiators)
Bonnie Borenstein, Theo Fung, Deborah Graham, Arthur Lutz, Michele Martinisi,

BAY 10 REPRESENTATIVE
Katrina Wagner

SABBATICAL LEAVE COMMITTEE
George Adams, Michele Martinisi, Patty O’Keefe (Chair)

UPMPAC
Arthur Lutz, Paul da Silva (Co-Chairs)

WEB MASTER
Mike Ransom

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

UPM EXECUTIVE SECRETARIES
Nancy Faw, Josette Lambert

NEWSLETTER EDITOR
Arthur Lutz