



N E W S L E T T E R

Volume 30, No. 1

Janet Nortrom, Editor

September 27, 2005

FROM THE PRESIDENT

As part of MATC's accreditation process, the college is organizing Conversation Days. I urge you to participate in these discussions.

These Conversations Days represent an opportunity to express your discontent with the administration's lack of concern for academics and its style of management that has marginalized faculty and staff from institutional decision making.

Examples of the administration's unilateral style of management and its disdain for faculty and staff input include:

- The attempt to eliminate MATC's Adult High School;
- Repeated efforts to close our nationally recognized childcare centers;
- The decision to hire as the dean of nursing someone who was not recommended by the joint hiring committee;
- The ill advised decision to cut back on Spanish-speaking and Hmong-speaking student services as MATC's Latino and Hmong student populations have soared;
- The decision to cutback the work year of many of our educational assistants and disability specialists.

The administration demonstrates very little interest in academics:

- It ignored the concerns raised by the nursing faculty about the problems associated with a rapid expansion of the division without adequate planning;
- It has repeatedly tried to increase student-faculty ratios in English and math labs and nursing clinicals despite all the research arguing that intensive student-faculty relations are the cornerstone of academic success;
- It has made no effort to demand that the state office address the needs of MATC students in redesigning the AAS degree.

Marketing and public relations rather than academics have become the administration's focus. We now have an administrator whose principal job is marketing the Cooley Auditorium! And despite the Legislative Audit Bureau's warning that MATC was hiring consultants with no identifiable deliverables to do the very same work already assigned to highly paid administrators, the scope of consultant work has expanded as has the pay!

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AND IN THIS CORNER...

ROSEN APPOINTMENT GREAT FOR COLLEGE

Governor Jim Doyle's appointment of Local 212 President and economics professor Mike Rosen to the Wisconsin Technical College System (WTCS) Board couldn't have come at a better time. We needed some good news. And the WTCS needs Rosen.

In 26 years teaching at MATC, there have been many instances when the state bureaucracy acted against the interests of our students. The AAS degree fiasco that has thrown many of our occupational programs for a loop is just the latest example.

We used to have a fine program called "Crossover," which offered courses that functioned as a bridge for students with high school diplomas who were not yet ready for college work. Well, the WTCS forced us to get rid of Crossover. As a result, many students register for classes they are ill-prepared for and then drop out.

Now the WTCS has magically discovered these students who need developmental courses, so they've initiated discussions about new curriculum for "Underprepared Learners." Had they listened to MATC instructors, they never would have done away with Crossover, which well served the underprepared.

Since the WTCS Board sets policy for the bureaucracy, having Rosen – a genuine, breathing, classroom instructor - on board to advocate for our students and their needs will be a great addition. Rosen also understands something that many WTCS staffers either ignore or are ignorant about: that MATC has more students of color than all the rest of the state's two-year and four-year colleges put together.

Finally, as an economist, Rosen understands the complex state funding formula and will be able to fight for MATC getting its fair share.

So congratulations to Governor Doyle for caring enough about Milwaukee and MATC to have the wisdom to appoint Rosen.

COLE AND BELL OPPOSED APPOINTMENT

One would expect everyone at MATC to be excited about what this appointment could do for the college. However, Dr. Cole worked very hard over the past month to try to deny Michael this appointment, and he was supported in his efforts by MATC Board Chair Jeanette Bell. He contacted legislators and Doyle's office and tried to get people in the community to contact them to oppose Rosen. He used taxpayer funds to pay his personal "consultant" to orchestrate the anti-Rosen campaign.

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FROM THE PRESIDENT- CONTINUED FROM PAGE ONE

High performance organizations understand that knowledge flows up and down. They empower front line employees to make decisions governing their work. MATC's recent practices are the opposite. Decision making is hierarchal, made at the top by hand picked executives loyal to the CEO. The rest of the college is responsible for implementing these decisions.

If you are concerned about the direction of the college, if you are concerned that decisions are made without adequate faculty and professional staff input, if you are concerned that the college is losing its focus, then you need to participate in conversation days and advocate for your students, program and the employees you work with.

This is a bargaining year. Negotiations can be professional and collegial or they will be contentious. How they evolve will depend on the administration. If it panders to the current anti-labor, anti-educator climate by proposing to eliminate retiree health benefits or creating a two-tier health benefit plan, the negotiations will be difficult.

Generations of faculty, counselors and professional staff have worked too hard for us to allow an administration that has no roots in this community and little interest in its future to undermine what generations have built. If, on the other hand, the administration treats us as professionals and acts responsibly, we will be able to work out an agreement that is good for our students, the college and its stakeholders. For now we should hope for the best, but prepare for the worst!

MICHAEL ROSEN, PRESIDENT

**CONTRACT ENFORCEMENT =
KNOWING YOUR CONTRACT**

I am Marlene Dombrowski, a full-time instructor in the Human Service Program since 1989, and a Local 212 Executive Board member since 1990. Anne Channell represented Local 212 as the 3rd Vice President Contract Enforcement, for many years. We all owe her a debt of gratitude for her years of dedication and contribution to Local 212 and MATC. I will be replacing her in this position and therefore, will be chairing the Grievance Committee. This committee is made up of very committed and hard working Local 212 members. I want to thank them all, present and past members, for their dedication and professionalism in assuring the contracts are enforced under the Director of Labor, Frank Shansky. Please familiarize yourself with your grievance representatives on the Local 212 Executive Board flyer. We will work hard to assure every member fair representation, and to fight against violations of the contracts.

Your job is to get to know your contract intimately. Your President, Michael Rosen, and Director of Labor Relations, Frank Shansky, in conjunction with the 3 negotiating teams, work diligently to obtain the best

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AND IN THIS CORNER... - CONTINUED FROM PAGE ONE

Local 212 will continue to attempt to work with Dr. Cole and the MATC Board for the betterment of our college. Yet to Cole, apparently, what is good for the college is nowhere near as high a priority as a petty, vindictive campaign against Local 212's president.

And it was ugly. Race-baiting charges were made to African-American legislators that Rosen was "weak on inclusion" and worse. Of course those tactics didn't work since for thirty years Rosen has been a well-known activist in this community for working people and against racial discrimination.

With Rosen on the WCTS Board, MATC students, faculty and staff will have a tireless advocate. Let's hope Dr. Cole will understand this also, and he will begin to treat the faculty, staff and their union as partners in moving the college forward.

CHARLIE DEE, EXECUTIVE VICE-PRESIDENT

KNOW YOUR CONTRACT CONTINUED

contracts. As members, we have a responsibility to appreciate and know the expectations of these contracts. Please inform us immediately of suspected violations by management. We would appreciate your willingness to follow the professional protocol of first discussing any work issues or conflicts with your immediate supervisor. However, if a resolution is not reached do not hesitate to call your grievance representative or myself. Please refer to "Grievance Procedure" in your contract for the process. Each contract delineates clearly the requirements of management and members.

Some frequently asked questions are in reference to preference sheets, teaching loads/assignments, on-campus time sheets, office hours, seniority, salary schedules, transfers, calendars, vacations, and leaves of absence. The answers can be found in your contract book. We recommend you keep it handy. In the event you have misplaced your contract, please pick one up at the Union office, or call for one to be sent through inter-office mail. If you can't find the answer to your question, give your grievance representative a call. Have a great semester and I look forward to working with you all.

MARLENE DOMBROWSKI

3RD VICE PRESIDENT – CONTRACT ENFORCEMENT

NEW AFT-WI OFFICE

Last year at the Convention we voted to buy a building rather than pay the higher building rent. The new information is:

AFT-WISCONSIN

6602 Normandy Lane

Madison, WI 53719

(800) 362-7390; Fax: (608) 662-1444

www.aft-wisconsin.org

CLIFF WINKELMAN. AFT WI REP

ELECTION COMMITTEE

This is a call for volunteers to participate as members on the Local 212 Election Committee. I am the chair of the committee so you can volunteer without worrying about being appointed committee chair. I would like to have every campus represented.

This semester, the committee will review the member comments regarding the online ballot and make a recommendation for the format of the Spring General Election. Also, the committee will assist in the selection of the Nomination Committee to recruit candidates.

It doesn't take a large amount of time but, it is critical to the democratic process involving the leadership of **our** union. To become a member of the committee, either contact me by phone at extension 65384 or by e-mail at brzyckir@matc.edu

Thank you!

BOB BRZYCKI
ELECTIONS COMMITTEE CHAIRPERSON

BRING THEM HOME NOW TOUR

On Labor Day, September 5th, we had a successful "Bring Them Home Now" peace rally at Veterans Park. The tour bus that stopped in Milwaukee was one of three that set out from Camp Casey on the last day of Cindy Sheehan's twenty-six day vigil outside of Bush's ranch. The buses converged at a national antiwar rally in Washington DC on September 24.

More than 300 people, including a contingent from AFT Local 212, turned out to hear local speakers **Roger Quindel**, Milwaukee County Supervisor; **Tracey Sperko**, Executive Director, Veterans & Military Families for Progress; **John Zutz**, Vietnam Veterans Against the War (VVAW); and **Fred Kessler**, State Representative. All of them spoke passionately about ending the war, bringing the troops home, and meeting the needs of people here at home.

But it was the veterans and family members from the "Bring Them Home Now" bus tour who spoke from first-hand experience about the devastating effects of the Iraq War. Their powerful and compelling stories brought the war home for everyone.

Thanks to all of you for your support, and for coming out on Labor Day to send an antiwar message!

The Bring Them Home Now Tour is sponsored by Gold Star Families for Peace, Iraq Veterans Against the War, Military Families Speak Out, and Veterans For Peace. Sponsored locally by Peace Action - Wisconsin, Vietnam Veterans Against the War, and U.S. Labor Against the War (USLAW). For reports from the road, go to:

<http://www.bringthemhomenowtour.org>

SUE RUGGLES

SABBATICAL LEAVE REQUESTS

Any paraprofessional or faculty member who is interested in a Sabbatical Leave for the 2006-2007 academic year and to date has not made this interest known, should obtain the Sabbatical Leave Request Form from the Provost's office, Room M278. This form should be completed and returned through the supervisor to the Provost's office on or before October 31, 2005.

All persons who submit applications will be notified as to the action taken on their request no later than December 22, 2005.

SANDRA WEBSTER

TELL US YOUR EVACUATION STORY!

So far, more than 40 people have returned IAQ Evacuation Surveys. If you haven't already done so, please look over the information below, and give us your feedback!

On August 31st, the college evacuated the Main Building after a contractor applied a concrete sealer on the roof. The fumes entered the air intake and quickly spread throughout the Main Building and S Building. People said it smelled like turpentine or white gas.

We have learned that the product was CS-309-25 Curing and Sealing compound, which contains naphtha, xylene, 1,2,4-trimethylbenzene, and 2-butoxyethanol acetate. The MSDS says that exposure may irritate the eyes, nose, and throat. It can also aggravate respiratory conditions, such as asthma. Symptoms include burning eyes, sore throat, coughing, shortness of breath, headache, dizziness, or fatigue.

If you or your students or co-workers experienced any of these symptoms, please let your union reps on the Indoor Air Quality Committee know. We're trying to get a picture of how many people experienced adverse health effects.

- 1) Did you or your students or co-workers experience any symptoms?
- 2) Do you have any chronic condition that was aggravated by the fumes?
- 3) Do you have any long-term effects from the solvent exposure?
- 4) Did you report odors, and did you get a response from the college?
- 5) When did the news of the evacuation reach you?
- 6) Were you able to evacuate in a timely manner?
- 7) Did you experience any lingering fumes after reentering the building?

Thanks for your help!

SUE RUGGLES
HEALTH AND SAFETY COMMITTEE CHAIR

WANTED:
INSTRUCTORS WHO WANT TO IMPROVE
CLASSROOM INSTRUCTION!

The morning and afternoon September 29 sessions of the Instructional Strategies That Work course are still open to enrollment. Sessions run each half-day from: 8:00 a.m.-12:00 and 12:00-4:00 p.m. You may register for a half-day session, or for the entire course.

This course is designed to improve instructional strategies. Taught by experienced ER&D research dissemination coaches, key issues will include: Hot Topics, cooperative learning, case studies, simulations, Socratic seminars, and shared reflection.

Saturday, September 24 focuses on organizing the classroom and improving the teaching/learning environment. Saturday, October 22 includes cooperative learning strategies and delivering effective instruction. Stay tuned for the November and December workshops! Mark your calendar for Saturday 11/12 and 12/3 with anticipation of "handling challenging behaviors" and making the most of challenging situations with cooperative learning instructions.

ER&D NEWS:)

We're doing great things in ER&D. Learn all about it!

For your reading pleasure, attend the Lakeshore Readers Book Club events. Call us at 7-6830 or stop in FH213 at Milwaukee campus. For \$15.00, you get a catered meal while observing ER&D members practice Shared Inquiry. The books for this semester:

- Thursday 5-8 pm 9/29 The Da Vinci Code by Dan Brown (Jill Crowder) in M628
- Wednesday 5-8 pm 10/26 The Last Kingdom by B. Cornwell (Steve Turner)
- Tuesday 5-8 pm 11/29 Kite Runner by K. Hosseini (Snowden and Flynn)

PAT MCFARLAND
ER&D LOCAL SITE COORDINATOR

CALL TO ACTION & CELEBRATION OF THE
GLOBAL CAMPAIGN TO MAKE POVERTY HISTORY

Don't miss attending the 60th Anniversary of the United Nations Celebration, Oct. 8, 2005, 10-3:00pm. A day with outstanding speakers such as Lt. Governor Barbara Lawton, Zainab Salbi, Women for Women International- Hear Keynote Luncheon Speaker, **Ambassador George McGovern, UN Global Ambassador on World Hunger**-Many workshops and a Millennium Fair starts at 9:00am, for all to learn, based on the UN Millennium Goals-Small registration and luncheon fee, only \$10. Students only \$5.00, scholarships available American Federation of Teachers, Local 212, MATC, is one of 60 sponsors. Call Susan McGovern 414-708-8420 to register, email mcgovern@wi.rr.com / or call Janet Nortrom, 964-3764 for more information. Event takes place at Our Savior's Lutheran Church, 3022 W Wisconsin Avenue.

JANET NORTROM;NEWSLETTER EDITOR

PART TIME LETTER'S OF AVAILABILITY

You will shortly be receiving part time letters of availability for the spring semester.

PLEASE follow the instructions carefully

The form needs to be READABLE (print neatly).

It is important that you check the desired load factor you wish to teach.

PRIORITIZE in order the SPECIFIC classes you wish to teach (include the name of the division, department, and course number).

Remember that you may use the back side of the form or an additional sheet if necessary for other classes you are qualified to teach (again....make sure you include the division, department, and specific class as well as your name at the top of the sheet).





Number in priority order the campuses and/or sites where you are willing to teach.

Check the days and times you are willing to teach.

Sign and date the form and also include either your social security number or your COSMO ID (which can now be found on your check stub). Make sure you keep a copy of the form for your own records.

And lastly....all forms must be received in the Labor Relations office (M262) by the due date.

SALLY LINDNER, PART TIME FACULTY STEWARD

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CONDOLENCES TO...

The family and friends of **Doug Williams**, Student Services Specialist, who passed away earlier this month.

Harvey Castelaz, T&AS Instructor at the South Campus, on the passing of his daughter this past summer.

John Lopez, Student Services Specialist, whose brother passed away.

John Schall, Computer Support Specialist, on the passing of his mother this past August.

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