



# NEWSLETTER

## FROM THE PRESIDENT

I urge all of you to attend Local 212's Excellence in Education Awards Dinner! This year's keynote speaker and Humanitarian of the Year Award winner is Supreme Court Justice, Louis Butler.

Justice Butler has a distinguished record as an advocate for workers, unions and public education. He was appointed to the Court by Governor Doyle and has written several key decisions including the ground breaking ruling that holds producers of lead paint responsible for poisoning children.

Lieutenant Governor Barbara Lawton, a long time supporter of Local 212, who has actively supported our childcare centers and early childhood education will receive the Activist of the Year Award and Dr. William Koepsel, a recently retired MATC faculty member, will receive the Teacher of the Year award. AFT Vice President David Gray, a dynamic speaker from Tulsa, Oklahoma, will also join us.

Please join your colleagues for this informative and social evening. The dinner begins at 6 PM at the Radisson North Hotel, 7065 North Port Washington Road. Tickets are \$20

Now about negotiations! There continues to be no real progress! The administration has presented us with what they call a preliminary final offer that includes:

- Employees paying 10% of their health insurance premiums
- Reducing insurance coverage for laid off members
- Reducing retiree health insurance coverage by raising the age and years of service to qualify (same proposal that we've told you about before)
- Requiring employees to pay 25% of dental insurance premiums
- Eliminating early retirement provisions for present and future employees

**CONTINUED ON PAGE TWO**

## AND IN THIS CORNER...

Someone suggested at the last 212 Executive Board meeting that I write about more positive things in this column. I sincerely wish I could. I like to think of myself as a pretty positive guy. I love teaching, love MATC, and I feel privileged to have a job that makes such a difference in people's lives.

Believe me, I'd prefer to use this space to tell success stories from some of my more heroic students, or to inform you of the many benefits of our contract, or to give tips to newly-hired instructors that I wish someone had given me (like start making contributions to a tax-deferred annuity IMMEDIATELY!)

But even a well-organized, strongly supported union such as Local 212 has nowhere near as much power as management. The administration sets the tone of the college, and we're forced to react to that.

As long as this administration continues to treat its faculty as adversaries rather than educational partners, the news, unfortunately, is going to be negative.

## CONTRACT NEGOTIATIONS

Of all the bad news coming from bargaining, the most pathetic is that the administration's proposals to gut the contract have absolutely nothing to do with saving the college money.

Nine months ago MATC's own consultant identified changes in the structure of our health insurance that would save anywhere from 12 to 28 million dollars over 3 to 4 years.

We said we wanted to begin working out the details. Yet the administration has refused to discuss these savings. Instead, its primary interest is taking away employee and retiree benefits, which would not save anywhere near the \$12-28 M figure.

This administration obviously cares only about scoring power-points, that is, decimating the contract so that decisions about all aspects of the college can be made from King's Row on the second floor without any input from faculty.

**CONTINUED ON PAGE TWO**

**FROM THE PRESIDENT CONTINUED**  
**FROM PAGE ONE**

- Reducing loads on Internet classes
- Eliminating language ensuring the continuation of full-time faculty positions
- Proposing a salary increase well below other Districts.

The District knows there is very little chance that such a wish list of outrageous takeaways will prevail in front of an arbitrator. They will have to modify their proposal. That is why it is oxymoronically called a “preliminary” final offer!

Your bargaining teams continue to want to reach a voluntary agreement. But it must be a fair agreement. There is nothing fair or reasonable about the administration’s proposals that threaten MATC’s educational quality, hurt our students and undermine your jobs. Your bargaining teams have rejected these attempts to gut our labor agreements that were negotiated over many decades. If and when we ask you to rally at the board meetings, please make sure you come out. MATC has been an important institution that treats its educators as professionals because the community supports us and because our members are mobilized and united. We will prevail if we maintain that tradition.

**MICHAEL ROSEN, PRESIDENT**

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

**COORDINATION DAY**

A perfect example of the administration’s go-it-alone approach was Coordination Day.

Faculty and staff have often in the past been part of planning Coordination Day activities. And while the programs have never been particularly gripping or thought-provoking, at least folks from all four campuses got to hear from the presidents of both the college and 212, socialize together before divisional meetings, and then have a full day off to get offices ready for the first day of class.

But this year, not only was not a single faculty member consulted on the changes, but the administration put a gag order on those who knew about the changes to keep Local 212 from finding out, and then only informed us of the changes a few days prior.

**CONTINUED NEXT COLUMN**

**AND IN THIS CORNER ...**  
**CONTINUED FROM PREVIOUS COLUMN**

I was trying to enjoy a camping trip in Maine when, like a fool, I checked my messages and got word of what the new plans were. I was enraged because these plans were made with no faculty input, cut out the possibility of holding the traditional lunch for new members and meant we did not have a full day for pre-class prep but had meetings on both Tuesday and Wednesday.

The administration informed 212 leadership that we could give a brief video message that would be edited by the administration!! Imagine how moved we were by this act of generosity. Mike Rosen and I love to be edited by administrators.

Well, we scrambled and negotiated via cell phone to have Local 212 speakers at all four campuses and to have a lunch for new members on a different day.

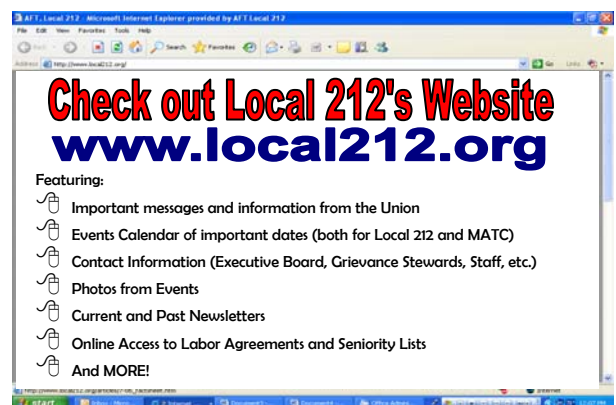
But the intent of Coordination Day was clear:

1. The video was a celebration of buildings, not the people who teach in them
2. The President of the College did not want to face faculty and staff as he’s trying to gut the contract with an anti-employee approach to negotiations
3. The President’s one-way telecast from the Lakefront was a perfect metaphor for his leadership: he talked to faculty but made sure he couldn’t hear from us.

While the administration doesn’t care what you think about Coordination Day, we do. So we’re going to put together an on-line survey for you to express your opinion.

And if the administration is responsive to whatever your opinions are, maybe I’ll have a positive column to write in the future.

**CHARLIE DEE, EXECUTIVE VICE-PRESIDENT**



### **CONTRACT ENFORCEMENT**

Members of the Grievance Committee work diligently to assure management is following the contract properly. We can't do it without your help. It is important that you know your contract and notify us when there are violations. Conversely, each member is obligated to meet their duties and responsibilities, as outlined in the contract. Students depend on us to keep our office hours, provide advising, and perform in an ethical manner at all times. Keep the channels of communication open with your supervisor and often grievances can be avoided. However, when needed you can count on us to fight hard for your rights. Please call any of the following members who represent you on the Grievance Committee with your questions or concerns:

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**Marlene Dombrowski – 3rd V.P. - Contract Enforcement**  
dombrowm@matc.edu (414) 297-7731

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**Christy Breihan - Pre-College Division/College Transition/Basic Skills**  
breihanc@matc.edu (414) 297-7779, Ext. 79247

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**Roger Sands - Business & Info. Tech. Div. - Business**  
sandsr@matc.edu (414) 297-7490

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**Kathleen Thompson - Business & Info. Technology Division - Graphic Arts**  
thomsok@matc.edu (414) 297-7466

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**Andrew Berns - Health Occupations Division**  
bernsa@matc.edu (414) 297-8762

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**George Stone - Liberal Arts & Science Division**  
stoneg@matc.edu (414) 297-7430

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**Richard Boldt - Technical & Applied Sciences Division**  
boldtr@matc.edu (414) 297-6465

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**Evelyn Pumphrey - Student Services**  
pumphree@matc.edu (414) 297-8249

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**Rebecca Quesada - Professional Staff**  
quesadr@matc.edu (414) 297-6875

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**Ed Putnam - Fifth V.P. - Professional Staff**  
putname@matc.edu (414) 297-6743

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**Vivian Beckley - Part-Time Faculty**  
beckleyv@matc.edu (414) 354-3903

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**Sally Lindner - Sixth V.P. - Part-Time Faculty**  
lindners@matc.edu (414) 297-7779, Ext. 76066

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**Josiane Schnook – 7th V.P. - Part-Time Pro. Staff**  
schnookj@matc.edu (414) 297-7000, Ext. 25619

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**Maria Castro - Member-at-Large**  
castrom@matc.edu (262) 238-2482

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**Glenn Petrick - Member-at-Large**  
petrickg@matc.edu (262) 238-2328

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**Ginger Carney - North Campus Representative**  
carneyk@matc.edu (262) 238-2431

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**Ken Brodzik - South Campus Representative**  
brodzikk@matc.edu (414) 571-4770

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**James Augustine - West Campus Representative**  
augustij@matc.edu (414) 456-5319

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**MARLENE DOMBROWSKI, 3<sup>RD</sup> VICE-PRESIDENT,  
CONTRACT ENFORCEMENT**

### **PART-TIME CORNER**

Welcome back part-timer's ....or if you are newly hired.... welcome to MATC for the first time. I hope everyone enjoyed their summer and that you are as eager as I am to get back to what we do best, which is providing our students with an excellent education.

I know many of you are concerned about the upcoming contract negotiations.

Bargaining is going forward at a snail's pace.... but it is going forward nevertheless. And no... there was no real progress made over the summer.

As you know the negotiations that began last year are acrimonious rather than collegial. Administration is once again attempting to gut our contract language that establishes high quality educational standards and practices. Local 212 has a long history of pursuing educational excellence as well as professional salaries and benefits for our members.

Your bargaining team, and I'm sure all of you, would rather focus our energies on working together to make this college even more responsive to student needs and the changing marketplace than we already are. We hope that the administration will change ....and instead ....engage in focused, collegial negotiations. Your continued support of your bargaining team is critical to reaching a fair settlement!

As for myself....I am now in my 21<sup>st</sup> year as an instructor here at MATC. I think that teaching is society's most honorable profession.

At MATC, we train the next generation of machinists, tool and die makers, auto technicians, welders, chefs, bakers, heating and air conditioning technicians, masons, electricians, nurses, office workers, civil engineers, computer graphic technicians, web masters and printers. And former students not only keep our cars running and buildings air conditioned, they also set policy for the nation and the state like Congresswoman Gwen Moore and Senator Spencer Coggs. As I have said many times before, the work we do changes lives and provides many in our community with hope and opportunity.

The heart and soul of this college is the faculty and staff who provide our students with a high quality education. The magic that is MATC begins in our classrooms and labs and shops. What makes MATC work is the relationship between you, our faculty ....and professional staff, and our students. So welcome back or simply welcome. We have serious work to do. Let's get to it!

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**PART-TIME CORNER CONTINUED**

In closing...as you know... I advocate open channels of communication. I welcome input from all part-time instructors and am always delighted to hear from our part-time faculty on issues that are of importance to them. Do email me or our Grievance Rep, Vivian Beckley with your concerns, etc. Remember... active participation makes for a strong, dedicated, cohesive, and viable union.

**SALLY A. LINDNER**  
**6<sup>TH</sup> VICE PRESIDENT, PART-TIME FACULTY**

**NEW PRE-COLLEGE GRIEVANCE REPRESENTATIVE**

I am the new grievance representative for the Pre-College Division. My name is Christy (call me Chris) Breihan (like the name Brian). I teach Adult Basic Skills at SER-Jobs for Progress as a part-time instructor.

Although I am new to activism at Local 212, I have been an MATC instructor since 1995, and before that I was very active in the leadership of my United Auto Workers local where I got a real education in unionism. I look forward to serving our membership and our community in this new role.

You can reach me by e-mail at breihanc@matc.edu, or by phone at SER: 414-649-2640, or my cell phone: 424-403-5541. If you prefer, you can leave a message through my campus voicemail at 297-7779, Ext. 79247. I look forward to hearing from you whether in regard to problems, concerns, or ideas.

**CHRISTY BREIHAN, GRIEVANCE REPRESENTATIVE - PRE-COLLEGE DIVISION**



MATC Board Chairman, Bobbie Webber, with Frank Shansky, Director of Labor Relations, Yolanda Radford, Practical Nursing Instructor, Ernie Schnook, Former Local 212 President, and Steve Holloway, 1<sup>st</sup> Vice-President - Committees at the New(er) Member Reception. (Photo by Sue Ruggles)

**PART-TIME PARA CHILD CARE AND BARGAINING UPDATE**

The Coordinator of the West Allis Child Care Center found a better job in the private sector and gave MATC two weeks notice that she was quitting. The next day her boss and another employee were at the coordinator's office with a cardboard box. They had the coordinator clean out her desk, turn in her keys and she was escorted out of the building and MATC.

**SHADES OF BARBARA HOLMES**

In the mean time Carol Seaman has been promoted to Interim Director of the Food Court and head of all 4 of our child care centers. Unlike the boss she replaced who wanted to get rid of our child care centers, we hope that Carol Seaman will be an advocate for children and child care specialists. We hope that she will open the centers up to community children, forge articulation and partnership agreements with businesses and most of all we hope that Carol Seaman will aggressively pursue available grants to bring in more money. There is no reason in the world that we should have to go through the child care closing circus that we have to go through every year! In May the MATC Board promised to hire a person to write child care grants. Yet to date no one has been hired to fill this important position. We wonder why...

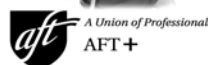
You ought to also be aware that bargaining has screeched to less than a snails pace. The administrative team, which includes our interim child care director, is still talking about taking away child care specialist vacations and cutting our hard earned wages. If MATC really wants to save money then they ought to take about half of the overpaid administrators, part-timers and pay them part-time wages.

We provide a valuable and necessary service to children, students and our community. So let's not chisel on children and those of us who are working in the trenches. Let's talk about building and promoting our excellent child care facilities instead of wrecking things. Stay Vigilant!

**JOSIANNE SCHNOOK, 7<sup>TH</sup> VICE PRESIDENT - PART-TIME PARAPROFESSIONAL STAFF**

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### **NATIONAL DECLARATION OF PEACE**

Every year, as your Local 212 WisCOSH representative, I compile a list of workers who are killed in workplaces or die of occupational illnesses. There are always far too many, and this year was no exception—85 Wisconsin workers lost their lives in 2005. It reminds me why we need to be unrelenting in our fight for safe workplaces.

Since 2004, WisCOSH has also published a list of Wisconsin military deaths. As of last month, the Iraq War had claimed the lives of 2634 U.S. soldiers, including 2137 in combat. The 497 non-combat deaths included everything from vehicle and firearms accidents to drownings and suicides. As I was researching the numbers, I heard on the radio that another three Wisconsin soldiers had been killed in Iraq that day.

Since then, the total number of Wisconsin troops lost in Iraq has climbed to 61. Today's news reported that Army Reservist Merideth Howard was killed by a roadside bomb in Afghanistan. At 52, she was the oldest woman to die in combat in 50 years, and the sixth Wisconsin soldier killed in Afghanistan.

These tragic statistics bring the wars home in a very personal way. And they serve as a constant reminder of why the wars need to end. The best way to support the troops is to bring them home now, and to take care of them when they get here.

Across the country on September 23, people will be participating in a **National Declaration of Peace**, which calls for:

- A prompt timetable for withdrawal of troops
- Closure of all U.S. bases in Iraq
- Reconstruction and reconciliation
- A shift in funding for war to meet human needs

**Please join us for an anti-war rally on Saturday, September 23, at 12 noon in Pere Marquette Park, followed by a 12:45 march to the Federal Court House.**

The event is sponsored by Peace Action, US Labor Against the War, Veterans for Peace, Catholics for Peace and Justice, the Arab Anti-Discrimination Committee, and many others. There will be a labor speaker from SEIU, and more details to follow. Thanks for your support!

**SUE RUGGLES, USLAW**

### **MILWAUKEE COUNTY LABOR COUNCIL REPORT**

Laborfest was a great success. It drew at least 10,000 people – more than double last year's count. That huge increase was largely due to immigrant workers, who brought new life and energy into our celebration. In fact, it was the only Labor Day event in the country covered on CNN. Sheila Cochran thanked the Laborfest committee and staff for a job well done. She also addressed the controversy by reminding us that the Labor Council's mission is to fight for justice and build a strong community. To do that, she said, we need to build our base, which means organizing.

We are reaching out to community-based organizations and constituency groups such as the Labor Council for Latin American Advancement (LCLAA). The AFL-CIO has also signed agreements with worker centers, including Voces de la Frontera, the Faith Community for Worker Justice, and Milwaukee 9 to 5. Unorganized workers can join the Labor Council as affiliated members by going to our new website, [www.workingamerica.org](http://www.workingamerica.org). This is a national campaign, led by the AFL-CIO's John Sweeney, which coordinated events all over the country on Labor Day. Unions like UNITE-HERE, SEIU, and UFCW are already organizing immigrant workers in large numbers.

We also heard an update on Hoffman Plastics, which hired undocumented workers to replace strikers. The union appealed to the NLRB, but a recent Supreme Court decision ruled that fired workers would get no back pay. This opens the door to companies to hire undocumented workers to break unions. Our response, Sheila explained, is to defend all workers—organized and unorganized, documented and undocumented. We are all workers, and we need to resist attempts by employers to divide us.

"Our job is to build the house of labor," Sheila reminded us, "and no one will be turned away." It gives new meaning to Solidarity Forever. ¡Sí se puede!

**SUE RUGGLES, MCLC DELEGATE**



*Local 212 LaborFest Parade Participants with Governor Doyle  
(Photo by Sue Ruggles)*

### **SCHNOOK IS BACK**

Hi Everybody! I'm back to help work on the important November 7<sup>th</sup> election campaign. I find it very strange that this administration does so little to bring the money into this great institution. I find it downright stupid that the administration refuses to engage in lobbying with Local 212. I'm guessing their priority is gutting the contract, hiring more useless administrators, sucking up to the rich regressives in our community and driving the faculty morale even lower than it is already. At any rate, I found something very educational, but not surprising facts for most of you to enjoy.

The Lovenstein Institute of Scranton, Pennsylvania, did an I.Q. study of twelve American Presidents going back to 1946. It turned out that President Nixon topped the republican list with a 155 I.Q. President Clinton topped the democrats with a 182 I.Q.

Now guess who the least intelligent president was? How about George W. Bush with a 91 I.Q.!!! That says an awful lot about the guy. As teachers we knew Bush wasn't a rocket scientist, it turned out he's just plain unintelligent and dumber than a rock.

As investigative reporter Bill Press said: "...The dumbest president in the last 50 years, and, probably the dumbest president ever!"

That sure explains a lot about what we're doing in Iraq and the needless turmoil and suffering he's caused at home and abroad. Bush isn't only dumb but probably a pathological liar. Remember: "Iraq has weapons of mass destruction." The end result of that lie is that 2,681 of our soldiers have died in Iraq. How about: "I'm a uniter, not a divider." Yup, a 91 I.Q. sure explains a bunch of stuff.

I also urge you to compare the candidates in the Governor's race before you vote on November 7<sup>th</sup>. If you need information, please call me or better yet, stop by the Union office and talk.

Above all, don't forget the clowns in Madison who turned WI into a financial "Basket case" in 2001. I'm sure they want you to forget who they are. Be sure to vote for the candidate who best serves MATC's students, faculty and staff on November 7, 2006.

RETIREMENT IS GREAT!!!

**ERNIE SCHNOOK,**  
**PAST PRESIDENT OF LOCAL 212 (1990-1997)**

### **Local 212 Calendar**

Sat., Sept. 30	Civil and Human Rights Committee's EXCELLENCE IN EDUCATION AWARDS CEREMONY (Tickets on sale through Friday, September 22 <sup>nd</sup> ).
Tues., Oct. 10	General Membership Meeting, M616, 4:15 p.m. (followed by the Executive Board Meeting, Approx. 5:15 p.m.)
Oct. 25 - 27	AFT-WI Convention - Appleton, WI (Deadline to sign up as a delegate is Noon on Friday, September 22 <sup>nd</sup> . To sign up or for more information call: 765-0910)
Wed., Nov. 8	Executive Board Meeting, 4:15 p.m., Union Office.
Thurs., Nov. 16	Local 212 Fall Social, Historic Turner Restaurant, 3:30 - 7:00 p.m., with a brief General Membership at 3:30 p.m.
Wed., Dec. 6	General Membership Meeting, South Campus (Rm. TBA), 12:00 p.m.
Tues., Dec. 12	Executive Board Meeting, 4:15 p.m., Union Office.
Thurs., Dec. 14	Local 212 Holiday Party, Union Office, 3:15 - 7:00 p.m., with a brief Special General Membership Meeting at 3:15 p.m.

### **SICK BAY**

**Scott Garland**, Full time Aeronautics Instructor will be having abdominal surgery on September 21<sup>st</sup>. We wish him a successful surgery and speedy recovery.

### **CONDOLENCES TO...**

**Roger Sands**, Accounting Instructor, on the passing of his father last spring.

To the friends and family of **Kathleen McCarthy**, Part-time ESL Instructor who passed away this summer.

**Michael Rosen**, Economics Instructor and President of Local 212, on the loss of his mother last month.

**Brenda Coleman**, in Enrollment Services on the passing of her mother.

**Terry Dulberger**, from Child Care services on the loss of her father.

**CiCi Garcia**, Local 212 Administrative Assistant, whose brother passed away in August.

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