



N E W S L E T T E R

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Janet Nortrom, Editor

December 16, 2005

FROM THE PRESIDENT

BARGAINING IS GOING NOWHERE FAST!

Last summer the administration approached the leadership of 212 and asked if we would agree to begin bargaining early and limit the negotiations to a narrow set of issues. We agreed in good faith.

Imagine our surprise when we began bargaining and the administration walked in with 61 take-away proposals!

Your bargaining leaders have documented how misguided many of these proposals are. All of the bargaining committee members from all units deserve our profound gratitude for their work on our behalf. Imagine how difficult it is for them week after week to sit and listen to the other side explaining proposals that would destroy almost everything this union has spent decades building for the college, its students and employees!

Half of the administration's proposals have nothing to do with economics! They are simply an effort by the Cole administration to weaken the faculty and staff voice, eliminate shared governance and increase arbitrary administrative power.

Colleges and universities are special institutions with a unique mission—the creation and dissemination of ideas. For that reason they have created particular arrangements that best serve the mission. Shared governance rose out of the recognition that:

- Academic decision making should largely be independent of short term managerial and political considerations;
- Faculty and professional staff are in the best position to shape and implement curriculum and research policy, to select academic colleagues and evaluate their work;
- The perspective of front line personnel is critical to sound decision-making about allocating resources, setting institutional goals, choosing top officers and guiding student life;
- Participation in decision-making increases the level of employee investment in the institution's success and is a key strategy to improve productivity; and
- In higher education, due to the high turnover rate of top administrators, the faculty and staff are often in the best position to provide

CONTINUED NEXT COLUMN

FROM THE PRESIDENT CONTINUED

the institutional history that is invaluable in institutional planning.

The administration's attempt to eliminate our voice would be bad for MATC and the community we serve. The administration also argues that the college is facing financial difficulties. If that is the case how come the administration has:

- Turned down state funding twice in the last three years?
- Announced its intention to build a basketball arena to host national junior college tournaments?
- Increased advertising by 165% since 1999 even though it admits this has little impact on FTE's?
- Continued to spend thousands on consultants who don't add value to MATC?
- Paid off several high ranking administrators who couldn't work under the current president?
- Proposed eliminating the Director of IT and privatizing the position at 150% of the current cost?
- 3 million dollars to invest in Discovery World, a project financed by one of Wisconsin's richest men?
- The dollars to change the college's colors, letterhead and signage and pay a consultant for coming up with these suggestions?

MATC like all public institutions faces real challenges. But the real issue is one of priorities. If the current administration had had its way we would not have an Adult High School (first established in the much more financially difficult Great Depression) or child care centers for our students. We wouldn't even be a technical college!

Thanks to your efforts MATC remains a state-of-the-art technical college. And the magic that is MATC, the education and training, continues in the classrooms, labs and clinicals. Thank you for your unwavering dedication to our students and MATC's mission. Enjoy your upcoming holiday. You have certainly earned it over the past few years.

Happy Holidays!

MICHAEL ROSEN, PRESIDENT

ER&D SPRING SEMESTER COURSE OFFERINGS**DEDICATED DISCOURSE AT DINING!**

(1 credit), Thursdays, 8 sessions - January to May (when Cuisine is in session), 11:15-12:45 p.m., Room M628 (Cuisine Dining Room).

Earn 1 credit in 12 contact hours with your peers in Cuisine Dining. Have fun while meeting and enjoying a great meal with your colleagues. Our focus on learning includes eight topics: 1) succeeding with adult learners; 2) motivating adult learners; 3) using effective instruction with a variety of learners; 4) supporting student learning; 5) reflecting on our own teaching; 6) organizing learning communities; 7) assessing student work; and 8) interacting with content. (Each participant will pay for their own lunch, which typically costs \$12.00 per session.) To earn one credit, attendance at all sessions plus an outside project is required. Auditors are always welcome.

(ER&D) PEER SUPPORT SEMINAR 2 FOR TENURED INSTRUCTORS

(3 credits), Mondays 1/30 – 5/1, Room M337, 4-7 PM

Have you wanted to incorporate more of what you learned in a methods or ER&D class into teaching? Explore, with a supportive colleague from the Peer Support Team, the latest research on alternative ways to measure student progress, to increase student participation/involvement, to improve questioning, and promote critical thinking. Join us in a class where the focus is on learning more about your specific instructional issues, expanding your teaching skills, sharing practical ideas, and trying these ideas out in your classroom. A working lunch is included and typically costs \$20.00 per participant per semester. THIS COURSE MAY BE SUBSTITUTED FOR CERTIFICATION COURSE #52, TEACHING METHODS, AND MAY BE USED FOR BOTH CERTIFICATION CREDIT AND RECLASSIFICATION CREDIT. *For reclassification purposes, this course is worth (3) credits of which (2) credits will be accepted by the State as an equivalent for required certification course #52, Teaching Methods.

P.S. New faculty who wanted to join us last semester are also admitted with permission of Kevin Mulvenna.

ER&D) MOTIVATING, ADVISING, AND RETAINING STUDENTS

(1 credit), Fridays, 2/3 - 2/17, Room M660, 9-1 PM

Are you free on Friday morning? We have a new class for you that will help your students stay in college. Strengthen your role as an advisor and an instructor. Provide knowledge, skills, and attitudes to enhance each student's capacities to achieve. Examine new view of adult learning which will increase motivation and retention. Deepen cultural sensitivity and celebrate each

CONTINUED NEXT COLUMN

ER&D COURSE OFFERINGS CONTINUED

unique pattern of learning, while preparing students to understand and work with diversity. Consider the role of threat and impact of negativity that leads to failure and downshifting of brain activity. Learn how to create non-threatening environments which retain students and accelerate learning. A working lunch is included.

ER&D) TRAINING CAMP FOR NEW AND PART-TIME INSTRUCTORS

(1 credit), Tuesdays, 2/7-3/7 4:30 – 7 M418

Solve common problems, manage your classroom for success, create cooperative teams and improve classroom instruction. Learn some survival skills of experienced faculty as you work on teaching methods. Improve your questioning strategies, work on techniques that actively engage and involve students while encouraging critical thinking.

For More Information, please call the ER&D Office (Ext.76830; 297-6830)
PAT MCFARLAND,
ER&D LOCAL SITE COORDINATOR

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12/05



*Seasons Greetings!
The Editor and
Newsletter Staff wish
everyone a safe and
peaceful holiday season!*

**FOR SOLIDARITY, PEACE,
AND JUSTICE IN 2006**

We are coming to the close of a very exciting and successful year for the peace movement. The crisis of the Bush Administration—indictments, plummeting polls, and sweeping losses in the mid-term elections—clearly demonstrates that the antiwar movement is the majority of Americans.

Congressman John Murtha made it clear that the occupation is the problem and can't be the solution. Iraqi trade union leaders made the same point during their U.S. tour: "The principal obstacle to peace, stability and the reconstruction of Iraq is the occupation. The occupation must end in all its forms, including military bases and economic domination."

U.S. Labor Against the War (USLAW) has been at the forefront of the growing movement against the illegal war and occupation of Iraq.

From the call by the AFL-CIO for rapid withdrawal of U.S. troops, to the tour of Iraqi trade union leaders, from the East and West Coast conferences of educators and students against the war, to the massive September 24 anti-war demonstration in Washington DC, USLAW been organizing not only to bring our troops home, but to strengthen and revitalize the labor movement in this country.

We would like you to join us in what promises to be an even more exciting and fruitful year:

- **Organize a labor-led mass mobilization against the war** in Washington DC, in April 2006;
- **Move the war to the center of the political agenda**, by promoting federal, state and local initiatives aimed at ending the war, and challenging candidates to declare their position on the return of troops;
- **Organize union-sponsored forums for vets and military families**, to include Iraqi vets, Military Families Speak Out, and Iraqi Veterans Against the War;
- **Promote solidarity by sending US labor delegations to Iraq**, as well as hosting Iraqi delegations here in this country.

U.S. Labor Against the War is offering annual gift memberships for those who want to end this war and return U.S. soldiers safely to their families. The recipient will receive a membership certificate, USLAW buttons and bumper sticker, and an invitation to join the USLAW listserv.

Nearly all of USLAW's income is from affiliation fees and individual memberships. You can join or renew your own membership or give a gift membership on our website for just \$25/year.

For more info, visit

<http://www.uslaboragainstar.org/>

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CONTINUED FROM PREVIOUS COLUMN

To donate, go to:

<https://secure.groundspring.org/dn/index.php?aid=1822>

We look forward to working with you in 2006 to end this war and to bring our troops home.

Season's Greetings & Best Wishes for Solidarity, Peace and Justice in the New Year!

SUE RUGGLES

**NATIONAL STEERING COMMITTEE
U.S. LABOR AGAINST THE WAR**

**TAX NOTICE REGARDING PORTION
OF 2005 DUES THAT ARE DEDUCTIBLE**

Local 212 does not have the ability to keep track of the total dues paid by each of our more than 1600 members. The total dues paid during 2005 should appear on your final check stub for the year. Please 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 12.92% of the dues paid by you during 2005 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 BENEDEM
2ND V.P. – FINANCIAL**

A ROSE AND A THORN

A rose to Local 212 for their donation to the Zeidler portrait fund and a thorn to MATC President Cole (the latter for two reasons). The unveiling of the Zeidler portrait at the Frank P. Zeidler Municipal Building early last month was most successful with a standing room crowd. Unfortunately, Jim Carpenter was the only 212 member I saw, but I may have missed others. You do have busy teaching and community action schedules. Conspicuously absent was Dr. Cole or any representative of the administration. When I sent out the original announcement of our campaign, I added a note to Dr. Cole's announcement about how Mayor Zeidler fought to have the public TV stations located at our school and how he fought relentlessly for the mission of our school.

I did not expect a donation from a tax supported institution, but this was my way of notifying Dr. Cole about Mr. Zeidler's many contributions to what is now MATC.

Cecilia Gilbert, who was the city's point person in this matter sent an invitation to Dr. Cole, and for him or a representative not to show up was inappropriate to say the least. A leader of an organization who will not acknowledge past positive activities and events at his organization is not likely to have the positive legacy he would desire.

PHIL BLANK, RETIRED INSTRUCTOR

SUPPORT EQUITY- SUPPORT ASSEMBLY BILL 747

Assembly Bill 747, if it becomes law, would address an inequity in the way benefits are calculated by the Employee Trust Fund system which administers Wisconsin Retirement System money. Please contact your legislator and ask them to support the passage of this bill.

Creditable years of service are part of the age reduction factor used in the benefit formula for early retirement. Non-faculty currently must work 1428 hours annually to qualify for a full year of creditable service. A paraprofessional working the 175 day student contact calendar would need to work 8.16 hours each day to qualify. Two semester workers, having 8 hour a day or fewer assignments, do not get a full year's credit. A faculty member, working the same 175 days or two semesters, is qualified by a different criterion and receives credit. AB 747 would reduce the qualification criteria to 990 hours for all non-teaching employees participating in the WRS.

Your legislator can be found through this site at <http://165.189.139.210/WAML>. You should also contact the members of Joint Survey Committee on Retirement Systems. The co-chairs are:

Senator Glenn Grothman
sen.grothman@legis.state.wi.us

Representative Vrakas
rep.vrakas@legis.state.wi.us

Members of the committee you should contact are:

Representative Suzanne Jeskewitz
rep.jeskewitz@legis.state.wi.us;

Representative Mary Hubler
rep.hubler@legis.state.wi.us;

Senator Cathy Stepp
sen.stepp@legis.state.wi.us

Senator Robert Wirch
sen.wirch@legis.state.wi.us

**ED PUTNAM
FIFTH V.P – PROFESSIONAL STAFF**



LOCAL 212 WEBSITE
<http://www.local212.org>

ONLY SIX SPACES LEFT FOR ROCKY MOUNTAIN COURSE!

MATC's expedition to the Rocky Mountains next summer is filling fast! We already have deposits for 18 of the available 24 spots. Our two-week journey of discovery "**Glaciers, Geysers, the Grand Tetons, and the Great Salt Lake**"(NATSCI-281, 4 credits) will explore the magnificent Rocky Mountains from **Saturday, July 29, to Sunday, August 13.**



Find out why this Rocky Mountain goat is worried about global warming!

Please help us spread the word among students and colleagues. For more information and to reserve space, contact Wayne Schlipp (x-77440 or schlippW@matc.edu) or myself (x-77430 or stoneg@matc.edu) and send us a \$200 deposit payable to MATC (for "NATSCI-281 deposit"). Thank you!

GEORGE STONE, INSTRUCTOR

CONDOLENCES TO...

The family and friends of **Maureen Witherspoon**, retired Educational Assistant, who passed away this past October.

Mary Kay Flynn, Local 212 VP, Part Time Instructor and Paraprofessional whose father passed away.

Paul Redig, Marketing Instructor, on the loss of his father.

Patricia Kielpinski, Consumer and Hospitality Instructor and new Peer Support Team member, on the passing of her father.

American Federation of Teachers, Local 212 -
Milwaukee Area Technical College, AFT-WI, AFL-CIO, MCLC
739 West Juneau Avenue, Milwaukee, WI 53233
Telephone: (414) 765-0910
www.local212.org
Janet Nortrom, Editor: (414) 297-7000, Ext. 79399
Pamela Bautch, Office Manager
Aracelis Garcia, OPEIU Local 9, AFL-CIO, CLC