



NEWSLETTER

LOCAL 212 ENDORSES THE FOLLOWING CANDIDATES FOR THE APRIL 2009 ELECTION

Wisconsin Supreme Court
Shirley S. Abrahamson

Wisconsin Superintendent of Public Instruction
Tony Evers

Milwaukee Public School Board
District 6: Peter Blewett
District 7: David Voeltner

Nicolet School Board
Jennifer Peltz

Greenfield School Board
Richard Moze

Greenfield Alderman
Donald Almquist

FROM THE PRESIDENT
WILL LEGISLATORS AND
GOVERNOR DOYLE STEP UP?

We stepped up to get them elected. Now it's time for Governor Doyle and the Democratic majorities in both houses of the state legislature to come through for Wisconsin's middle class.

That means they must allocate more funds for technical colleges during the budget negotiations taking place now.

Why? Simply because technical colleges are in a vice right now, squeezed between soaring enrollment due to the recession and lost revenue because of sharply falling property values.

Wisconsin's unemployment rate has spiked to a thirty year high. From Janesville to Superior, workers who have lost their jobs are turning to the Wisconsin's Technical Colleges for help.

Blackhawk Technical College in Janesville, where General Motors recently closed its light truck assembly plant, has seen its enrollment explode by an astounding 27%. Gateway located in Racine and Kenosha and Mid State in Wausau have also experienced double digit increases. Milwaukee which has had higher unemployment rates than most areas of the state has seen its enrollment grow by over 1200.

CONTINUED ON PAGE 2

AND IN THIS CORNER...
DR. COLE AND LOCAL 212

Since the MATC Board fired Dr. Cole, there have been some ridiculous claims made by some of Dr. Cole's supporters and some in the media about Local 212's relationship with Dr. Cole and our role in his termination.

The facts are clear. The Board fired Dr. Cole for behavior that was unacceptable for a college president.

The historical truth is that Local 212 supported Dr. Cole, as we support every new president of the college. In his first two years we publicly supported Dr. Cole's right to bring in outsiders as top administrators when his critics on the board and in the media attacked those hires.

When state and local office holders asked us about Dr. Cole, we said nothing but positive things about him. Despite reservations, we supported his efforts to redesign the food court. When he created three new campus vice president positions, we told him we disagreed, but then we remained publicly silent about our opposition. In other words, Local 212 had the new president's back.

Then Dr. Cole pushed a series of policies that Local 212 had to disagree with because these

CONTINUED ON PAGE 2

FROM THE PRESIDENT... CONTINUED

Dislocated workers are enrolling in technical colleges because they recognize the importance of obtaining new skills or upgrading old ones. The increased demand for technical college services, however, is straining already tight college budgets.

State government has not helped. **State investment in technical colleges has actually been cut from 28% in 1990 to only 13% today.**

Local property taxpayers have been forced to bear the burden of contributing 61% of tech college costs. But with the collapse of the housing market and declining property values, technical colleges' resources will be cut even more this year.

Training the work force and supporting technical colleges cannot be the sole responsibility of property tax payers and technical college students. It will take a relatively small strategic state investment in Wisconsin's technical colleges to transform our state's workforce by retooling and upgrading workers' skills.

Technical education programs like nursing, advanced manufacturing and protective services benefit all Wisconsin residents. Every tax dollar invested in technical colleges returns \$9 to the local economy.

Technical college education may not sound as sexy as biotechnology or Great Lakes research vessels to legislators and editorial writers, but the returning veterans and laid-off workers desperately need technical colleges to maintain their tenuous foothold in the middle class.

They aren't asking for a hand out. They are asking for a hand up. State policy makers need to invest in these workers and the technical colleges that train them now!

**MICHAEL ROSEN
PRESIDENT**

TAX NOTICE: 2008 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 2008 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 16.98% of the dues paid by you during 2008 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
1ST VP FINANCIAL**

AND IN THIS CORNER...CONTINUED

policies were not, in our opinion, consistent with the mission of MATC:

- Adding "community" to the name of the college
- Closing the Adult High School
- Eliminating bilingual education
- Closing the Child Care Learning Labs at all four campuses

On every one of these issues we did what responsible faculty and staff unions do:

- We first told Dr. Cole privately why we were against these policies
- We then opposed the policies by appearing at Board Meetings and arguing against them publicly
- We worked with people and organizations in the community that would be adversely impacted by these policies.

On each of these issues the MATC Board agreed with our position, and Dr. Cole's initiatives were stopped.

Now at that point, Dr. Cole could have concluded that the wise thing to do was to work with the college's faculty and professional staff because we were dedicated to our students, to promoting and building MATC, and we had deep roots in the Milwaukee community.

Instead, he chose vindictiveness. He treated Local 212, and especially its leadership, like his enemy. He ended joint lobbying, and he systematically dismantled all but the superficial appearance of joint decision-making at the college.

I'll never forget the 90 minute meeting we set up for faculty from four different occupational programs to explain to Dr. Cole how the WTCS state-wide curriculum initiatives were harming our students. He came 20 minutes late to the meeting, spent most of his time there checking emails on his Blackberry, and then he left 40 minutes early! He displayed intentional disdain for the faculty who simply wanted him to understand these issues so he could advocate for our students.

So there were many reasons why the faculty and staff gave him a "D" when we graded him in 2005. All of these events took place before the contract dispute in 2006 where he tried to cut our salary and benefits after rewarding himself with massive increases in both.

So when you hear people claim that "Local 212 was always against Cole," or that we didn't support him because he was a tough negotiator, or the obscenely offensive charge that disputes with him were racially motivated, you know that people claiming those things are just making them up.

Local 212 and the college administration will never agree on everything. That is the nature of labor

CONTINUED ON PAGE 3

AND IN THIS CORNER... CONT.

relations. But all of us, union and management, need to be mature enough to put our disagreements in context.

When we disagree on some matters, we can still have a professional and respectful relationship and work together on issues like lobbying the state for resources. Unfortunately, Dr. Cole elevated personal loyalty above everything else and could not bring himself to do this.

The board has made its decision. It is time to move on. People in our community are hurting. We need to focus like a laser on providing them with the education and training they need to survive this brutal economy.

CHARLIE DEE, EXECUTIVE VICE PRESIDENT

PT FACULTY CORNER

Our 6th Part-Time Forum was held on Saturday, March 14th. Thanks to all who attended this informational meeting. Here is a capsulated summary of some of the contractual issues that were discussed.

Seniority: To receive seniority credit, you must teach a minimum of a one-credit course or average a five percent load during the semester (Page 65 Appendix J –7 Part-Time Contract).

Seniority Tie Breaker: Whenever two or more instructors have the same number of semesters of seniority, the last four digits of each person's social security number (rank order, highest to lowest) determine the order of seniority (Page 21 –Article V b, Part-Time Contract).

Salary Schedule: Weekly pay is calculated by multiplying the total hours paid for the week (see weekly load on your program sheet) by the appropriate class and step hourly rate. You are paid 60% of a FT instructor (Pages 49 and 51, Appendix B, Part-Time Contract). *Note:* Your class and step are indicated on your check statement. Class requirements are explained on page 52 of your contract. To be able to calculate your salary, you need a program load sheet which may be obtained by emailing your associate dean.

Full-Time Instructor Overload: In addition to their full-time teaching load, full-time instructors may teach a part-time overload of up to 49.9%. If you, as a part-time instructor, have more seniority than does a full-time instructor, you may bump him/her only for their part-time overload (Page 65, Appendix J,10, Part-Time Contract).

Total Hours Required Per Week – The total hours required per week for each teacher are determined by multiplying your weekly teaching assignment load by 32 hours and then rounding it to the nearest whole number of hours (Page 3, Article III, Section 2 of the Part-Time Contract).

Office Hours – Office hours are dependent
CONTINUED NEXT COLUMN

PT FACULTY...CONTINUED

upon load. Note: The teacher's office hours are to be fulfilled on campus (Page 3, Article III, Section 2a, Part-Time Contract).

Percent of Load	Office Hours
1-24.9	1.0
25-39.9	1.5
40-49.9	2.0

Department Meetings: By contract, you should be informed of all department meetings; meetings are open to all full and part-time instructors (Page 3, Article III, Section 2). Email your associate dean asking to be notified of all departmental meetings; if you cannot attend request copies of the minutes.

Summer School: Full time instructors are entitled by contract to 100% loads for the summer. (Page 24, Pay Rates and Access to Work chart). If there are any additional classes, part-time instructors are entitled to them with preference going to those qualified part-time instructors who were employed during the preceding year. An equitable method of rotation based on seniority is used (Page 4, Article III, Section 3).

Letters of Availability: Letters of Availability preference forms for the summer and fall) were sent out on March 1st. They are due on April 15th.

Health Insurance: The district pays 41% of a single premium and we pay the remaining 59%. The annual premium is not locked in so will increase annually. Beginning in January 2008, MATC agreed to offer family insurance to same sex domestic partners. See pages 25-26 and 68-81 in our Part-Time Contract for benefits and comparison between the HMO and PPO plans. Dental insurance is available too; we part-time instructors pay 100% of the cost of the monthly premium.

Sick Leave: You do not have sick days, but rather sick hours. Your sick hours are adjusted each semester based on your load (with a part-time load for example of 49.9% you would be given approximately 13 sick hours or less than two days each semester). You may accumulate up to 640 hours Sick leave may be used for personal and/or medical reasons (see pages 30-31 in our Part-Time Contract).

Full Time Vacancies: Basically there are In and Out positions. An In position means it will be filled from the ranks of the existing employees of the college. An Out position refers to the fact that it may be filled by outsiders or employees of the college (Pages 12-13, Article III, Section 1, Part-Time Contract). 60% of openings are In positions with the remaining 40% being Out positions.

Any full-time instructor may transfer from one department to another. So...any full-timer who transfers to another department then renders the proposed vacancy void. A position is declared vacant only when there are no full-time transfers.

CONTINUED ON PAGE 4

PT FACULTY... CONTINUED

Grievance: We have several administrators who are teaching this semester. This is a violation of both our FT and PT contracts as well as against the law (Page 1, Article I, Section 1A.). We are in the process of instituting a mass grievance to prevent future occurrences of this.

Good News! Local 212 has agreed to now recognize part-time employees for their years of seniority. Our full-time brothers and sisters have long been recognized for reaching the pinnacle of 25 and/or 35 years at the college.

In closing, as you know, I advocate open channels of communication as does Vivian Beckley, a part-time grievance representative. Are you having contractual problems and/or other issues? If so, please email Lindners@matc.edu and/or beckleyv@matc.edu or phone 414-774-0740.

**SALLY A. LINDNER,
6TH VICE-PRESIDENT**

COST OF WAR X 6 YEARS = ENOUGH

Six years ago the U.S. invaded Iraq. It is staggering to reflect on the losses both Americans and Iraqis have suffered since then.

A million Iraqis have died; and, according to the UN, another 4.2 million have been displaced. Their country has been decimated and their population splintered into armed political factions.

Almost 5,000 U.S. soldiers have died, more than 30,000 have been wounded, and 30 percent suffer from debilitating post traumatic stress disorder (PTSD). According to CNN, every day five U.S. soldiers take their own lives – overwhelmed by long deployments and difficulty adjusting to life outside of a war zone.

Here at MATC, veterans of the wars in Iraq and Afghanistan are starting to arrive in our classes. For the first time in many years, we have an active MATC Veterans Club, which can help connect them with resources and provide support.

On March 19th, veterans had an opportunity to come together with other students and with faculty and staff to tell their stories. **“Postcards from the Front: The Impact of the War on Our Community”** provided a forum for veterans and military family members to share their experiences of war, and the difficult and often painful transition to civilian life.

Vera Roddy, Mental Health Technician, and Air Force veteran of Desert Storm/Desert Shield, talked about special problems faced by women veterans. Women will soon make up more than 10 percent of veterans and 20 percent of new recruits.

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COST OF WAR... CONTINUED

Like their male counterparts, they face medical, employment, and housing issues. Many have dependent children and two percent are homeless. The economic crisis only makes their situation more desperate. At the urging of Vera Roddy and Tracy Sperko, another Gulf War veteran, Senator Russ Feingold has secured funding to support the expansion of women veterans health care services.

Rebecca Quesada of the MATC Multicultural staff is a military family member whose daughter recently returned from an Air Force deployment in Dubai. At first, she feared for her daughter's safety, but her daughter assured her that she was in a safe place. The aircraft she serviced cost \$10-20 million each, and she knew the Air Force would protect its most valuable assets.

But why, she wondered, were the planes worth more than the lives of the men and women who serve their country? And how could that money be better spent to improve people's lives here at home?

Maurice Sprewer is an Air Force veteran, and member of the MATC Veterans Club. He is a Wargin Memorial Scholarship recipient pursuing a degree in IT-Computer Support. Despite medical problems, he remains dedicated to his studies and committed to his work with veterans. He was fortunate to have left the service right before the Iraq War, but his cousin was not so lucky. He serves in Afghanistan, and struggles to stay alive in an environment where the mission and the enemy aren't well-defined.

These are just some of the human costs of the wars in Iraq and Afghanistan. The women and men who serve in our military are already stretched thin. Iraq may be winding down, but in Afghanistan there's no end in sight.

Whatever our views six years ago, we can all agree that we want the wars to end. We want our country's resources spent on human needs. Veterans deserve full benefits, including education, healthcare, jobs, and housing. That's the least we can do for the women and men who have risked their lives, and sacrificed so much. We can never repay the debt we owe them.

Maurice Sprewer summed it up with a quote from poet and social activist Gil Scot-Heron: "Ask them what they are fighting for and they will never mention the *economics* of war." Then he added: "Bring our troops HOME!"

**SUE RUGGLES
USLAW**

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