

ComedySportz! Fun & Family Friendly

**PLEASE NOTE DATE CHANGE:
Saturday, March 26
7:30 p.m., 420 S. 1st St.**

Light snacks and beverages will be served in the "Garage" (party room), 6:30 - 7:25 p.m.

Tickets are just \$10 each and can be purchased at the Local 212 Office (739 West Juneau Ave.)

Deadline to purchase tickets is Monday, March 21.

Questions? Call (414) 765-0910.

Condolences

Friends & Family of:

Carston Koeller – Past Local 212 President
Mary Elsner

Members:

Rebecca & Robert Quesada – Brother
Jan Lasky – Mother
Ter Her – Father
Rose Farrar – Mother
Kevin Pulz - Father

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nificant cost savings in health care. They also ignore that hundreds of school districts and several tech colleges recently settled contracts where employees pay nothing on the pension and wages were not frozen.

One of the most hypocritical critics is West Bend Senator Glenn Grothman. The contract his district's technical college settled this fall includes 2.5% salary increases, a lower payment on healthcare than we agreed to, and no pension contribution. Yet neither Grothman nor any of our critics have said a word about this. Rather, Grothman attacks only MATC, the college with more minority students than all of Wisconsin's other public colleges and universities combined.

Grothman is now proposing a dramatic change in the tech college system's governance from a shared model of collaboration among stakeholders to one run by the business community. Grothman's proposal would eliminate worker representatives – even though tech colleges are working-class colleges. It is a corporate power grab that would change a system that is not broken.

This proposal is profoundly anti-democratic, based on an ideology that says only the property-owning elites have the right to full political participation. It denies citizens, the vast majority of whom do not own businesses but work for a living, the right to full political participation in the governing of the college. It is simply an unprecedented power grab.



Local 212 members and retirees stand strong against attacks on public-sector workers. – Photo by Sue Ruggles

Grothman and Walker do not care about ensuring that Wisconsin has a skilled labor force as a competitive asset. That is why they are scapegoating teachers and our very middle-class wages and benefits. Their view of Wisconsin is not a high-skill, high-wage state that competes based on the value we bring to the world. Rather, they want Wisconsin to get poor. They think if they drive down wages and benefit costs, they can attract businesses to the state.

Walker and company are wrong. Wisconsin can't compete based on low cost, because there are workers elsewhere in the world who are willing to work for pennies. Tech colleges provide people with the skills businesses need to compete. Local 212 understands tech colleges' contributions to Wisconsin's economy. That is why we negotiated a contract that invests \$11.6 million in our students and the state's labor force. It is a contract and a negotiating process that we all should be proud of.

American Federation of Teachers
Local 212
Milwaukee Area Technical College

News & Views

Volume 35, No. 5 :: February 2011

President's Message

Walker Declares War on Unions

By Dr. Michael Rosen
Local 212 President

By now most of you know that Local 212 has a new three-year contract. This is good news for taxpayers, our students, faculty, staff and college. It is proof that collective bargaining is a constructive process for solving institutional problems.

Local 212 and the MATC administration began negotiations in October when it became clear that MATC was facing a \$20 million deficit. The resulting contract is a good-faith effort on behalf of faculty, counselors and professional staff to solve the college's projected deficit.

Like all units of local government, MATC has experienced increased enrollment as unemployed workers and returning veterans return to classrooms in search of marketable skills. In the face of declining revenues and increased costs, Local 212 has decided to forego raises for two years, make significant

concessions in health care while increasing our premium contribution, and hold open 19 full-time faculty positions. The agreement saves the college a minimum of \$11.6 million over three years, and that is a conservative estimate.

Instead of praising this contract as the responsible investment in MATC that it is, the *Milwaukee Journal Sentinel*, Republican leaders and squakradio have condemned it for a variety of reasons – none of which stand up to scrutiny.

They say we rushed the contract through to avoid Gov. Walker's budget repair proposal. Yet we began negotiating this contract in October before Walker was even elected, and we settled it before his budget was even



Standing-room-only in Madison. – Photo by Sue Ruggles

announced. Maybe our critics have a crystal ball, but we don't. We and the administration operated responsibly based on facts about MATC's financial challenges.

Critics express outrage over the fact that the contract does not require us to pay a portion of the pension. Yet they ignore that we froze wages for two years and agreed to sig-

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Faculty: Stop Doing Deans' Work!

By Charlie Dee
Local 212 Executive VP

Consider these common-sense principles: 1. When people do work, they should be paid for it. 2. People who are paid to do a job should actually do it.

Both principles are violated when MATC faculty members schedule class assignments for their departments without getting additional load for it. Why? Well, the associate deans are paid to schedule.

The administration told Local 212 leaders

in 2009 that due to the budget crisis, special assignments for faculty members would be cut and that associate deans would do all the scheduling of class assignments.

So in many departments, special assignments for instructional chairs and department chairs were either cut back or eliminated. Local 212 could do nothing about this since we had no contractual right to these assignments. However, we warned the administration that they would need to monitor associate deans closely to make sure they didn't screw up.

Well, in many departments, associate deans are leaving most of the grunt work to faculty and not doing the scheduling they are paid to do.

As a result, faculty members continue to do the scheduling despite not being compensated.

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SHOPPING

You deserve discounts!
(and a cute pair of shoes)



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aft.org/members

AFT + is your advocate. For information on all AFT + programs, call 800/238-1133, ext. 8643, or e-mail aftplus@aft.org. The AFT has an expense reimbursement and/or endorsement arrangement for marketing this program. For more information, please contact AFT Financial Services at 800/238-1133, ext. 4493; send an e-mail to disclosureinfo@aft.org; or visit www.aft.org/benefits/disclosure.

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sated for it. This violates the two principles above.

Now there are a couple of exceptions: at least one department elected an instructor to do the scheduling, and that person gets additional percentage load for it. The English department does a group scheduling for full-time assignments, so everyone participates equally. Fine.

But now some departments are being told that even more special assignment time is being cut. The Local 212 position is that if the administration won't pay us to schedule, we shouldn't do it.

Also, even if the motivation of a faculty member is pure ("The dean will screw this up, so I'm doing everybody a favor by taking it on even though I'm not paid for it"), it hurts us.

Local 212 has made the argument for years that we have a top-heavy administration. For the past three years we've argued that the best approach to balancing MATC's budget

is to dramatically cut back on the number of associate deans, a redundant position that most colleges don't have. So far, our pleas have been ignored.

It's very difficult to sustain that argument if instructors keep doing the jobs that associate deans are paid big money for. Also, the whole arrangement is hidden from top administrators, so they never get to see which associate deans are competent and hard-working and which are not.

If instructor A designs a great schedule for a department that nobody complains about, then Associate Dean B gets credit for it and appears to his or her bosses to be competent and efficient. The result is more money wasted for people who don't add value to the college or our students' experience.

So please, give Mike Rosen, Frank Shansky, Marlene Dombrowski or myself a call if you're unsure what to do. But try to look at the big picture and remember that bailing out your associate dean is not the answer to either fairness or efficiency.

TAX NOTICE

Local 212 **does not** have the ability to keep track of the total dues paid by each of our more than 1,400 members. The total dues paid in 2010 should appear on your final check stub for the year. Save that for your income tax filing purposes. In accordance with Internal Revenue Service code section 633 (e)(1)(A) we are required to report the amount of dues paid by members that relate to lobbying and certain political expenditures. Please be advised that 19.07% of the dues paid by you during 2010 related to lobbying and certain political expenditures and are non-deductible pursuant to Internal Revenue Service code section 162(e)(1). Please consult your tax advisor regarding your individual reporting requirements.

– Jim Benedum
2nd VP, Financial

Retiree Power

Retirement Planning Tools for Every Circumstance

By Phyllis Holder
'09 Retiree

When results from the Employee Benefit Research Institute's 2010 Retirement Confidence Survey revealed that 50% of retirees reported annual spending that did not fall from pre-retiree levels, Bud Hebel was not surprised. He wasn't shocked by findings that 24% of retirees reported spending more than they thought they would.

The 77-year-old retiree with three degrees from MIT knows that quite a balancing act is required. To that end, Hebel developed www.analyzenow.com to disseminate retirement planning tools that accommodate the unique situations of each user.

Also to help retirees make smooth transitions and keep up with issues that affect us, the AFT national program on retirement provides information and advocacy outlets at www.aft.org. You can also sign up for the AFT Retirees electronic newsletter at www.unionvoice.org/aft_retirement/join.tcl.

On the local level, reorganizing our Local 212 Retiree Chapter has proven to be a very timely move. Our January meeting included straight talk from Rep. JoCasta Zamarripa (D-WI) on the state of affairs in Madison.

This is a grim time. The dominant trends are driven by the calamities of the past decade and aggravated by angry rhetoric, hyperbole and polarized institutions.

What I have discovered by retiring at a time such as this is the importance of connectedness and cohesiveness. The perspectives that my fellow retiree chapter members share at our meetings help me to get clear about how political and legislative action will be central to sustaining successful retirements. This desire directs the work of the chapter.

Collectively, we do wield retiree power. January meeting attendees added their voices in support of the right of all workers to have a strong union by letting Gov.

Walker and their state representatives and senators know what they think about current attacks.

Sharing the history of prior attacks on the middle class that united us for a common purpose and acknowledging the collective years of advocating for working families amongst all present made me proud to be Local 212.

AFT National Associate Director Lauren Luchi leads the AFT national program on retirement and retirees. She is scheduled to speak to us at our April 8 meeting. Please attend, whether you are a retiree or planning for your retirement.

April Meeting Date and Place: April 8, 9:30 a.m. at Best Place at the Historic Pabst Brewery, 901 West Juneau Avenue. A light breakfast will be provided, compliments of Local 212. **Please RSVP by March 31 to** pholder@local212.org or (414) 765-0910.

ER&D

Choose Your Next ER&D Workshop Now

By Michelle Felix
ER&D Local Site Coordinator

As I write this, the college is closing for the impending blizzard, but in ER&D, we're thinking about summer. To help you plan ahead, here is a preview of what we will offer for credit following the spring semester.

On Course I Workshop

In this four-day workshop, you'll learn dozens of learner-centered strategies for empowering students to become active, responsible learners.

Instructional Strategies that Work

Learn time- and field-tested instructional strategies that improve student learning. Explore the latest research on effective instruction and learn what strategies achieve the best outcomes.

Part-Time Faculty Corner

Resolutions for 2011

By Sally A. Lindner (SAL)
6th VP – Part-Time Faculty

The start of a new year is the time to work toward resolutions and to implement decisive changes. Just as many of you made resolutions to better your lives in 2011, I compiled a list of resolutions to strive for and implement at MATC.

For Administration

Administration needs to recognize that without part-time faculty, MATC would not be able to provide our students with continuing opportunities to develop skills and knowledge. It is in the best interests of the college to value the work of our part-time faculty. Our listing of best employment practices for part-time faculty needs to be addressed. Here are but a few of our best employment practices:

- Part-time faculty should be paid a rate equal to that paid full-time faculty having the same qualifications and experience for doing the equivalent instructional work.
- Upon successfully completing a review period, regularly employed part-time faculty should achieve a form of job security.

Integrating Global Perspectives Across the Curriculum

Expand your knowledge of curriculum globalization. Develop important cross-cultural skills, understanding, and collaboration strategies.

Technology Tool Shop

The college has incredible technologies to enhance teaching and learning. Develop proficiency with innovative technologies available through the college. You will also design curriculum that utilizes these resources.

Complete Course Overhaul

Revise an existing course or create new curriculum. The result will be curriculum that is coherent and comprehensive, with each unit and assessment linking to the next. Learn how to plan out a semester or an entire school year.

- Part-time faculty should be treated with the same professionalism as full-time faculty and provided the necessary support (offices, computers, telephones, etc.) to do their jobs.

For Local 212

What is 212's criterion to become a core committee member? We are not privy to it. Why aren't part-time instructors represented on core committees?

On assistance for 212 brothers and sisters in need: AFL-CIO unions have a long history of helping their members in need by giving time, labor, money, supplies and support to their brothers and sisters. Why don't we?

For My Colleagues

Our biggest assets are our determination and our collective voice. Like any muscles, the more we exercise them, the stronger they will become. 2011 needs to be the year when part-timers come out of the shadows and have an equal seat in our own Local and at the administrative table. Let's raise our collective voices and make it happen!

For New Faculty

Welcome! Let ER&D help you transition into the college and into your teaching responsibilities. Our Peer Support Coordinator, Julie Rock, will offer informal coffee gatherings at all campuses this semester. Join her to meet a friendly colleague and to get your questions answered. Look for her email in Groupwise. You may also reach her at rockj@matc.edu and (262) 238-2226, or ext. 82226.

GREEN ENERGY SUMMIT

Please attend the great 2011 Green Energy Summit. There will be much of value for everyone, Wednesday through Friday, March 9-11. Register online now at <http://greenenergysummit.us/>. As usual, we will have an outstanding group of keynote speakers and compelling special sessions.

The theme of the eighth annual Summit is **The Green Frontier – Historic Changes, Unprecedented Opportunities**. A symposium on Education and Job Creation will be held on Friday.

MATC is the host institution for this great teaching and learning event. Full registration scholarships are available for MATC personnel. Hold your place by filling out a Prior Approval form. Contact Shelly Conroy, conroy@matc.edu.

All students may register for the Summit free of charge! Please integrate Summit attendance and assignments for your students into your syllabi. Students should register online now via <http://greenenergysummit.us/>.

Thanks for your help in making the Green Energy Summit one of the premier annual conferences on energy, economy, education, and environment in the nation.

– The Green Energy Summit Team