



NEWSLETTER

Volume 31, No. 7

Janet Nortrom, Editor

May 11, 2007

FROM THE PRESIDENT

We have been working without a contract since July 1, 2006-10 months!

We have been negotiating for a new contract since September 2005; 21 months.

We have been working without a contract for 8 months since Dr. Cole was given a new three year contract with lifetime health benefits and a salary increase of more than 8%!

After all this time and effort, time that could have been spent teaching and advising students, we do not have contract. All of us should thank our bargaining committee members and Frank Shansky for their hard work, patience and diligence in this very frustrating and unproductive process.

It is clear these negotiations are not and never have been about saving MATC money! If they had been about money:

- The administration would have jumped at 212's offer to accept the February 2006 proposals by the administration consultants that were projected to save anywhere from \$15 to \$25 million!
- The administration would have settled since the full time bargaining team has offered significant health care concessions!
- The board would not have given Dr. Cole a Cadillac contract!

If money is an issue, how come the administration had no problem;

- Allocating over \$3 million to Discovery World which doesn't even mention its "partnership" with MATC on its web site or in signage at the museum!
- Proposing a million dollar investment in a community agency to build capacity for customized training that the employer says isn't required!
- Proposing to allocate over a half a million dollars on new MATC police without a comprehensive safety and security plan!
- Paying inflated prices for flat screen TVs which are used as decorative marketing tools not educational technology!

CONTINUED NEXT COLUMN

FROM THE PRESIDENT - CONTINUED

- Proposing a dramatic expansion of the athletic department budget!
- Maintaining near record levels of advertising expenditures while enrollment continues to fall!

It is clear that the administration views these negotiations politically. They have negotiated in the media, releasing inflated faculty and deflated administration salaries.

Their goal has been to appease anti-education legislators, most of whom are not from the MATC district, and the handful of people in the community who don't value MATC and our graduate's contribution to the community and the economy.

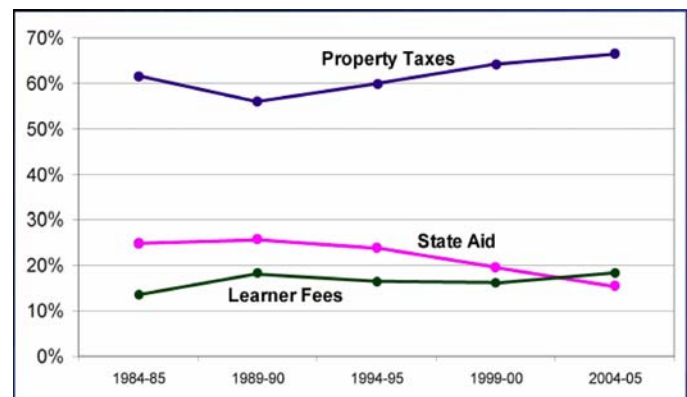
This administration talks about teaching and learning, but it doesn't walk the walk. You can't value teaching and learning and devalue the teachers and educators!

The administration's approach to bargaining is hurting MATC and our students. It has hurt our reputation in the community. It is destroying the morale of the front line educators.

Enough is enough. If the board and administration are serious about restoring the integrity of this college and allowing it to play its important role in the community, they should settle our contracts now!

MICHAEL ROSEN, PRESIDENT

STATE RENEGES ON WTCS CONTRIBUTION





PT CORNER

Greetings Part-Time Faculty,

Well...here we are almost at the end of another school year and yet no contract. It is frustrating, isn't it? We've let the Board and administration

know we are tired of their games and stalling tactics at rally after rally. But MATC administrators are apparently all very slow learners. However no matter how frustrated we may be, the part-time bargaining team is working hard on your behalf. Rest assured we're keeping up the pressure to get an equitable contract.

Administration and 212 are in agreement that our Letter of Availability will be submitted electronically in the future. We've been working hard at implementing this for over a year now. Administration wants some input from you: How many of you do NOT know how to download a form from GroupWise, fill out the information on the form, and then upload it to GroupWise? This means that if you do not know how to open an attachment on GroupWise, fill out a form very likely in MS Word, save the form, and then send it back to Labor Relations using GroupWise, I need to know this ASAP. Email me please or phone me. Training will be provided prior to the form being submitted electronically but administration wants a 'head count' of how many need training.

We had a great turn out for our 2nd Part-Time Forum and a very lively discussion of the issues. Hopefully all of you have a part-time contract and have read it. The more you know the contract, the more you empower yourself. I've listed a few of the major topics that all should know along with the page numbers in the contract.

- Assignment issues: pages 10-12.
- Notification of tentative assignments: Pg. 7f.
- Summer school: page 4.
- Salary: pages 3, 21, and 50-52.
- Seniority, pages 16-17.
- Part-time faculty participation in textbook selection, etc. Pages 17-18.
- Voting for Instructional Chairs, page 18.
- Office hours, page 3.
- Substitute teaching, 15-16
- Sick leave, pages 29-30.
- Pension, page 29.
- Employee evaluation, pages 36-37.
- Employee evaluation, pages 36-37.
- Full-time vacancy procedure, Pg.12-14.

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PT CORNER CONTINUED

This has been a trying year for all of us. Let's hope that Dr. Cole takes some time within the next couple of weeks to reflect on the past year and a half and comes to the conclusion that he wants to cooperate. We would welcome that and respond positively.

I want to thank all of you for your commitment to our union, your bargaining team, to MATC and to our students. The students, faculty, and staff are the heart and soul of MATC. Despite all the turmoil I am proud to say that you have never forgotten this important truth. Have a great summer, fellow colleagues.

In solidarity,

SALLY A. LINDNER
6TH VICE PRESIDENT, PART-TIME FACULTY

BE ADVISED!

Advising will be more challenging than ever this semester because of course and curriculum changes. Among them: enforcing English and math pre-requisites, the renumbering and renaming of natural science and math courses; and the implementation of the prepared learner initiative.

In these last days of the Spring semester, as well as, during the summer sessions encourage all students to get advised and register as soon as possible. Help ensure that the advising and registration process is a smooth one for students and that your classes are filled for the fall semester.

Thank you for your hard work and efforts. Even though our contract is not settled your advising efforts ensure that our classrooms remain filled, that students are in the right classes, that they have the right prerequisites, and that they are on track for graduation! The work we do on the front lines is the heart and soul of this college.

Advising matters!

MARLENE DOMBROWSKI
3rd VICE PRESIDENT
CONTRACT ENFORCEMENT

CONDOLENCES TO...

Gregory Hanson, Instructor, on the passing of his mother in March.

Jacqueline Cook, Instructor, on the loss of her brother.

**THANK YOU FROM
THE ELECTIONS COMMITTEE**

On behalf of the Elections Committee, I would like to thank all of the members that voted on Wednesday, April 25th. Sometimes, it is easier to just do what we have done in the past so I appreciate your patience and efforts in using the online ballot over the internet. While it is possible that not everyone you voted for was elected, your continued participation reinforces the principal that the Local 212 membership is informed and believes in the democratic process.

Let me thank the members of the Elections Committee for their ideas and time in planning the election. The members are:

Ken Brodzik (South)
Jean Dueling (West)
Joel Frank (Milwaukee)
Rebecca Hartzog (North)
Jerry Lieberthal (West)
Jennifer Madej (West)

Also, a special thanks to Pam Bautch and CiCi Garcia for putting up with my many phone calls and making sure that everything was ready to go.

Due to retirement, this was my last Local 212 Election, so one last thank you to the many individuals that have served on prior Elections Committees and to all of you who volunteered your time to staff the polling stations in previous elections.

Many Thanks!

**BOB BRZYCKI
ELECTIONS COMMITTEE CHAIR**

Mortgages Tailored for Union Members

The AFT + Mortgage Program was designed with you in mind.

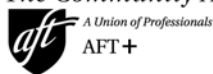
It's the only program of its kind created especially for union members.

We offer low down payments and first-time buyer programs, plus unemployment/disability benefits, just in case. Over the phone or face-to-face, the mortgage counselors make it easy to find an affordable mortgage that's the right fit for you.



For more information:
800/981-3798
Monday-Friday
www.aftplus.org
(CLICK ON MORTGAGE)

The Community Advantage



GET A FREE LOCAL 212 T-SHIRT!

Local 212 will be designing a new T-shirt for release in the Fall of 2007.



Last Year's Design



Next Year's Design

Want one? You can get one!

All Local 212 members that submit a T-Shirt request with their preferred size will get one! However, keep in mind that you have to submit a request with your size to get a shirt and you also need to be a member of Local 212.

If ya don't ask, ya don't get...

And if you do ask, look for your T-shirt to arrive when we get back to school in fall.

**Requests will only be taken until June 1st...
So request yours now!**

You can do this in one of two ways...

1. Go to Local 212's website - www.local212.org and fill out the form (*this is the preferred method*)
2. If you don't have web access, send the following information to the Local 212 Office:
 - Your Name
 - Your Phone Number
 - Your Email Address
 - Preferred T-Shirt Size (S, M, L, XL, 2XL, 3XL, 4XL)
 - Your Local 212 Bargaining Unit (FT Faculty, PT Faculty, FT Para, PT Para)
 - Your Mailbox Location (Downtown, South, West, North, or indicate if you'd rather pick it up at the union office)

Remember, if you want a T shirt, you have to get your requests in to the Local 212 Office BY JUNE 1st!

**SUSAN RETZER
SOCIAL SOLIDARITY**

FEATURED MEMBERS

Jacqueline Robinson is an instructor and is the Faculty-Library Liaison at the downtown campus. She holds a Ph.D. in Cultural Anthropology and a Masters in Library and Information Studies. She teaches College Success & Cultural Anthropology courses and coordinates library instruction for the campus. She is a big advocate for teaching students how to use library

and other information resources for optimal success at MATC and beyond.

Jacqueline received a Fulbright grant to conduct her dissertation fieldwork in Mali and Senegal. She has lived, worked, and studied extensively in West Africa, the Caribbean, and Europe. She is married and has a three-year old daughter. Her hobbies include traveling, reading, dancing, and cooking.

Sue Ruggles has served as MATC's staff photographer in the Marketing and Public Relations Department since 1991. Sue attended MATC as a student from 1985-88, and earned an Associate Degree in Visual Communications. She interned and worked part-time at the Mequon Campus as a Media Technician, 1988-91. She also has a B.A. in English from the University of Wisconsin-Madison. She owes her political activism to the time she spent in Madison during the '60s and '70s.



Sue learned her union activism at Delco Electronics, where she was a member of UAW Local 438. There she experienced first-hand the health effects of chemicals and solvents. In fact, many of her former co-workers have died of cancer. She was more than happy to take a buyout from GM in 1989. When she arrived at MATC, Sue expected to find a safer workplace. Little did she know what awaited her.

For nearly 10 years, she fought for a Joint Indoor Air Quality (IAQ) Committee, which led to the formation of a Local 212 Health and Safety Committee. Since that time, she's been proud to

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FEATURED MEMBERS CONTINUED

serve as Local 212's representative on the Wisconsin Committee for Occupational Safety and Health (WisCOSH). She is also a member of the Sustainability Core Committee, and the IAQ and emergency planning subcommittees. Since 2003, she represented Local 212 on the national steering committee of U.S. Labor Against the War, and was recently elected a delegate to the Milwaukee County Labor Council.

When not attending meetings or stirring up trouble, you can find Sue shooting photos at rallies and events, bicycle touring with her husband Charlie on their tandem recumbent, or running in races from 5K to marathon. Sue says "I've never been a great runner, but I'm looking forward to the 60-64 age group, because my competition is starting to thin out."

WISCONSIN LABOR HISTORY SOCIETY'S CONFERENCE

About sixty people gathered in Madison on April 28th to explore the relationship between labor and U.S. foreign policy at the Wisconsin Labor History Society's conference. The annual meeting permits history and labor buffs to learn firsthand from scholars who study our history as they present to, and frequently hear back from, an audience that includes people who created and experienced that history.

This year's topics stretched from the Midwest soldiers sent to the arctic to fight the Bolsheviks at the end of WWI, to the purges of progressives during the Cold War (when support for the rights of African Americans was cause for suspicion and "Operation Dixie" drove out integrated unions), to the Reagan era attacks on unions here and in Central America, to the current questionable work of the "Solidarity Center" which does humanitarian work, but not through unions, to the unprecedented labor opposition to the Iraq war and efforts to work with Iraqi unionists to end it.

Several high school and college students received awards for their pro-union work, bringing a multi-generational flow of energy and inspiration to the gathering. My thanks to Local 212 for sponsoring me to attend.

**CHRISTY BREIHAN
PRE-COLLEGE GRIEVANCE REP**

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