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Who Is Affected	Contract Article	Proposed Language	Existing Language
All FT = Full-Time PT = Part-time CR = Credit NC = Non-Credit	Article and section number	If accepted, this would become the new contract language	What is in the current contract

Article 1 – Recognition

Who Is Affected	Contract Article	Proposed Language	Existing Language
CR FT PT	1.3.3	Coordinators and supervisor shall create list of responsibilities for the coordinator position	There are no specified duties for the coordinators

Article 3 – Wages

Who Is Affected	Contract Article	Proposed Language	Existing Language
CR FT	3.0	Effective 6/30/09 there will be two new steps on the salary schedule: 21 and 22. Each is 1.5% more than the previous step	Salary schedule ends at step 20
NC PT	3.3	Unit equivalent computed to 4 decimal places	2 decimal places
CR PT	3.9.6.3	Step 15 is the highest step for movement	Step 14
CR FT PT	3.10	Office hours must also be posted on line and with the Office of Student Learning	Only required to post in written materials
CR FT	3.16	Overload rate of pay capped at step 20	Overload paid at current salary step

Article 4 – Fringe Benefits

Who Is Affected	Contract Article	Proposed Language	Existing Language
All	4.1	Sets \$1350/month as cap on health care coverage Co-pay is \$10, goes to \$15 on 2/1/11	Current Kaiser Family rate is \$1531, but current in 2011. Co-pay is \$5.
NC CR PT	4.2	\$900.72 cap on Kaiser coverage Dental is \$400/\$800 \$15,000 total for dental	Cap is \$1100 Dental is \$200/\$400

Article 5—Leaves

Who Is Affected	Contract Article	Proposed Language	Existing Language
All	5.2.12	Assigned and unassigned hours must be accounted for, up to 37.5 per week Prorated for PT	Assigned hours per day must be accounted for
All	5.2.13	Up to 50 days of catastrophic leave every 3 years by donation	Same but only 15 days available
FT	5.6	Sabbatical leaves not prohibited within 2 years of retirement	2 years of service remaining is required
FT	5.6.8.1	Sabbatical Leaves Committee consists of 3 faculty 3 academic administrators	4 faculty, 1 administrator (any)
FT	5.17.1	As of date of contract, accrued banked units cannot exceed 15	No limit

Article 6—Transfers & Assignments

Who Is Affected	Contract Article	Proposed Language	Existing Language
FT	6.5.2	If a class is cancelled because of small size, assignment may include “instructionally related or student services activities” if qualified.	This was always possible; it is now expressly stated
CR PT	6.8.1	ETUM status requires 4 completed semesters in 4 years (after 7/1/10)	2 completed semesters in 2 years
CR PT	6.8.1(F)	Eliminates Emergency Hire On-going hiring pools	Emergency hires for 2 semesters
CR PT	6.8.3	PT load max is 67%	Max is 60%

Article 7—Evaluations

Who Is Affected	Contract Article	Proposed Language	Existing Language
All	7	UPM advisor involved only by request of evaluatee	UPM advisor part of evaluation team
All	7	Student comments must be typed verbatim	Unclear as to who did this, if at all
FT	7.3	Purpose is to assess performance, provide sugges-	Provide sugges-
		tion, provide sugges-	tion for improve-

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		tions, with appropriate corrective action.	ment, if any.
FT	7.3.7	Performance improvement plan required if specified	Plan is optional
CR NC PT	7.6.4	Additional evaluations allowed if written student complaint <i>form</i> is presented	Student complaint process applies
All	7.8	District must act within 90 days of item place in your file, unless there is an ongoing investigation, in which case within 6 months	45 days

Article 8—Workload

Who Is Affected	Contract Article	Proposed Language	Existing Language
FT	8.1	Unassigned hours shall <i>include...</i>	Unassigned hours <i>shall be for...</i>
FT	8.1.2	Professional service duty is expected	Voluntary
FT	8.5	Office hours must be provided in course materials and to Dean	Posted outside office
CR	8.7.1	Management schedules librarians	“Librarians shall be scheduled...”

Article 8—Workload (specific)

Who Is Affected	Contract Article	Proposed Language	Existing Language
CR	8.12	Clarifies that dept. chair will make “good faith effort” to resolve disputes Clarifies that dept. chair submits a recommended schedule to dean	N/A
CR	8.24.5	Clarifies clinical lab course numbers for Nursing faculty	N/A

Article 14—District Rights

Who Is Affected	Contract Article	Proposed Language	Existing Language
All	14	Enumerates the rights of management as allowed by Ed. Code	Shortest article of the entire contract

Article 16—Upgrading

Who Is Affected	Contract Article	Proposed Language	Existing Language
CR	16	Sections granting hiring privileges to PT moved to Article 6	N/A
NC			
PT			
CR	16.1	Academic Senate creates “hiring criteria” jointly with District UPM negotiates subjects of bargaining	UPM responsibility
NC			
PT			

Article 23—Term

Who Is Affected	Contract Article	Proposed Language	Existing Language
All	23	2007-08 and 2008-09 contracts unchanged	Contract is 2007-10
		This contract is 2009-12	

This is a summary of the changes. The complete document is posted at www.UnitedProfessorsofMarin.org