



N E W S L E T T E R

FROM THE PRESIDENT

The old blues chorus, "I'm laughing just to keep from crying," is ready-made for today's MATC.

After a year of fruitless negotiations, we are now working without a contract. The MATC administration continues to threaten our retirement and health benefits, retiree healthcare for new employees and the pay of part time faculty and staff.

And what does Dr. Cole get? A Cadillac contract that includes lifetime family health benefits after only six years and the right to cash out two weeks of his six week vacation package.

MATC clericals and building service workers need to work 42 years, not 6, to get 6 weeks of vacation. If they don't use their vacation time, they lose 80% of it. They have no "cash out" option! And let's not forget that Dr. Cole had an operation and received three months of sick leave before he ever worked a day at the college. No other employee of this college would ever receive such preferential treatment!

Leaders lead by example. But Dr. Cole's attitude is, "Do what I say, not what I do!"

Corporate reformers have pressed the notion of pay for performance since CEO compensation is so out of whack. If the MATC board had used this paradigm it never would have agreed to this gravy train contract.

Just a week after the lucrative deal was signed, Mike Sargent, MATC's CEO, announced that the college is \$1.5 million in hole. This deficit, which the administration will try to balance on the backs of students and employees, could have been eliminated if it had taken more of the property tax money available to the college! The failure to accept that money actually cost us an additional \$500,000 in state aid since the state formula assumes districts will take money available through the local property tax.

And of course, despite increasing the marketing budget by over 100%, our FTE's are down and projected to decline more than other districts! This has added another \$250,000 to the deficit!

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AND IN THIS CORNER...

Tired of phone calls from Local 212 or candidates reminding you to vote? Fatigued from carrying all the campaign literature from your mailbox to your kitchen table?

Consider the alternative:

You could work for an anti-union place like Carroll College. You wouldn't get the amount of mail or calls, but you also would be making around 40% of what you're paid now. You would have no grievance procedure, no contractual say over your teaching schedule or course preferences (leaving such matters to the favoritism of administrators), no contractual right to advance as a professional staffer, and your sick leave, vacation and health insurance would be greatly inferior.

Does this quotation sound familiar?

"The organizers of this association feel that teachers, due to their pivotal positions, should use their best effort to lead and not to follow in the construction of an equitable society where no man is a serf and where hunger cannot stalk in the midst of abundance."

That's from the 1931 Preamble to the Local 212 Constitution. The founders of our union knew that educators needed to be leaders in working for a better society.

Being actively engaged in political campaigns is one of the key ways to lead.

But we're not selfless saints: voting is in our self interest. For example, Governor Jim Doyle and Lt. Governor Barbara Lawton have fought vigorously for MATC and Local 212 for four years: to get us resources, to keep our Childcare Learning Labs open, and to veto \$20 million cuts to MATC's budget.

If you have just started your job at MATC the past two years, keep in mind that if those \$20 million in cuts had gone through as Mark Green, Gov. Doyle's opponent, wanted, you would have no job now, and faculty and staff with low seniority would have been laid off!

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LOCAL 212 ENDORSES THE FOLLOWING CANDIDATES IN THE NOVEMBER 7TH ELECTION:

Jim Doyle/Barbara Lawton
Governor/Lt. Governor

Kathleen Falk
Attorney General

Bryan Kennedy
US Congress (5th District)

STATE SENATE

Jim Sullivan – 5th District

Jeff Plale – 7th District

John Lehman – 21st District

STATE ASSEMBLY

Corey Mason – 62nd District

Stanley Teplin – 23rd District

FROM THE PRESIDENT CONT FROM PAGE ONE

Finally Dr. Cole's highly publicized plan to redesign the bookstore and food service has been a dramatic failure. Revenues are down at both, and even the administration now admits that the food service experience is a disaster. Recently the administration asked the food service faculty to help them fix the problem. We agreed to try. Maybe we should have made it contingent on getting a new contract.

Incidentally, where is Dr. Cole's high priced friend, Dan Ryan, who was hired at over \$100,000 a year, to fix the enterprise activities? "Dan who?" you say! I'm laughing just to keep from crying. Maybe we can find Ryan and other highly paid and equally terrible hires such as Carolyn Hamilton, and Christina Kramer with Jimmy Hoffa where ever he may be! I am laughing just to keep from crying!

Unfortunately it has become acceptable to attack working class people and unions. Add Harley Davidson to the list of companies trying to get one over on their employees. Harley earned record profits this year! Now it has announced that it will leave Milwaukee since its employees refused to cut the wages of new hires by \$9 an hour and pay 10% of all health care costs! Harley used the press to try and blackmail its employees to subsidize its expansion costs. Wisely, they refused. Now Harley which promotes its bikes as patriotic products will flee to greener pastures and desert the workers and community that has made it so successful!

Corporate America has declared war on working people. The plan was laid out in Business Week in 1974 when it bluntly declared: "Some people will obviously have to do with less...It will be a bitter pill for many American to swallow the idea of doing less so that big business can have more." That's Harley's plan and Dr. Cole's plan-take from working families so they can have more!

MATC is a great college because those who came before us made sure that this college was adequately funded and that those of us who train the labor force were paid fairly! We are not about to abandon that tradition. We will fight for MATC and our students and we will fight to protect what generations before us have built. While laughing might help to keep from crying, let's adopt the attitude of the old union organizer, Joe Hill who said: "Don't mourn-organize!"

**MICHAEL ROSEN
PRESIDENT**

**AFT LOCAL 212 FALL SOCIAL
NEW DATE & NEW PLACE**

**Thursday, November 30th 2006
Lakefront Palm Garden
5 pm to 10pm**

Dinner 6pm to 7pm

Details and Tickets will be available soon.

Questions? Contact Susan Retzer at
retzers@matc.edu

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

Not campaigning for Doyle/Lawton or not voting for them would be both illogical and irresponsible. In addition, Green has consistently voted to cut Pell Grants and other programs for our students.

Would you want to be part of a faculty and staff union that took no action to support our students?

In the final weeks of the campaign, please don't just rely on your union leadership to do the job for you. Spend some time distributing literature, making phone calls, talking to friends and neighbors about the stakes in this election. Many thanks to those of you who are already doing these things.

Look back to Page 1 for Local 212's endorsements in key contested races. Go to www.local212.org and click on COPE Action Center for a complete list of candidates to support.

**CHARLIE DEE
EXECUTIVE VICE-PRESIDENT**

FACULTY ADVISING

Advising is an important part of our teaching assignment. Research has shown it to be vital in the retention of students. Please watch for the announcements of special registration activities in your division and to your campuses. Our teaching schedules can be changed and student lives disrupted when sections are cancelled due to low enrollment. We can help combat this by getting students registered early. New innovative ideas are in the works to help this process run smoothly.

If you need assistance in advising students go to the ematc.matc.edu website (click on Departments, then Advising).

For other help, contact your advising liaison:

T&I	Aimee Davis	297-7241
Business	Beverly Johnson	297-6876
Pre-college	Jill Crowder	297-6708
Oak Creek	Jody Balzer	571-4760
LAS	Michele Felix	297-6142
LAS	Marlene Dombrowski	297-7731
West Allis	Tom Pscheid	456-5367
Coordinator	Ann Burbach	297-7989

**MARLENE DOMBROWSKI
3RD VICE PRESIDENT – CONTRACT ENFORCEMENT**

SABBATICAL LEAVE REQUESTS

Any paraprofessional or faculty member who is interested in Sabbatical Leave for the 2007-2008 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. The form should be completed and returned through the supervisor to the Provost's office on or before October 31, 2006. All persons who submit applications will be notified as to the action taken on their request no later than December 22, 2006.

SANDRA WEBSTER

PT CORNER

Greetings, Part Time Faculty,

MATC functions best when the administration and Local 212 work together as partners. Working together, we, the faculty, staff, and administration have created a state of the art tech college. Working together we provide all who walk through our doors with high quality education.

But do partners freeze our part-time faculty salaries as administration proposes to do for the next three years? Do partners eliminate our annual step increases as administration proposes to do?

We have been willing partners for years. We are committed 100% to our students and to this institution. If administration treats us like partners with dignity and respect, we will reciprocate as partners. But if administration persists, as it is currently doing, in dealing with us as adversaries, we'll have no choice but to deal with it in an adversarial manner.

All institutions face challenges. But progressive organizations don't treat their employees like burdensome costs. Instead, they invest in their front line employees and treasure their contribution.

Dr. Cole can treat us like partners and we can get back to providing state of the art education to our students or we can continue down the current adversarial path. My request is simple: Dr. Cole, treat us like partners; not like some unnecessary cost that needs to be cut.



Don't forget to turn in your Letter of Availability on time! The due date has been extended to **November 15th**. We requested this extension since the spring schedule of classes will not be available on Infoline until October 20th. The extension will permit you to see which classes will be offered and to plan your requested classes accordingly.

In looking at many, many Letters of Availability, I've noted that some are outstanding, others are so-so, and still others contain incomplete info. May I suggest that you expend some thought and time in compiling this important form.

I am certainly not an expert when it comes to filling out this form, but here are some tips that may prove to be valuable to you. First of all.....please fill out this form completely, legibly, and according to directions.

- **Question 1:** If you are interested in teaching the second semester, check "Yes"; otherwise check "No".
- **Question 2:** Do not check all of the load percentages. Check only the range you want please.
- **Question 3:** Would you prefer a schedule consistent with your last schedule? If you check "Yes" it means that you prefer the same classes, same times, and same place as the last two previous semesters.

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PT CORNER - CONT. FROM PREVIOUS COLUMN

"No Preference" means that you do not necessarily prefer the same classes, same times, and same place.

- **Question 4:** List in priority order all of the courses that you are qualified to teach. Make sure that you are qualified to teach these classes; otherwise do not list them (check with Certification if in doubt). And list specific classes...not "All the classes in Marketing" for instance. Furthermore if the class is taught in a traditional and online format, and you are qualified to teach online (by having taken a Blackboard class) you might want to list traditional and online format after the class. You may include an attachment of additional classes also.
- **Question 5:** Number in priority order the sites at which you are willing to teach. This means that you need to number them...1, 2, 3, 4, for example. Do not simply place an "X" on the ones that you are willing to teach at. If you want to teach at only a given campus and no others...check only that campus please (obviously it will limit your options).
- **Question 6:** Please check the days and times you are available to teach. Check only the days and times you are available to teach please. Leave the remaining times blank.

Finally sign and date the form. Don't forget your social security or COSMO number! Make sure you have a copy for your own records. Turn the form in on time to Labor Relations.



In closing, as you know, I advocate open channels of communication. I always welcome input from my fellow part-time instructors. If you are having a problem, etc, do email or phone me or our very capable Part-Time Grievance Rep. Vivian Beckley.

SALLY LINDNER
6TH VICE PRESIDENT, PART-TIME FACULTY

**LOCAL 212 MEMBERS PRESENT AT AFT/ER&D
SUMMER CONFERENCE IN BOSTON**

Last July Local 212 members Bob Stocki, Pat McFarland, and Kevin Mulvenna traveled to Boston and presented at the AFT/ER&D Conference titled, "Bridging the Gap: Strengthen the Union, Strengthen Teaching." The three were invited by Rosalind Laroque who oversaw the conference and had been impressed by the efforts of MATC's ER&D program during her visit to MATC last spring. Bob, Kevin and Pat presented both morning and afternoon sessions of "Marketing your ER&D Program" to standing room only crowds. The sessions detailed their efforts to brand ER&D activities here on campus, especially those of Peer Support which

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AFT/ER&D SUMMER CONFERENCE
CONTINUED FROM PAGE 3

began with developing and applying a logo to printed materials, binders, t-shirts, name badges, etc. Both Ms. Laroque and the attendees were most impressed with a recent video production detailing the history and mission of Peer Support. The "movie," shown last year in Cooley Auditorium during the Skills Olympics staff development day, was burned to DVD using the latest in Apple software applications and is playable on any commercial DVD player. Since July, Ms. Laroque has expressed her desire to involve MATC ER&D, and the talent of its members, in one or more national campaigns. Several of those who attended Bob, Kevin and Pat's session have subsequently received materials and/or advice from the presenters.

KEVIN MULVENNA
PEER SUPPORT COORDINATOR

PART TIME PARA CHILD CARE
BARGAINING UPDATE

Nothing much has changed, the administrative bargaining team still insists on gutting the contract and destroying most of the gains we've made over the years. I find that ironic in light of the 'Gravy Train' contract which Dr. Cole negotiated for himself.

When low paid part-timers ask for contract improvements it's called selfish, yet when the head of a school makes over \$209,800 and has more benefits than any of the people doing the actual work, his selfish suavity is paraded as virtue.

On Sept. 30th, Local 212 hosted the Excellence in Education Awards ceremony where among others, Lt. Governor Barbara Lawton was honored. Lt Governor Lawton has been a staunch backer of MATC's excellent child care facilities. Congresswoman Gwen Moore was also honored. She brought \$148,000 into our child care program.

I found it strange that those who run our centers were not in attendance. We were not allowed to advertise the fine program in the child care centers for "political reasons". But then, many of us are used to being treated like children by our official superiors. You would think that our bosses would do whatever they could to promote the necessary and valuable service we provide to children, students, and our community. Instead we get frigid smiles, rigid good manners and a purile aversion to social responsibility for those who have stuck their necks out to promote our fine child care facilities.

Remain Vigilant!

JOSIANE SCHNOOK, 7TH VICE PRESIDENT
PART TIME PROFESSIONAL STAFF



SEEN AROUND THE HALLWAYS!

It looks to us like many MATC Employees are stylin' by wearing these buttons. They seem to improve morale under the present autocratic, concession seeking administration.

ERNIE SCHNOOK
EX- LOCAL 212 PRESIDENT

NOVEMBER 7TH, 2006 - VOTE AS IF
YOUR LIFE DEPENDED ON IT

Local 212 has carefully researched the records of the political candidates running for office. How you vote is your personal decision, but we strongly encourage you to support these candidates who champion technical college education, affordable health care for our families and collective bargaining rights for public employees (See Page 1). Please vote for the best candidates on November 7th.

LIZ HARRIS & ERNIE SCHNOOK
AFT POLITICAL ORGANIZERS

www.aftplus.org

education finance discounts travel

The Community Advantage

CONDOLENCES TO...

Gretchen Zallar, English Instructor, on the loss of her mother.

Sarah Malewicki, Interpreter, on the passing of her mother.

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