



N E W S L E T T E R

Volume 31, No. 6

Janet Nortrom, Editor

April 4, 2007

FROM THE PRESIDENT

Following the February board meeting, we finally began making some progress in negotiations. This is clearly a response to your willingness to display "got contract" signs, wear buttons and t-shirts and come to rallies. We are hopeful that the administration now realizes that a voluntary settlement is in the interests of the college, our students and the faculty and academic staff.

It shouldn't have taken a year and a half and countless rallies and other forms of protest to convince the top administration to take negotiations seriously! Unfortunately that is what it took.

And while we have made progress recently a word of caution is in order because we **do not** have an agreement!

MATC isn't the only employer guilty of double standards when it comes to employee treatment.

Just last fall, Milwaukee's Harley Davidson workers were pressured into giving concessions in wages, pensions and healthcare benefits. And Harley's employees in Hershey Pennsylvania resisted the same fate only by calling the company's bluff and going on strike.

It wasn't as if Harley needed relief. This is an enormously successful company that earned \$1.50 billion last year. Its profits increased a healthy 9.7% and revenue 11.9%.

Yet, Harley claimed it needed concessions to remain competitive!

Today we learned that while the company was securing givebacks from the people who make the bikes, its chief executive officer, James L. Ziemer, received \$4.25 million in compensation last year. I wonder how that contributed to the company's future competitiveness.

Ziemer's compensation included a \$824,551 salary, \$989,461 in compensation under a nonequity incentive plan and \$75,697 in other compensation, including a non-qualified deferred compensation plan matching contribution of \$25,824. He also received stock and option awards with an estimated value of \$2.36 million at the time they were granted. Zierner also acquired 106,344 shares in 2006 with an estimated value of nearly \$5.34 million.

Harley didn't need concessions from its employees. It went after them because it thought it could. "Got contract, James Zierner does!"

CONTINUED NEXT COLUMN

FROM THE PRESIDENT - CONTINUED

I also want to wish all of you a safe and relaxing spring break. This has been a taxing year and you have earned some time off. Come back refreshed. We have a semester to complete and a contract to settle!

Got Contract? Dr. Cole Does!

MICHAEL ROSEN, PRESIDENT

**LOCAL 212 EXECUTIVE BOARD ELECTIONS
WEDNESDAY, APRIL 25, 2007**

WATCH YOUR GROUPWISE EMAIL FOR YOUR ACCESS CODE AND VOTING INSTRUCTIONS

We will again be using an online ballot for the Executive Board Elections on Wednesday, April 25th. What is different this year is you **DO NOT** have to be on campus to cast your online ballot. You may cast the online ballot from any PC (office, home, etc.) that has internet access. Members with a signed membership card on file in the Union office will receive a GroupWise email on **Wednesday, April 18th** with an access code and voting instructions which will allow them to login and cast their ballot. If you have not signed a membership application card or if you are not sure of your membership status, please call or email CiCi Garcia (414.765.0650, Ext. 11 or CGarcia@Local212.org).

Again, access codes and voting instructions will be sent via GroupWise email. If you do not have or use a GroupWise email address and/or would prefer to have it sent to an alternate email address, please send an email to Pbautch@Local212.org with your request and the following information:

Your Name, Alternate Email Address, Primary Bargaining Unit (Full-Time Faculty, Full-Time Paraprofessional Staff, Part-Time Faculty, or Part-Time Paraprofessional Staff), and the **Last 4-digits of your Social Security No.** (For verification purposes only).

Absentee ballots are also available for those members who will not have access to a computer and/or the internet on Wednesday, April 25, 2007. To request an absentee ballot call or email me (414.765.0650, Ext. 10 or PBautch@Local212.org) with the following information:

Name, Home Address, Home Phone, Office Phone, Primary Bargaining Unit.

CONTINUED ON PAGE TWO

ELECTIONS CONTINUED FROM PAGE ONE

Absentee ballots will be mailed within one business day upon receipt of request. Incomplete information may delay the absentee ballot being mailed. **Absentee ballots must be received in the Union Office by 4:30 p.m. on Tuesday, April 24, 2007.** In order to ensure that you have enough time to receive and return the ballot, the **deadline to request that an absentee ballot be mailed to you is Thursday, April 19, 2007.**

Please watch your email, your voicemail, and the Local 212 Website (www.Local212.org) for more information.

PAM BAUTCH, OFFICE MANAGER

PT CORNER

Greetings, Part-Time Faculty!

☺ PTF Bargaining

We've had two face to face bargaining meetings within recent weeks. As to how things are going, I'd love to say that significant progress had been made, but I would be telling all of you a whopping tall tale if I did just that. Yes, we are meeting, and no we still can't see the light at the end of the tunnel, but we are holding our own. Issues currently on the table include: Limiting the number of classes on the Letter of Availability, creating a primary division or department (administration isn't sure which one they want) for all PTF, the coaching and evaluation process, substitution, prompt action from administration if a class is canceled or PTF are bumped, etc. Rest assured we're keeping up the pressure to get an equitable contract.

 Letter of Availability - Due April 16th

My advice is to check Infonline before you turn your form in to see which classes will be offered for the summer and fall.

- List the classes in priority order that you are certified and qualified to teach. 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 may want to list traditional and online format after the class. You may include an attachment of additional classes also.
- Check only the range you want please.
- Number in priority order, the campuses where you are willing to work.

CONTINUED NEXT COLUMN

PT CORNER CONTINUED

- 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.

✧ 2nd Part-Time Forum –

Saturday, May 5th, 9:00 – 11:15 am

ALL PTF are invited to our 2nd Part-Time Forum on May 5th! We'll highlight important items in our contract that ALL should know as well as explain howthings are going in bargaining. And we'll also have a "burning question" session. If we don't get around to answering all your questions at the forum, we promise to answer all via email or letter.

Like our 1st Part-Time Forum, we'll be holding it again at **Heinemann's restaurant, 317 North 76th Street (76th and Bluemound)**. A complementary delicious breakfast will be provided. So please mark the date on your calendar! Reserve your spot by calling CiCi at the union office (414) 765-0650 Extension 11. Leave your name, address, and home phone number. This event is open to the first 50 instructors who call (if we have more than 50 we will hold another event). So get your reservations in please. Reservations must be in no later than April 20th.

**Recommended Reading**

I came across a great article on the American Federation of Teachers (AFT) web site a couple of days ago that I truly believe that ALL should read. http://www.aft.org/pubs/reports/higher_ed/standards_pt_adjunct.pdf

Just a tidbit: "Part-time/adjunct faculty serve with great distinction on campuses across the country. The average pay (of part-time/adjunct faculty) is so low that pay equity advocates have reason to call today's colleges and universities academic sweatshops."

In solidarity,
SALLY A. LINDNER
6TH V.P. PART-TIME FACULTY

Hotel Savings for AFT Members

Call the toll-free numbers listed and mention your **AFT +** member **ID number 20952**.

Advance reservations required

 800/996-2087	 800/268-2195	 800/769-0939	 800/682-1071
 800/462-8035	 800/545-5545	 800/889-9706	 877/202-8814

 A Union of Professionals
AFT + *The Community Advantage*

POSITION STATEMENT:
ENGLISH FACULTY STAND TOGETHER
REGARDING SCHEDULING POLICY

I want to explain what is going on with instructor scheduling and to ask that we as a department give serious consideration to this issue and come up with a position statement on it that is fair and just. The Associate Dean has instructed instructional chairs to assign only instructors with Masters Degrees in English to 200-level courses. I have refused to comply for a couple of reasons.

First of all, such a policy has serious scheduling repercussions. At South, it would mean that at least half the instructors, both part time and full time, would not have the courses they are accustomed to teaching, and I suspect the same is true at all campuses. We're talking about a major scheduling upheaval that in my opinion is not in the best interest of either faculty or students.

Secondly, and more importantly, I think such a policy is unethical and a violation of contract. The "new" standards should not apply to current faculty who have met NCA credentialing standards and who have demonstrated competence in teaching 200-level courses. There's a legal term for what the administration is attempting to do. It's called *ex post facto* and it's universally frowned upon. When new standards are introduced, they almost never apply retroactively to current employees, not in academia, not in business, not in the judicial system, not anywhere. Even new building codes only apply to new construction. Thank goodness for that, because my house is over 100 years old and probably violates every plumbing and electrical code in the books. Yet it still functions. In fact, my furnace was ancient when I moved in over 40 years ago, and it is still going strong. Old is often good; and experienced is more than good: it's the best.

This issue effects everyone in our department, if not directly, then indirectly. We, as a department, need to hold a serious discussion and to take a stand that is fair and just. About 8 years ago we were told that we needed a Masters in English, or in a related field with 18 graduate credits in English, to comply with new NCA credentialing standards agreed upon by union contract. Many instructors, both part time and full time, worked hard to comply with the new standards and don't deserve to have the rules changed on them once again, certainly not without time and support to once again comply..

Here's what I believe. In scheduling, instructor preferences should be honored whenever possible. Competency is also a factor. To be deemed competent, instructors should meet the NCA credentialing standards of a Master's in English or a

CONTINUED NEXT COLUMN

POSITION STATEMENT... CONTINUED.

Master's in a related field with 18 graduate credits in English. Also a measure of competency is an instructor's demonstrated ability to teach a course successfully. We have instructors who have successfully taught 200-level courses for years. It makes no sense to suddenly say that they are no longer competent because they don't have a Master's in English. The same goes for specialty courses, such as Holocaust Literature. Specialty courses should be taught by instructors who are NCA certified and good at teaching them.

I hope that we as a department can unite on this issue and take a stand that is just and fair.

JEAN EISMAN, ENGLISH DEPARTMENT

THE IRAQ WAR:
VETERANS AND WOMEN'S RIGHTS FORUMS

Thanks to all who participated in our series of Iraq events for Ethnic Fest. We had a combined attendance of about 100 for the three events. This was truly a team effort and you all deserve our gratitude.

Thanks especially to our Iraq War veteran panelists and moderator: **Will Williams**, Vets for Peace, Vietnam War veteran; **Aimee Davis**, MATC faculty, Iraq War veteran; **Mohamud Mohamed**, MATC student, Iraq War veteran; and **Jim Carpenter**, MATC faculty, moderator.

All of our veterans spoke from the heart. We thank them for their service, their honesty, and their willingness to share with us the sacrifice and trauma of war.

Thanks to our distinguished and informative speakers on the status of women in Iraq:

Dr. Abbas Hamdani, UWM Emeritus Professor of History; and **James Lazar**, UWM student, Iraq Freedom Congress-US.

Nadia Mahmood and **Houzan Mahmoud**, of the Organization of Women's Freedom in Iraq, sent greetings and joined us via video. They were with us in spirit, and we thank them for the important work they are doing on behalf of women's rights in Iraq.

If you would like to view the Democracy Now interview with Houzan Mahmoud, you can find it at www.democracynow.org/article.pl?sid=07/03/06/1511_216 and the MADRE report on women's rights in Iraq, "Promising Democracy, Imposing Theocracy", can be found at www.madre.org/articles/me/iragreport.html.

We will have copies of "The Ground Truth" featuring interviews with Iraq vets, and "My Country, My Country" (with PBS study guide) available soon for class showings.

SUE RUGGLES, ETHNIC FEST COMMITTEE

FEATURING MATC TEACHERS



Aimee Davis shares with us "I come from a blended family with 6 kids. I got an Associate's in Applied Science in Computer-Aided Mechanical Drafting before continuing my education for my Bachelor's degree in Mechanical Engineering and Master's degree in Industrial Management. I enjoy running and have run in the Chicago Marathon. I love photography and recently purchased my first Digital SLR camera. I like working on home improvements." Aimee served in the 980th Battalion, in Taji, Iraq and was a speaker at the 2007 MATC Ethnic Fest.

George Stone just chaired the biggest Renewable Energy Conference at MATC on March 10-11th. He has been teaching at MATC for 12 years. He teaches Earth Science, General Geology, Weather Fundamentals, Climate Change Fundamentals and Energy in Nature, Technology and Society. He has a PhD in geology from the University of Colorado, and he conducted postdoctoral research at the University of Cambridge and the Geophysical Laboratory of Carnegie Institution.



Starting 2005, George has served on Mayor Tom Barrett's Green team and wrote language emphasizing the importance of global warming for the body's official report. He spoke at the 2006 Governor's High School Conference on the Environment: Climate Change Up Close. In Oct, 2006 Dr. Stone presented Challenge of the Century: Energy Policy and Global Warming at the Annual meeting of the Geological Society of America.

George has become an outstanding sought after speaker on Global Warming, currently a great climate threat to the world. Earlier in his fascinating life he wrote science fiction books.

For more information on George, visit his website:
www.matc.edu/matc_now/georgestone.html

STOP THE WAR!

STOP THE WAR ON IMMIGRANTS!

On March 17, the peace movement joined with labor and immigrants' rights groups to mark the fourth anniversary of the Iraq War. It was a historic moment. For the first time, we are demanding an end to the war on immigrants, as well as the war in Iraq. Voces de la Frontera sent a delegation and made a powerful statement against the war.

Labor also turned out, with Local 212, SEIU, ATU, and others leading the contingent. Earlier this year, the AFL-CIO declared: *"It is time to bring our military involvement in Iraq to an end. We call on Congress to insist on a timetable for disengagement. If the president refuses to act, Congress must use its powers under the Constitution."*

On March 24, we came together to support Voces de la Frontera and demand an end to immigration raids. In Whitewater, raids on local businesses have separated children from their parents, who are being threatened with deportation. Local 212 and SEIU spoke out, condemning the raids.

We support comprehensive immigration reform – legalization, a path to citizenship, and worker and civil rights for all immigrants. Why? Supporting immigrant rights helps create better conditions for all working people.

¡No más guerra! ¡Sí se puede!



Local 212 Members rallying against the War

SUE RUGGLES, USLAW

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 Website: www.local212.org
Janet Nortrom, Editor: (414) 297-7000, Ext. 79399
Pamela Bautch, Office Manager
Aracelis Garcia, OPEIU Local 9, AFL-CIO, CLC