



NEWSLETTER

Volume 31, No. 3

Janet Nortrom, Editor

November 17, 2006

FROM THE PRESIDENT

NEGOTIATIONS

In the Fall of 2005, the administration requested that we begin negotiations early, claiming it wanted to settle the contract so we could focus on academics. It lied.

When we began bargaining, the administration proposed gutting our contract. They have subsequently manipulated hiring processes, substituting cronyism for a transparent process based on credentials and interviews, and tried to negotiate with us in the media by releasing blatantly skewed salary numbers to the media.

The administration has insisted that we pay a percent of our healthcare premium since negotiations began. Arbitrators, healthcare economists and even the *Milwaukee Journal Sentinel* have documented that paying on premium does nothing to control healthcare costs.

But reality doesn't appear to matter to the Cole administration which is more interested in appeasing anti-MATC legislators than saving the taxpayers money. That's why they have refused the bargaining committees' and union leadership's continued request to negotiate over other aspects of the health care plan that, according to the administration's own consultants, would save between \$12 and \$22 million.

The result is that we are now working without a contract.

CAN YOU FIND DR. COLE?

And where in the world is Dr. Cole? He has a new Cadillac contract and spends a lot of time with millionaire friend Michael Cudahy at Discover World's Lakefront facility when he isn't flying from Disneyworld to Disneyland.

Where in the world is Dr. Cole? The faculty and staff at MATC haven't seen him for a very long time except on videos or as he hovers over the campus in his Communiqué.

PRESIDENTIAL INITIATIVES??

For years, faculty, professional staff and even prior administrations worked very hard to democratize MATC's decision-making processes. This is based on the widely-recognized pedagogical standard that those who work with students every day and are trained professional educators have knowledge that will enhance the quality of college decision-making.

The Cole administration doesn't understand that democracy is essential to sound decision making. In fact, it views the faculty and staff as its adversary. That is why it forced so many senior faculty into retirement last year despite the unions request that it simply change the start date of its proposal on eliminating early retirement to 2007. ~ **CONTINUED ON PAGE 2**

AND IN THIS CORNER...

The following letter was submitted to the Milwaukee Journal Sentinel by Charlie Dee after it featured prominently an article about the Citizens for Responsible Government alleged "forensic audit" of MATC. The Sentinel chose not to run it.

The so-called "forensic audit" of MATC by Citizens for Responsible Government (CRG) wouldn't pass as a research project in an MATC class. ("MATC Rife with Inefficiency," November 2, 2006)

We actually require our students to quote accurately and exercise critical thinking, and we fail cut-and-paste jobs filled with wildly hyperbolic and inaccurate statements.

So CRG's claim that all MATC instructors receive 6-8% wage increases when, in fact, 60% have received only 2.85% bumps the last three years would not pass.

Every page of CRG's report is riddled with errors, including exaggerating sick days that employees can cash in at retirement by 213%, and the number of sabbaticals for instructors by 100%.

Since every CRG error is used to denigrate MATC, it is clear that this is not a case of sloppiness but conscious dishonesty.

CRG is not a research organization but rather an activist group with a one-dimensional dogma: public institutions are bad.

This "audit" is nothing less than an attack on a college that is crucial to our community because it provides a ticket to the middle class for students as well as skilled workers for business and industry.

By treating this ideological rubbish seriously the *Journal Sentinel* reveals more about itself than CRG or MATC.

CHARLIE DEE
EXECUTIVE VICE-PRESIDENT



FROM THE PRESIDENT CONTINUED

And that is why it has continued to propose eliminating retiree health benefits for new retirees.

We have tried to reason with the administration in negotiations. It has not worked because, like puppets, the administration's negotiating teams are dancing to the strings held in one man's hands!

Over the next few weeks you will be asked to work with your union leadership to increase pressure on the administration to settle our contracts. Please respond as you always have. In the end our ability to negotiate a decent and fair contract will depend on the unity and activism of Local 212's membership.

MICHAEL ROSEN
PRESIDENT

PT CORNER

Greetings, Part-Time Faculty,



I want to wish all of you a Happy Thanksgiving!

I still remember my 1st grade teacher telling us how the Pilgrims invited their Indian neighbors to the celebration and how the two groups—the settlers and the Indians—worked together in a partnership to make that celebration a success.

Going forward many, many years, MATC's administration is not working together in a partnership with us, are they? Bottom line: There has been no real progress in negotiations, not just for the part-time unit, but for all 212 units.

We all know that progressive institutions treat their employees with dignity and respect. They invest in their front line employees and treasure their contributions. The heart and soul of this college is the faculty and staff who provide our students with a high quality education. The administration, through its unilateral and arbitrary actions, is destroying the partnership with the faculty and professionals who are represented by 212.

Administration needs to decide if they want to play games with the college and its educators' lives or if it wants to work collegially with us. We're willing partners! Dr. Cole, are you a willing partner?

My request is very simple, Dr. Cole. Treat us like willing partners, not like some burdensome cost that needs to be cut.



Several part timer's have emailed or asked me questions via the phone. I thought I'd share some of these questions and my answers with

all of you since they may be of interest.

Q: I did not get paid for the last period?

A: Call or go down to payroll and find out why you did not get your check/direct deposit. Mistakes do happen. Call or email Vivian Beckley (the part-time grievance rep) or me, if you need help ascertaining what the problem is. [Note to all part-time faculty: Make sure you turn in your time sheet on time!]

Q: My assigned class was cancelled two days before it was supposed to start.

A: You have an assignment issue. Check out Article III, Section 9 in our contract. – **CONT. NEXT COLUMN**

PT CORNER CONTINUED

You must notify your supervisor in writing (and make sure you send a copy to me also) if your class was cancelled, you were bumped, a class was incorrectly assigned, or your load was not filled to the range you requested and someone with lower seniority was assigned a class you requested that you were qualified and available to teach. The time the supervisor is notified will dictate the remedy. Remember if you fail to notify your supervisor in writing you are foreclosed from seeking any remedies.

Q: I did not get any classes last semester?

A: The reason could depend on several factors: how you filled out your Letter of Availability, where you are in the 212 seniority order, which department(s) you are in, etc. My advice to all is to broaden your certification. Discuss the matter with our new certification officer, Liz Pancorbo...you'll find her very willing to assist you.

Remember, the more areas you can teach in...the more likely you are of getting a class.

Q: Is there anything in our contract that states administration should inform us of our tentative assignments before the start of the semester?

A: Yes! See Article III, Section 4f in our contract. Teachers shall be notified of their tentative teaching assignments at least one month before the start of the first and second semesters. If administration does not notify you, call or email them. Whatever you do, don't wait until the first week of class before you press the panic button.

Q: I am currently on step 7 of the salary scale. Do I automatically go to step 8 next fall?

A: Not necessarily. See Article V, Section 1 in our contract. You must work 384 hours before you can go on to the next step advancement and teachers may not accumulate more than 240 hours in any given semester. You count not only your teaching hours but your office and prep hours. Example: Let's say that each semester you teach a 25% load. A full load is equal to 32 hours. So you take the percentage load you have and multiply that by 32 and then multiply that by the number of weeks you teach the class. So if you had a steady percentage of 25%...it will take you 3 semesters to advance. (.25 x 32 = 8 x number of weeks {16} = 128). Confusing...I know!

Q: How do I get seniority credit?

A: See our contract...Appendix J.7. Commencing with the second semester of the 1994-1995 school year, part-time faculty will be given a semester seniority credit if they teach a minimum of one credit per semester or average a five percentage load or more per semester.

Q: I had a grievance last fall...is the grievance in my personnel file?

A: The only way to determine that is to check your personnel file which you have a right to do. However by contract (Article IX, Section 1)...no record that an employee has participated in a grievance should be filed in an employee's file or any confidential file.

Until next month....In solidarity,

SALLY LINDNER, 6TH VICE PRESIDENT

PART TIME PARA CHILD CARE BARGAINING UPDATE

The administration still insists on gutting the contract and the gains we've made!

There is a new child care coordinator at West and North. We can only hope that she will be an advocate for children, staff and our fine facilities. The administration has finally hired a liaison to research and bring in child care center grants. We know there are funds available from many public and private sources. Let's hope the new liaison does a good job. There is really no excuse to go through the child care closing circus every year.



Pictured above: Child Care Specialists, Josiane Schnook, Terry Dulberger, Jackie Dziegielewski, and Marilyn Myhre discussing Child Care problems with Lt. Governor Lawton.

Remain Vigilant & Happy Holidays!

**JOSIANE SCHNOOK 7TH VICE PRESIDENT
PART TIME PROFESSIONAL STAFF**

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 plan the spring election and assist in the selection of the Nomination Committee to recruit candidates. We still need to discuss the role of the online ballot in the upcoming election.

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**

SPECIAL NOTE TO ALL AFT LOCAL 212 MEMBERS!

Each of you should have received your new membership packets, including your contract, membership card, and everything you need to know about full participation in Local 212. IF you haven't received your packet, please contact me at the Local 212 office so that we can get your packet to you.

**LIZ HARRIS
MEMBERSHIP COMMITTEE CHAIR**

MILWAUKEE COUNTY LABOR COUNCIL HEALTH COSTS UPDATE

Sheila Cochran, MCLC's Secretary-Treasurer, mentioned at our last meeting that MCLC had received a \$11,000 rebate from Medicare because MCLC offers prescription drug coverage to their retirees. The new Part D of Medicare reimburses organizations that offer drug coverage so Medicare will not have to.

MATC is expected to receive an estimated \$400,000 rebate for it's Medicare qualified employees and retirees. MATC's administration plans to record this as an "Other Revenue" classification instead of just offsetting it against the health insurance costs of our school.

That policy has three effects immediately 1) It does not decrease the cost of medical insurance to those of our members who have to pay a portion of the cost of their health insurance. These Medicare qualified members and retirees who create the benefit therefore pay too much as their required portion, and 2) In negotiations it presents the costs of these post-retirement health benefits for Medicare qualified persons to be much higher than they actually are. Lastly 3) this policy grossly overstates the future costs of post-retirement benefit costs which MATC is now required to budget for. By budgeting too much for these future costs, we reduce the resources needed today to accomplish our educational mission.

We need to insist that these huge federal cost rebates that MATC receives from Medicare for providing prescription drug benefits be used within MATC to reduce our budgeted health insurance costs which generated these rebates.

ROGER SANDS, MCLC REPRESENTATIVE

A RETIREES'S OPINION

Thank You for Voting! And now it's time to concentrate on what's going on at the bargaining table.

The conflict between the governing body and the people doing the actual work at MATC is fast becoming a tragic fiasco. I see it as a pretense, vanity, evasion and extreme opthalmia on the administrations side. For the employees, it's discontent, disillusion and the knowledge that Dr. Cole's self interested ideals are doing nothing to improve morale and working conditions at MATC. Managers who are sincere and care about their employees don't hide behind closed doors or move around like elusory shadows. They mingle with people and do their best to solve problems.

The last time you waited so long for a contract settlement was under the Slicker Administration in 1989. I'm sure that some of you remember what happened to "Slicker than snot on a doorknob, Russ", when we finally flexed our collective muscles. Perhaps the time has come to dust off the picket signs and challenge this antiquated administration whose hostility to democracy and justice has brought our school to its present low-level?

**ERNIE SCHNOOK
EX-LOCAL 212 PRESIDENT**

HIGHLIGHTS FROM THE AFT-WI CONVENTION
LEGAL DEVELOPMENTS
OF INTEREST TO AFT-WISCONSIN

At the AFT-Wisconsin Convention I attended an informative workshop presented by Attorneys Timothy Hawks and Barbara Quindel on recent legal developments as they may relate to the workplace.

In May, 2006 the US Supreme Court handed down a decision that said that employees of a government body do not have the protections of the First Amendments free speech clause when speaking against the will of the employer. This may have some significant repercussions for whistle-blowing. However, the court did recognize the concept of academic freedom and stated that the decision does not apply to cases involving scholarship and teaching.

In a current case involving the MTEA and the Milwaukee School Board, the MTEA produced buttons and signs to encourage a contract settlement. The School Board issued a directive that all signs that constitute political advertising or advocacy to be removed from windows, doors and other public areas. The Wisconsin Employment Relations Commission concluded that teachers had the right to wear buttons, signs posted that were in areas not customarily occupied by students were protected, but signs in more public areas must conform to rules governing signs in other areas (The Commission found that MPS standards were being specifically targeted at MTEA and, therefore, violated the rights of the employees.) The decision is being appealed.

Much of the workshop focused email and communication issues. State statutes prohibit the solicitation for the support of political candidates during regular working hours. Hawks and Quindel did say that political issues, such as the constitutional amendment referendum in our recent election, were exempt from the statutes limitations. Therefore, all employees should be careful concerning the use of email, particularly the MATC email system, when discussing politics. Generally the discussion focused on the lack of privacy afforded by electronic messages, that employer provided message systems can be monitored by employers and that email messages are easy to forward thus can easily fall into the wrong hands.

DAVE SCHALL
SOCIAL SCIENCES INSTRUCTOR

A SPECIAL THANKS TO:

Pam Bautch and **Susan Retzer** for providing a great hospitality room at the Paper Valley Hotel, Appleton, WI. for AFT Local 212 MATC Union members who attended the state convention.

****For more information on the AFT-WI Convention, please visit the Local 212 Website at www.local212.org.

"ESTATE PLANNING" - AFT-WI CONVENTION

According to Vicki Schoshinski, Attorney at Law, it is a good idea for almost everyone to have the following Advance Directive forms completed:

POWER OF ATTORNEY
FOR HEALTH CARE

Authorizes another person to make a broad range of medical treatment decisions on your behalf, in the event you become incapacitated or incompetent. Having this in place avoids the need for a court hearing to appoint a guardian to make a medical decision if you can no longer communicate.

POWER OF ATTORNEY
FINANCE AND PROPERTY

Authorizes another person to make a broad range of financial decisions on your behalf, in the event you become incapacitated or incompetent. Having this in place avoids the need for a court hearing to appoint a guardian to make a financial decision if you can no longer communicate. These forms can be found at the following URL:

<http://dhfs.wisconsin.gov/forms/AdvDirectives/ADForms/POA.htm>

JOAN COOK, ACCOUNTING INSTRUCTOR

PRESS AWARDS -AFT-WI 2006 CONVENTION

The MATC Local 212 Newsletter and Web Site won 7 of the 9 awards given to the State AFT Newsletters. The awards were given to our members Oct. 25-27 in Appleton, WI, at the State 2006 Convention.

They will be on display at the Union Office or at the Union Display Case on the second Floor of the Main Campus.

Best Continuous Column - *And in This Corner- Vice-President, Charlie Dee*

Best Feature Story - "Katrina's Not the Only Disaster to Hit New Orleans. Sue Ruggles

Best News Story, "Dollars for PR but Not for Students" - President, Mike Rosen.

Best Original Poster, *Got Contract?*

Best Editorial- Bruce Murphy Response, Allison Nicol

Best Original Flyer/Bulletin (tie) - Jim Doyle Flyer and Local 212 T- Shirt

Best Web Page - www.local212.org - Susan Retzer

CONGRATULATIONS TO ALL WHO SUBMIT ARTICLES FOR THE NEWSLETTER.

JANET R. NORTROM
LOCAL 212 NEWSLETTER EDITOR

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