



N E W S L E T T E R

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Janet Nortrom, Editor

April 11, 2008

FROM THE PRESIDENT

The Wisconsin legislature will soon meet in a Special Session to balance its budget which is \$630 million in the hole.

The Republicans who never tire of trying to cut investments in education have already proposed balancing the budget by simply cutting state pending, 50% of which goes to finance education. If passed, their plan would result in massive cuts in MATC's funding, program reductions and layoffs.

As the debate over the budget develops, we will need to contact our elected representatives and tell them not to cut technical education funding.

WTCS state funding should not be cut because it has been significantly cut over the past two decades and because as the recession intensifies our enrollments should increase as laid off workers turn to tech colleges for training and retraining.

State support for technical education has fallen dramatically from 30% of operating revenues in 1990 to 15% today. During this time property taxes and tuition have been increased to make up for the decline. Since 1990, WTCS tuition has increased by 44.1%. And the State Board which sets tuition has proposed raising it another 5.4% this year.

Spiraling tuition and fees have the potential to make an MATC education too expensive for many potential students who are the state's future workforce. Some property tax payers feel they shoulder too much of the burden of financing MATC.

As the budget debate continues we will have to make sure that the state budget is not balanced on the backs of our students and the college.

Congratulations to George Stone, a member of Local 212's Full Time Faculty Bargaining Committee, for being one of the lead organizers of the very successful Renewable Energy Summit and MATC's Green Vehicles Day.

And congratulations to Patti Kielpinski, Pat McFarland, Doug Udell, Toshiba Adams. Yvette Ardis and David Espinoza of the Early Childhood Education Department for winning an award at the International Leadership Conference.

CONTINUED NEXT COLUMN

FROM THE PRESIDENT CONTINUED

They were recognized for several initiatives including developing the first state-wide Early Childhood Associate Degree Bilingual Program and the first statewide Early Childhood Apprenticeship program.

It's a good thing we kept those Early Childhood Education learning labs that the administration wanted to close only a few years ago.

**MICHAEL ROSEN
PRESIDENT**

PART-TIME FACULTY CORNER

Greetings Part-Time Faculty,

Over the past month, several of you have phoned or emailed about your pressing concerns. Many of the problems or issues you are facing will be of concern to all so I have decided to highlight a few of them in this column.



Several part-time instructors emailed asking why part-time faculty are only paid 60% of what a full-time instructor is for doing the same work with the same credentials. Great question! Here was my answer: Back when we first organized (1993) we were paid a flat hourly rate regardless of our degrees and the number of years we worked at MATC around \$16.80 an hour if I remember correctly. That has been changed to reflect step (seniority) and class (degree) and has been increased significantly. We are now paid 60% of what our full-time sisters and brothers make. However I must emphasize that part-time/adjunct faculty should be paid a salary proportionate to that paid full-time tenured faculty of the same qualifications for doing the same work. So we will need to continue to emphasize "EQUAL PAY FOR EQUAL WORK" or equity as the central theme of our bargaining. The American Federation of Teachers (AFT) believes as do I that full-time faculty must recognize that the part-time/adjunct faculty are exploited and that the presence of an exploited group of workers is a threat to the rights and prerogatives of all.

CONTINUED ON PAGE 2

PT FACULTY CORNER...CONT.

I advise all to download and read *Marching Toward Equity* on the AFT web site (http://www.aft.org/pubs/reports/higher_ed/marching-equity.pdf)- 1269.9KB - AFT. We part-time faculty dedicate ourselves to helping our students to succeed, but are denied equal pay for equal work. That's no way to treat valuable employees.



Another instructor emailed very upset that MATC's Infonline listed not only the classes of all full timer's in a given department but also their part-time overloads. What this part-time instructor is referencing is the fact that full-time instructors have been assigned not only their full-time loads, but also part-time overloads long before the due date of the PT Letters of Availability. This gives the full-time personnel a distinct advantage as they are assigned their overloads regardless of their part-time seniority. The contracts are clear in requiring qualified faculty wide seniority as the key determinant for overtime assignments. Since the summer and fall assignment request forms for part time faculty are due on April 15th, it is imperative that we have an opportunity to determine the probable available assignments prior to that time. It is a violation of the contract and has been ongoing for the past several years. This practice needs to cease and if it needs to be brought to grievance level to settle the matter that will be done.



And several part-timer's emailed asking about unemployment benefits as they did not get classes this semester. I believe...as does the AFT... that part-time adjunct faculty should have unemployment insurance available to them when they are not on the college payroll. Full-time faculty have a guaranteed assumption of continuing employment. Until full equity is achieved—including assurance of continued employment—part-time adjunct faculty should be eligible for unemployment benefits. Furthermore I fully recognize that living in a state of perpetual year-after-year state of anxiety about last minute appointments makes it very difficult for part-timers. A number of AFT unions have negotiated what they call "certificates of continuing employment" which provide some protection from retrenchment for part-time faculty.



The whole issue of parking and payments was the subject of several emails from part-time faculty. I am on the parking committee. To date we have primarily discussed the fact that The Brewery

CONTINUED NEXT COLUMN

PT FACULTY CORNER...CONT.

concept plan includes a roundabout at the intersection of Juneau, West Winnebago, and 7th Streets and how that will impact us, communication of what is happening at Bradley Center/Midwest Express Special Events to adequately inform faculty/staff & students, etc. We have yet to discuss the inequity of the parking fee for part-time faculty. The parking agreement was negotiated a few years back with Locals 715, 587, and 212. All agreed at that point that any part-time employee who makes more than \$25,000 shall be expected to pay the full employee fee. We part-timer's are not the only ones affected; many in 587 make just above this amount too. The parking fee goes up each year based on the previous percentage raise. Our PTF have never objected to the lower fee (those who make under \$25,000); it is those who make over \$25,000 who are very perturbed to say the least, as we are on campus a small fraction of the amount of time that a full time employee is. There is nothing equitable about a part-timer paying the full fee as compared to a full-time employee.



And if we are forced to pay the full fee we are not allowed any type of preferential parking either based on our seniority. I truly believe that this needs to be revisited and the guidelines considered a bit more carefully so as to make this a more equitable situation for all employees.

Lastly several part-timers called asking about departmental meetings and why they were held only during the day rather than late afternoon or even evening. In this case, I advised the instructors to contact their departments and resolve the matter at that level. Academic policy making can only be strengthened by including the perspective of all the professionals teaching at MATC. Part-time adjunct participation in governance also advances the goal of strengthening mutual professional respect among all faculty members.

In closing, don't forget that the Letters of Availability are due on April 15th.

If you have any issues, problems, or concerns, please email me (lindners@matc.edu); or call me at (414-774 - 0740) or you can contact our Part-Time Grievance Representative Vivian Beckley (beckleyv@matc.edu); (414-354-3903).

In solidarity,

**SALLY A. LINDNER ("SAL")
6TH VP, PART-TIME FACULTY**

FIVE YEARS OF WAR

3 trillion dollars (latest estimate, including care of disabled veterans)

2.5 million Iraqis internally displaced

2 million Iraqi exiles forced to flee their country

1.2 million total Iraqi deaths due to U.S. invasion (estimate)

320,000 – 800,000 Iraq veterans at risk for post-traumatic stress disorder

663,000 backlogged VA claims by Iraq War veterans

650,000+ deaths of Iraqi civilians (Lancet study)

180,000 private contractors in Iraq

160,000 U.S. troops in Iraq

150,000 U.S. troops at risk of traumatic brain injury

100,000 U.S. troops wounded and injured (estimate)

50,000 private security contractors in Iraq

40,000 U.S. troops requiring medical evacuation

10,000 suicides of Iraq War veterans (120/week)

4023 deaths of U.S. troops (official)

1200 deaths of private contractors (estimate)

183 days average time for VA claim to be processed

60 prosecutions of U.S. troops implicated in deaths of Iraqi civilians

0 prosecutions of private contractors

WHAT CAN YOU DO?

“Cost of War: Impact on Our Community”

Thursday, April 17, 1:30 p.m., M616

Iraq Moratorium Day, Friday

April 18, 5:00 – 6:00 p.m., Wisconsin & Water

Workers Memorial Day,

April 28, 4:30 p.m. State Office Bldg,
5:00 p.m. at Zeidler Park

“Alternatives to Military Service” Booth

MATC Oak Creek Job Fair on April 29

**SUE RUGGLES,
USLAW**

FRANK P. ZEIDLER MEMORIAL LECTURE

The first Frank P. Zeidler Memorial Lecture at the Milwaukee Public Library Centennial Hall on March 25th was a phenomenal success.

If you missed the event, you can watch the lecture on Channels 10/36 on the following dates:

April 30th at 10:00 p.m. on Channel 10

May 4th at 3:00 p.m. on Channel 36

BAY VIEW MASSACRE EVENTS

Please try to watch the April 30th showing of the lecture because on May 4th at 3pm you should be at the site of the Bay View Massacre. Every American citizen and taxpayer should attend this event. For more information call Channel 10/36.

**PHIL BLANK
RETIRED PAST PRESIDENT
LOCAL 212**

EARTH DAY CELEBRATION FOR EARTH JUSTICE!

Come to MATC's EARTH DAY CELEBRATION FOR EARTH JUSTICE on Tuesday afternoon, April 22, from 12:30 to 3:30 in Room S120 of the Student Services Center on the downtown campus.

Enjoy Earth Reggae by BLACKWOLF and his group. Step up to our Open Mic and share your love and concerns for Mother Earth and her children. Be uplifted by special invited speakers. Instructors, bring your classes!

To participate, contribute suggestions and for more information, please contact George Stone at 297-7430 (stoneg@matc.edu).

**GEORGE STONE
FULL TIME BARGAINING COMMITTEE**

**Check out Local 212's Website
www.local212.org**

Featuring:

- 📁 Important messages and information from the Union
- 📁 Events Calendar of important dates (both for Local 212 and MATC)
- 📁 Contact Information (Executive Board, Grievance Stewards, Staff, etc.)
- 📁 Photos from Events
- 📁 Current and Past Newsletters
- 📁 Online Access to Labor Agreements and Seniority Lists
- 📁 And MORE!

TAX NOTICE REGARDING PORTION OF 2007 DUES THAT ARE DEDUCTIBLE

Local 212 does not have the ability to keep track of the total dues paid by each of our more than 1400 members. The total dues paid during 2007 should appear on your final check stub for the year. Please save that for your income tax filing purposes.

In accordance with Internal Revenue Service code section 633 (e)(1)(A) we are required to report the amount of dues paid by members that relate to lobbying and certain political expenditures. Please be advised that 16.68% of the dues paid by you during 2007 related to lobbying and certain political expenditures and are non-deductible pursuant to Internal Revenue Service code section 162(e)(1). Please consult your tax advisor regarding your individual reporting requirements.

**JIM BENEDUM
2ND V.P. – FINANCIAL**

MCBUSH'S HEALTH CARE PLAN

"People in this country have access to health care – they just go to the emergency room."— President Bush

The U.S. health care industry generates \$15 billion a year in profits, up 1084% over the last 5 years. Premiums are increasing 3 times faster than wages. As it is, health care in this country costs too much, covers too little, and excludes too many.

Adding insult to injury, Senator McCain now proposes to **tax** health care benefits. Under his health care plan, employer-provided benefits would be considered taxable income. McCain's plan shifts the tax burden to working families. It would undermine existing employer-based health care, increase costs, and reduce benefits.

THE CAMPAIGN FOR PAID SICK DAYS

Milwaukee workers without paid sick days are forced to make impossible choices between income and jobs on one hand, and caring for their own health or their family's health on the other hand. Yet the majority of middle-income workers cannot rely on paid leave, and three-fourths of low-wage workers have no paid sick leave at all.

A new Milwaukee ballot initiative would allow workers to earn a minimum of one hour of paid sick time for every 30 hours worked (9 days a year for full-time workers).

CONTINUED NEXT COLUMN

MCBUSH... CONTINUED

Similar initiatives for paid sick days are being introduced in cities and states across the country, and at the federal level as the Healthy Families Act.

On April 26, the campaign for paid sick days kicks off with a petitioning drive. Coordinated by 9 to 5, they will need to collect 25,900 signatures in 60 days. The Milwaukee Common Council can then either pass the measure or put it on November ballot. For more information, contact Amy Stear at amys@9to5.org, or call 414-274-0923.

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AFT has an expense reimbursement and/or endorsement arrangement for marketing this program. For more information, please contact AFT Financial Services at 800/238-1133, ext. 4493; send an e-mail to disclosureinfo@aft.org; or visit www.aftplus.org/disclosure.

CONDOLENCES TO...

The family and friends of **Matthew Fredrich**, past president of Local 212 and retired Graphic Arts Instructor, who passed away last month.

Kurt Huebner, Natural Science Instructor, on the passing of his father.

Ruby Macon-Stepter, Workforce Development Specialist, on the loss of her mother.

Karen Gastrau, Nursing Instructor, on the passing of her mother.

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