PONDERINGS OF THE PRESIDENT
By Laurie Ordin

GREETINGS, READERS OF CEREAL BOXES, milk cartons and this column! You are probably expecting, as usual, to have to tolerate one of my harangues about some issue that I find especially irritating. Some of you may even be looking forward to seeing whatever it is I might be complaining about this month.

Well, sorry to disappoint you! My cynicism is on a little vacation and I find myself unable to get on my soap box and whine. Many of us are celebrating religious holidays of the season. In Jewish homes around the world, the youngest child at the Passover Seder table asks, “Why is this night different from all other nights?” You may be asking right about now, “Why is this month different from all other months?” The answer to this question is, “On all other months, we have not had a decent offer from the District on the table, but on this month, WE HAVE A VERY GOOD OFFER.” I think all of you will be pleased.

There are a few little details that need to be hammered out, but it looks like we will be asking you to a contract ratification meeting in the near future. I will let you turn the page to read the details in the column by our chief negotiator, John Sutherland, but I just want to say thanks to a few people. Of course we are grateful to our entire bargaining team: Bonnie Borenstein, Deborah Graham, Arthur Lutz, Michele Martinisi, and Byron Ramey. Special and huge thanks go to John Sutherland for his expertise in leading and handling the negotiations. I would be remiss if I did not also thank President Coon for his willingness to listen when things were not going well, and to the rest of the District’s team, especially Kristina Combs, Executive Director of Human Resources. Kristina took information sent her way from UPM’s budget monitor, Deborah Graham, and used it to turn the bargaining ship around and steer it in a positive direction.

Finally, I would like to thank you, our UPM members, for your active participation, feedback and support. You attended meetings, called, wrote, and came by to tell me of your concerns during some of the difficult periods of our negotiations. I was able to take your concerns and dissatisfaction to President Coon, who took them to heart.

This job that I do is not always pleasant. Most of the time, I’m on the phone, or at meetings or my computer, putting out fires. I know that not everyone is an active supporter of our union, but many people are kind and thank us for the work we do. I must say that over the past little while, I have gotten a great deal of satisfaction from this work. For the entire day after John Sutherland, upon concluding negotiations, shook the hand of the District’s chief negotiator Laura Schulkind, my cheeks hurt from smiling so much. And now, seeing the looks of satisfaction on your faces when I am able to describe the improvements in our contract, this job is truly gratifying. We cannot do this work alone, but in solidarity, we do it together. So stay informed, stay in touch and stay involved. **Now turn the page and enjoy!** □
COLLECTIVE BARGAINING UPDATE

John Sutherland
UPM Chief Negotiator

TENTATIVE AGREEMENT

AFTER MANY MONTHS OF BARGAINING, UPM and MCCD have reached a tentative agreement on our Contract. There are still loose ends to tie up, and then a vote by the membership for approval, but we have at last made headway. Here’s an outline of how our new agreement looks.

The new agreement will start January 1, 2014, and on Wages will be implemented in three phases, phases One and Two to be retroactive to the beginning of 2014 and 2015 respectively.

WAGES

**Year One** (Jan 2014→): All Step increases (FT, PT Credit and Non-Credit) will be recalibrated so that within each column the step increases are a fixed dollar amount. Current Step 3 is the new Step 1, and two Steps are added, with the same recalibrated increases, to keep the schedule at 21 Steps. This means everyone’s salary will increase the value of two Steps. In addition, new Steps 22 and 23 are added to create a salary schedule with 23 Steps. Finally, normal Step increases will occur per the Contract in addition to the above. In Year One, then, salary increases will be equal to three Steps.

**Year Two** (Jan 2015→): Step 2 is the new Step 1, and a new Step at the top keeps the schedule at 23 Steps. Another new Step is added to the top, bringing the total to 24 Steps. The normal Step increases will occur per the contract in addition to the above.

These increases apply to FT, PT Credit and Non-Credit.

**Year Three** (Jan 2016→): A 4% increase for FT, PT Credit and Non-Credit unit members.

**Children’s Center** salaries shall increase at the yearly average raise as other Faculty salaries.

BENEFITS

**Permanent/Probationary Unit Members** (Excerpted and amended from Contract): The District shall pay the full cost of medical, vision and disability insurance programs at the dollar amount set by the carrier through 2016. Should the rate for any District medical insurance program exceed the Kaiser Family Rate, the unit member will have deducted from his/her paycheck the difference between the Kaiser Family Rate and the rate for the medical insurance program in which the unit member is enrolled.

**Temporary Credit and Non-Credit Unit Members** (Excerpted and amended from Contract): The District shall provide a maximum contribution of either employee or employee plus one Kaiser medical insurance coverage for qualified Temporary Credit Unit Members at the dollar amount set by the carrier through the end of 2016. Currently employed unit members working in the non-credit FTES generating program for 40% or more of a full-time equivalent load and fee based intensive English program instructors shall qualify for the same coverage as part-time credit instructors.

We are still finalizing other parts of the agreement and will have them in writing soon for your review. Your UPM Bargaining Team has worked tirelessly to achieve the best Contract possible for all involved. We would like to extend appreciation to President Coon and his Bargaining Team for recognizing and rewarding the expertise of UPM unit members. And a special thanks to HR Director Kristina Combs for her grace and her respect for and appreciation of our profession.

Finally, the UPM Bargaining Team thanks you, our membership, for your support and for voicing your concerns in response to our updates in the UPM Newsletter. We couldn’t have done it without you. □
EDITORIAL

AFTER MONTHS OF NEGOTIATING we finally have a new Contract* – one that provides across-the-board step adjustments and pay increases for all faculty, and which preserves, (and for some faculty, improves) medical benefits. Kudos to our UPM Executive Council and Bargaining Team for negotiating this agreement, and to the District who recognized the justness in agreeing to these improvements.

But that doesn’t/shouldn’t mean an end of our efforts to correct inequities and injustices that still remain, both in pay, benefits and working conditions.

We still have differential pay parity between Permanent and Adjunct faculty. And we still have a Lecture-Lab pay differential, and out-of-pocket medical costs for some faculty. And there remains the question of computer privacy and making sure that our pay scale is comparable to other Bay Ten faculty. These and other issues still need to be addressed and resolved and we intend to bargain them with the District when we reopen negotiations for our next contract, or perhaps even sooner through the “side-bar” process.

In the interim, however, we can enjoy the successes we have achieved and what they will mean in our paychecks and for our working conditions. (See the report by our Chief Negotiator on Page 2.)

Regarding our wages, in President Laurie Ordin’s March Ponderings column, she wrote, “Wages are not just set by some magic of the free market. POWER is what sets wages.”

Laurie was referring to the POWER of union solidarity. It was only because we had the support of our union membership that we were able to negotiate a contract as favorable as it is.

So thank you all for all your support and encouragement during this long and difficult bargaining process.

And thanks to the District for what, in the end, turned out to be a respectful dialogue in the resolution of these issues. □

*(Subject to ratification by our UPM membership and the CoM Board of Trustees.)

---

UPM STAFF AND COMMITTEES 2014 - 2015

<table>
<thead>
<tr>
<th>PRESIDENT</th>
<th>Laurie Ordin</th>
</tr>
</thead>
<tbody>
<tr>
<td>UPM EXECUTIVE COUNCIL</td>
<td>Bonnie Borenstein, John Erdman, Deborah Graham, Arthur Lutz, Mami Marmusz, Michele Martini, Laurie Ordin, Nadia Sanza, John Sutherland</td>
</tr>
<tr>
<td>GRIEVANCE OFFICER</td>
<td>Bonnie Borenstein</td>
</tr>
<tr>
<td>TREASURER</td>
<td>Michele Martini</td>
</tr>
<tr>
<td>BUDGET MONITOR</td>
<td>Deborah Graham</td>
</tr>
<tr>
<td>WORKLOAD COMMITTEE</td>
<td>Bonnie Borenstein, Michele Martini</td>
</tr>
<tr>
<td>NORTH BAY LABOR COUNCIL</td>
<td>Paul da Silva</td>
</tr>
<tr>
<td>PAR-TIMER REPRESENTATIVE</td>
<td>Vacant</td>
</tr>
<tr>
<td>UPM</td>
<td>United Professors of Marin local 1010</td>
</tr>
<tr>
<td>PROFESSIONAL AFFAIRS COMMITTEE</td>
<td>Rinoet Eriny, Christine Li</td>
</tr>
<tr>
<td>SABBATICAL LEAVE COMMITTEE</td>
<td>John Marmusz, Nadia Sanza, Walter Turner</td>
</tr>
<tr>
<td>PROFESSIONAL STANDARDS COMMITTEE</td>
<td>Scott Servon, Vacant</td>
</tr>
<tr>
<td>BARGAINING TEAM</td>
<td>John Sutherland (Chief Negotiator) Bonnie Borenstein, Deborah Graham, Arthur Lutz, Michele Martini, Byron Ramey</td>
</tr>
<tr>
<td>BAY 10 REPRESENTATIVE</td>
<td>Paul da Silva</td>
</tr>
<tr>
<td>CCC REPRESENTATIVE</td>
<td>John Erdman</td>
</tr>
<tr>
<td>UPN PAC</td>
<td>Paul da Silva, Christine Li, Arthur Lutz</td>
</tr>
<tr>
<td>CRA TRUST</td>
<td>Ira Lassing (Chair), Judy Coombes, Hank Fearnley, Bruce Furnas, Laurie Ordin</td>
</tr>
<tr>
<td>HEALTH AND SAFETY COMMITTEE</td>
<td>George Adams, Christine Li</td>
</tr>
<tr>
<td>SOCIAL COMMITTEE</td>
<td>Vaughan Ariano, David Patterson</td>
</tr>
<tr>
<td>UPM EXECUTIVE SECRETARIES</td>
<td>Nancy Faw, Josette Lambert</td>
</tr>
<tr>
<td>WTB MASTER</td>
<td>Derek Wilson</td>
</tr>
<tr>
<td>NEWSLETTER EDITOR</td>
<td>Arthur Lutz</td>
</tr>
</tbody>
</table>
FOR THE SECOND YEAR IN A ROW our UPM Newsletter has won the California Federation of Teachers award for BEST UNION NEWSLETTER in its class, in California.

And this year, our Newsletter also won two additional CFT awards:

- AN AWARD FOR FEATURE WRITING, and,
- AN AWARD FOR NEWS WRITING.

Many thanks to all our guest contributors, supporters and muses.

For those who may have missed it, on the following page we are reprinting our award winning article “REMEMBERING PETE SEEGER,” that appeared in our February 2014 issue.

Editor

DEAN HUMOR

A COLLEGE DEAN WENT TO THE DOCTOR with the complaint that he could not sleep, had torturous headaches and felt he might be in danger of having a mental breakdown. The doctor told him that he must absolutely give up all mental exertion of any kind. “But Doctor, I’ll be ruined, I’m a college dean.” “Oh”, said the doctor,” you can go right on with that.” □

WHAT FOR?

So we have a new Interim Dean of Enrollment.

What for? As best we can gather from his presentation to the Academic Senate, his policies don’t appear much different from the disastrous enrollment policies of the dean he replaced. So couldn’t the administration have just put the department on auto-pilot and saved the big bucks they are paying him? □

¡NO PASARÁN!
THE BOMBING OF GUERNICA

ON APRIL 26TH 1937, in a prelude and rehearsal for WWII, Hitler’s air force bombed and strafed the Spanish town of Guernica, reducing it to rubble and killing thousands.

It occurred during the Spanish Civil War (1936-1939) at the behest of General Francisco Franco, who, with the aid of mutinous Spanish army troops and with the connivance of Western governments (including our own), attempted to overthrow Spain’s elected democratic Republic.

But Franco’s attempt to usurp the electoral process did not go unchallenged. Thousands of freedom loving men and women from 53 nations traveled to Spain to defend the Republic, including 2800 Americans, (one third of whom would die on Spanish battlefields.)

These “brigadistas” fought bravely, but with the aid of Hitler and Mussolini’s equipment and troops, Franco prevailed, resulting in a dictatorship that lasted for 36 years until Franco’s death in 1975. During his reign he executed over 300,000 of his political enemies and tortured and imprisoned many thousands more in 190 concentration camps.

The destruction of Guernica became a symbol of Franco’s fascist brutality, but it is also is a symbol of the bravery and idealism of the tens of thousands of anti-fascist volunteers who were willing to travel and die in Spain to defend democracy.

There are few struggles in history that exemplify so clearly the forces of good and evil. □

MORE DEAN HUMOR

A DEAN AT A COMMUNITY COLLEGE told one of the Instructors in his department, “I’m going to be working in a better school soon.”

“So am I,” volunteered the instructor.

“What! Are you transferring too?” asked the Dean.

“No,” said the instructor, “I’m staying here.” □

UPM Newsletter April 2015
REMEMBERING PETE SEEGER
1919 – 2014

In 1882 Friedrich Nietzsche declared that God was dead. For many people in the labor and progressive community Nietzsche was premature – last month God really died – Pete Seeger passed away.

Those of us who are saddened by Seeger’s death know how Nietzsche felt when he lamented the loss of “a source of received wisdom.” For many of us, Pete was the source.

Two of Seeger’s songs expressed his wisdom best:

One man’s hands can’t tear a prison down
Two men’s hands can’t tear a prison down
But if two and two and fifty make a million
We’ll see that day come round
We’ll see that day come round.

and...

Step by step the longest march
Can be won, can be won
Many stones can form an arch
Singly none, Singly none...
And through union what we will
Can be accomplished still
Drops of water turn a mill
Singly none, Singly none.

Pete Seeger was the quintessential ‘socialist man.’ He believed that through communal action and labor solidarity a better world could be created. He was teacher, guide, sage, avatar and role model to those who work for a just workplace and a more equitable society. He did it through song, through story, through community activism – but mainly he did it by modeling a life of integrity.

Now that Pete is gone, many are asking who will carry his legacy forward. Pete would probably say it will have to be all of us – together...

“DROPS OF WATER TURN A MILL
SINGLY NONE, SINGLY NONE.”

Arthur Lutz
2/14
IS COMING
- INTERNATIONAL WORKERS DAY -

“I CONSIDER IT IMPORTANT, INDEED URGENTLY NECESSARY, FOR INTELLECTUAL WORKERS TO GET TOGETHER TO PROTECT THEIR ECONOMIC STATUS.”

― Albert Einstein

UPM PROTECTS OUR FACULTY’S ECONOMIC STATUS!
IF YOU ARE NOT A MEMBER, PLEASE JOIN.

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

Please Note: Unless you have filled out the above UPM Membership Application, you are only paying a representation fee and you are not entitled to UPM’s full membership benefits.