



N E W S L E T T E R

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Janet Nortrom, Editor

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FROM THE PRESIDENT

Before the current "Redefine Smart" campaign, MATC told the community to "Come here, Go anywhere." Evidently, only the last refrain resonated since enrollment has plummeted by almost 14,000 since 2000.

This is alarming because there are so many folks in our community who need the basic skills, English instruction, and the skills training that MATC offers; because the region's employers have identified the lack of skilled workers as the most important problem they face; and because MATC's funding is partly based on enrollment.

The decline in MATC's headcount and FTE's has occurred while other institutions of higher learning in Southeastern Wisconsin have seen their enrollments increase. UWM, for example, has experienced record enrollments the last three years.

The "Come here, Go anywhere" campaign devalued a MATC education by suggesting that MATC is only a stepping stone to where a student really needs to go!

If MATC is only a transitional college, students are asking why enroll in MATC in the first place? Let's just enroll where we really need to go!

That campaign and the administration's near obsession with college transfer conflict with the reality that only 15% of our students intend to transfer according to MATC's own survey data. The vast majority come to MATC to master skills that will help them get a job or move up the career ladder to a higher paying job.

New data on WTCS and UW transfer reinforce this conclusion.

More students transfer from the UW system (3,612) to tech colleges than from tech colleges (3,577) to the entire UW system. Interestingly, more than 20% of the UW transfers report 16 years of education or more, making the WTCS one of the largest graduate schools in the state.

Despite the recent emphasis on transfer, only 429 of our 50,000 students are new transfers to UW, less than in 2002-2003 when the transfer focus began. Another 221 are former UW students who enrolled at MATC and are now returning to the UW system.

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AND IN THIS CORNER...

JOINT GOVERNANCE REPORT: THERE IS NONE AT MATC

When Mike Rosen addressed the MATC Board after it had approved the contracts with Local 212 following lengthy, contentious negotiations, he expressed the desire to put that contention behind us and urged the MATC administration to work with Local 212 for the benefit of our students, the employers who hire them and the taxpayers who pay for it all.

I'm sad to report that nothing has changed.

The Cole Administration still treats Local 212 members and leaders as if we are a threat to them rather than a partner. Here are just a few of the many low-lights:

- The administration announced it was **transferring** one of MATC's marquee programs, **TV and Video Production** out of Public TV and into the Business Division without consulting either the faculty or the Advisory Committee. Nobody in the administration has given an answer to repeated questions from faculty, students and even MATC Board members about what alleged problem this attempts to solve. Cole's cronyism and blatant meddling in programming at the station is the subject of an expose in the current issue of *Milwaukee Magazine*.
- Dr. Cole has pushed through the MATC Board a proposal to **add more security guards without first coming up with a comprehensive security and communications plan**. Despite months of work by faculty and staff on security and safety issues, and pleas from the Sustainability Committee to have input, the plan was developed in secrecy with no vetting by faculty or staff.
- Associate Dean Marcia Clarke Yapi recently posted **four job openings in the English Department without asking faculty for advice on the particular areas of English that need to be filled**. She wants a full-time Instructor of "Fiction Writing" even though

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FROM THE PRESIDENT CONTINUED

It's great that we are helping students who initially wanted a UW education and left for some reason. But that shouldn't be a big focus.

MATC has a junior college track for the literally handful of students who want that. But the vast majority of our students come to MATC to obtain the skills they need to get a family supporting job or to master basic educational skills leading to occupational programs. That's what our customers want! That's our expertise and our market.

Years ago I interviewed the President of Briggs and Stratton on their strategic plan. He said Briggs doesn't go where the competition is. Rather it identifies its unique market niche and focuses its efforts there.

MATC's unique niche among institutions of higher learning is providing education and training that leads to good jobs and higher incomes. We should be devoting more of our energy and resources to promoting articulation and tech ed with MPS and the industrial suburban school districts like West Allis, Cudahy, Germantown, Grafton and South Milwaukee. If we can invest more than \$3 million into Discovery World to run a handful of classes we should be able to find the resources to partner with MPS and other districts that have thousands of students who need our expertise.

We are an adult vocational and technical college. That's our unique niche and contribution.

The current approach has failed. It's time to return to our economic development focus and mission of promoting the development of a world class labor force.

MICHAEL ROSEN, PRESIDENT

SABBATICAL LEAVE REQUESTS

Any full-time paraprofessional or faculty member who is interested in a Sabbatical Leave for the 2008-2009 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, or by email to conroy@matc.edu. The form should be completed and returned through the supervisor to the Provost's office on or before **December 14, 2007**.

All persons who submit applications will be notified as to the action taken on

AND IN THIS CORNER CONTINUED

MATC has no fiction writing course in its curriculum! The posting requires a candidate to have publishing credits in fiction as if we were a graduate school. The department has passed a resolution objecting to the postings and the process. We also have numerous faculty now on staff who have publishing credits and teach creative writing.

- In August Local 212 leadership initiated a meeting with Dr. Cole and Rob Hartung to offer our assistance in dealing with the **controversy over Germantown secession**. We told them that if they would provide us with a list of Advisory Committee members living or working in Germantown, we would have faculty members who know the Advisory Committee people contact them to lobby for the college. Hartung promised to provide the information, but we're still waiting for it, three months and counting! And they've done such a wonderful public relations job in Germantown without our help!
- Rosen and MATC students he helped organize spoke at a Milwaukee County Board meeting opposing County Exec Scott Walker's **closing of Bus Route 80** that serves our south campus, and we lobbied the county board, which then restored the line. But South Campus VP John Stilp sent an email to the college thanking "clients, their families and MATC students," for attending the meeting but failed to mention Local 212's role.

More and more, the Cole administration reminds me of the current Bush administration: secrecy is a fetish, loyalty is rewarded, competency is not, the primary objective is to increase power and not share it with other branches (of the college or government), and the overall health (of the college or nation) declines steadily.

CHARLIE DEE, EXECUTIVE VICE-PRESIDENT

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PART-TIME FACULTY CORNER**PARKING AT MATC**

Now that we have finally settled the contracts, we're turning our attention to parking at MATC. As you know, if PT faculty earn \$25,000 or more in a given year, we are expected to pay the full employee fee. This affects around 100 of our PT faculty, most of whom are also PT paraprofessionals. "Not fair many of you have said....we need to do something about this." We tried! At the 23rd hour in bargaining, we proposed raising that limit to \$35,000; administration turned "thumbs down" on that proposal saying they would lose money.

Well, a committee has now been formed (we are yet to meet) to address ALL parking issues at the college. The committee will be made up of representatives from Locals 212, 587, and 715 and I assume administration. At this point, I need constructive ideas from you as to what you think we can do to resolve the \$\$\$\$ that some PT faculty pay for parking as well as any other parking issues that come to mind. Email your suggestions to me...lindners@matc.edu.

**MATC HEALTH AND FLEXIBLE SPENDING ACCOUNTS**

MATC offers health insurance to PT employees. The college pays 41% (your bargaining team worked months to get a 1% increase) of the monthly premium and we pay the remainder. Throughout October and early November, the college offered health information sessions to those who were interested. If you could not attend a session, I posted emails to all giving the information. Remember that deadline: November 20th! All forms must be turned into Human Relations by that date.

Flexible spending accounts are something new for PT employees. Your bargaining team also worked hard to get you this benefit. The flexible spending account (FSA) program provides a way for you to use tax-free money to pay for some of your health care expenses. When you choose to participate, you elect to have salary deducted from your paycheck, before it is taxed, and directed to your flexible spending account. This untaxed money is then available to reimburse you for eligible health care services you receive during the calendar year. The money is taken out through regular, payroll deductions. Because taxes aren't

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calculated on the contributions, the actual bite to your paycheck will be less than the amount you set aside.

There is but one drawback: The use it or lose it requirement. Namely one has to spend FSA contributions by the end of the fiscal year. Also expenses reimbursed from an FSA cannot be claimed as a medical expense on your tax return.

Before signing up for an FSA, carefully review your personal and family medical needs. A quick check of last year's medical costs is a good place to start. The maximum annual deferral of pay is \$500. Like health insurance, the FSA forms are due in to Human Relations by November 20th.

**SPRING COURSE ASSIGNMENTS**

Some have received their spring assignments for 2008; most have not. In quite a few cases, administration has once again not followed seniority in assigning classes. If this is the case, you need to address your concerns to your supervisor (not the IC); email is fine. Send a copy to me please also (lindners@matc.edu).

If your concerns are not rectified, email or call Vivian Beckley, the PT Grievance Rep (414-354-3903...beckleyv@matc.edu) or myself (414-774-0740) and we'll arrange a meeting with your associate dean to discuss and resolve the problem.

In closing, let me wish all of you a Happy Thanksgiving!

In Solidarity,

**SALLY A. LINDNER ("SAL")
VP, PART-TIME FACULTY**

**LABOR LEADS OCT. 27TH
MARCH AGAINST WAR**

On October 27th, more than 20,000 rallied in Chicago's Union Park and marched to Federal Plaza. Led by labor unions, veterans, military families, and community groups, we demanded an end to the war in Iraq. The Midwest Mobilization to Stop the War was one of 11 regional rallies that happened on October 27th, drawing a total of nearly 150,000 around the country.

Seventeen buses traveled to Chicago from Wisconsin, including 6 from here. More than 30 Milwaukee unionists took part, including a dozen active and retiree members of Local 212. The buses were filled with a diverse mix of

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MARCH AGAINST WAR CONTINUED

people, many of whom had never been to an anti-war rally before. We had members of SEIU Local 1, the NAACP, and Voces de la Frontera, as well as electrical workers, transit workers, postal workers, government employees, teachers, and students.

Our first stop was Union Park, where we heard from a variety of speakers. All agreed on the absolute necessity to cut off funding for the war if we are to resolve the crisis facing education, healthcare, housing, and mass transit. The war has cost the city of Chicago alone more than \$4.7 billion. Last November, the city passed a referendum by an 81-19 margin calling for an immediate withdrawal of troops. The vote was over 90 percent in African American neighborhoods.



Local 212 members Jim Carpenter and Carla Allison with MATC student Reggie Hines.

After the rally we marched with our banners and signs to Federal Plaza. It was an energetic crowd, including young people and whole families. UNITE-HERE was a sea of red union T-shirts and caps. SEIU was all in purple, complete with its own drummers. The air was filled with union and anti-war chants, echoing in the canyons between buildings.

The march streamed into Federal Plaza, where Jorge Ramirez of the Chicago Federation of Labor welcomed us. Stacy Hafley from Military Families Speak Out was flanked by young Iraq Veterans Against the War and Gold Star Mothers for Peace. Jorge Mujica of the March 10th Movement, which organized huge immigrant rights marches, held up a sign that said „¡No Más Guerra!”

The highlight of the day for us was David Newby, president of the State AFL-CIO. He called for solidarity with Iraqi workers and unions, which are standing alone—despite tremendous odds—against the occupation and against the privatization of their country's oil resources. He also reminded us that we have a moral and social responsibility “to keep on organizing here at home to stop George W. Bush [and] this criminal war.”

SUE RUGGLES

AFT-WI CONVENTION

The discussion and consideration of constitutional amendments and resolutions is the most engaging and stimulating part of a convention for me. It is during these debates that members' visions for our organization, for its role in the larger society, and relevance to the world community emerge with passion tempered by the quest for clarity that such public declarations demand. It is where our best intentions become codified and our shared beliefs become calls to action.

This year, delegates adopted a strong Bill of Rights for members that prohibits discrimination on the basis of race, religion, creed, political affiliation, sex, sexual orientation, gender identity, gender expression, handicap, age, national origin, or immigration status. We passed a resolution opposing the constitutional ban on civil unions. Other amendments and resolutions further reflected a determination to strengthen democracy and promote social justice both inside and outside our union.

We resolved to support faculty power and local autonomy in matters of curricula, texts, and evaluation materials, and autonomy for WTCS affiliates regarding the selection of their district boards. We called for adequate funding of all public schools and enhanced accessibility of higher education.

I would like to see more discussion, both before and after the convention, of our policies and positions, why we support them and what they mean for our communities. Such engagement is the heart and soul of democracy, and a key component of the struggle for social progress.

CHRIS BREIHAN, PRE-COLLEGE GRIEVANCE REPRESENTATIVE AND LOCAL 212 DELEGATE

A special thanks to Cliff and Linda Winkelman, Pam Bautch, CiCi Garcia, and Miriam Ben-Shalom for all their hard work in providing a great hospitality room for Local 212 Delegates at the AFT-WI Convention. The time and creativity was greatly appreciated by all who attended.

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