



Mary Jefferson-Ganya and Diane Jefferson.
Photo by Sue Ruggles.

gram. He started his career at Allen-Bradley (now Rockwell Automation), where he's been working for more than 15 years.

For the past three years, Diane has taught English and reading to students in the Pre-College Education program after teaching Early Childhood Education classes here since 2006. In December 2010 she earned a Ph.D. in Leadership for the Advancement in Learning and Service from Cardinal Stritch University.

"I always wanted to be a teacher," she said. "Some of my teachers left a deep impression on me. I wanted to be like that, to give students good educational experiences." Her students tell her she not only provides the knowledge they need, but encourages them to excel in all aspects of their lives. "When they finish basic skills classes and go on to their college program, they visit and tell me how much their lives have changed because of MATC."

Mary says MATC enriched her own life in countless positive ways, starting with her experiences as a student in the Human Services

program. "All the skills I learned in Human Services at MATC – interviewing, counseling, communicating – really come into play in my teaching and in my life in general," she said.

Mary transferred her credits to Marquette and graduated with a bachelor's degree in mathematics. She then completed a second bachelor's degree in nursing. Just as with her MATC background in Human Services, "I use my nursing skills in all aspects of my life. I can help my family, my parents. I'm also finding that many of my students are MATC nursing students who need math skills in order to take the required chemistry classes. They need math to get to where they want to be in their lives."

She started teaching here part-time in 1993 and became a full-time instructor three years ago. She hadn't originally intended to become a teacher. "My daughter was small, so I only wanted part-time work. But when I started teaching at the CBOs, it was such a rewarding experience to see the students excel, and then they went to MATC for high school, then on to college. ... It was amazing for me to see the students go from feeling afraid or like they were failing, all the way to careers where they excel."

Mary says much of student success is rooted in the all-important "soft skills." She teaches those skills to students in the course College Success Strategies (GENCOL-104).

"It's about knowing how to plan ahead, be organized, be on time, be responsible. All of those skills can be taught. Many students and new employees just don't understand what is expected of them. That lack of understanding leads to an attitude that further holds them back from succeeding. We deliberately teach these life skills, and we do it better than any other college in the area."

Over the years, both Diane and Mary have seen countless examples of just how much MATC can turn lives around. "Students get a strong foundation here. They learn how to learn," Mary said.

That's the key – to learn how to learn.

"Once you have that, you can go anywhere."

Please Help Fellow Faculty ER&D needs you for the following:

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News & Views

The **WALKER RECALL**
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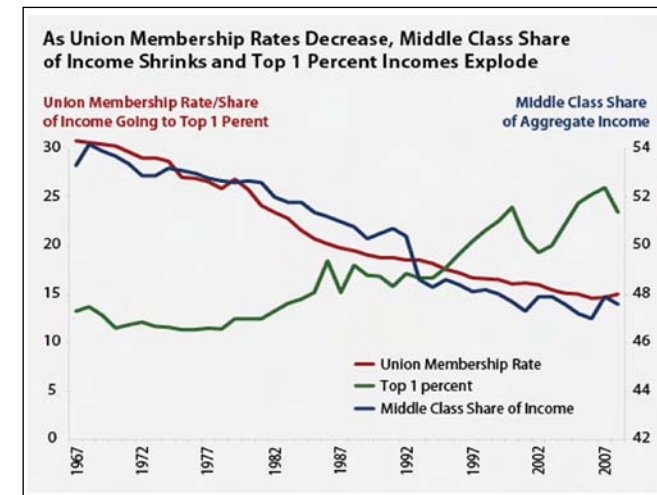
Just as the Middle Class Shrinks...

The Rich Get Richer and the Poor Get Sicker

By Dr. Michael Rosen
Local 212 President

Just when we thought it couldn't get worse, Scott Walker has shocked us again! His administration recently asked for a waiver from federal limits on health insurance industry profits and overhead that will deny \$14 million in rebates due to consumers.

The Affordable Care Act of 2010 requires insurance companies to spend at least 80% of premiums for individual policies on actual medical care. But on Oct. 25, Walker's insurance commissioner quietly filed an official request asking the feds for a three-year waiver from this provision. This secretive attack undermines a key consumer protection of the Affordable Care Act while protecting excessive profits and wasteful overhead for the health insurance industry.



As health care policy expert Dr. Robert Kraig wrote in an Oct. 20 *Capital Times* column, Walker is saying that highly profitable health insurance companies need this money more than Wisconsin workers struggling to make it through the worst economic downturn since the Great Depression.

Skyrocketing health insurance premiums have led to rampant health insecurity for too many working families in Wisconsin. In fact, the provision requiring insurance companies to spend 80% of premium dollars on actual

health care takes direct aim at out-of-control health care inflation.

Given this reality, it is stunning (and highly revealing) that Walker is seeking to put industry profits ahead of the interests of consumers.

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An MATC Family Thanksgiving Story:

Jefferson Sisters Give Back to Students

By Julie Wichman

For 20 years and counting, four Jefferson siblings received MATC's many gifts of growth and learning and are using them to benefit their own students and community.

Janet, Mary, Diane and Tyrone Jefferson all were first-generation college students who started at MATC, transferred to four-year colleges and/or began successful careers soon after graduation. Two Jefferson sisters returned to MATC as instructors.

Elderest sister Janet "started her nursing degree at MATC and three more of us followed her here, no questions about it," said

Mary Jefferson-Ganya, who teaches math in MATC's Adult High School. After Janet transferred to the Concordia University nursing program, Mary earned her Human Services associate degree at MATC, then transferred her credits to Marquette.

Third in line to enter MATC, Diane Jefferson was part of the first wave of teacher education graduates from the college's CUTEP (Cooperative Urban Teacher Education Program) in the late 1980s. She transferred to Marquette and then to UWM to earn her education degree, and later returned to work at MATC as a full-time in-

structor in the Early Childhood Education associate degree program.

Rounding out the Jefferson clan's MATC connection, Tyrone Jefferson is an alumnus of the MATC Electronic Engineering pro-

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Credential Reviews Begin

By Charlie Dee
Local 212 Executive VP

It's time for all departments to revisit their credentialing standards. Those who have been around for awhile will remember a very contentious NCA Credentialing process. This time, I believe, there will be no trauma and little conflict.

The Higher Learning Commission (HLC) is the organization that accredits our college. The new guidelines embrace all the criticisms we made about the old guidelines. There is no longer a "one-size-fits-all" mentality that every department with transfer agreements must require all faculty members to have a master's degree with 18 graduate credits. There is much more flexibility for a department to require a particular type of work experience, vendor certification, or journeyman's training.

The guidelines are the standards that all faculty in a department must meet and are listed as requirements on job postings. We've had some big problems with associate deans posting job requirements inconsistent with the standards and without clearing that with faculty. We've complained vigorously about cronyism when this happens, and we think the administration has finally recognized that this is a problem.

So we need all departments to review their standards. You don't have to change them if you think they still reflect the training and preparation faculty need. But this is a tremendous opportunity for you to use your collective wisdom to define what will be best for students moving forward.

We are reinstating the Credentials Committee. Mohammad Dakwar and I will be co-chairs. Soon we'll be sending out the HLC Guidelines and other information. The key thing is that the faculty departments make the decision on these standards and they're reviewed by the Credentials Committee. Pages 114-123 of our contract lay out the intricacies, but it all boils down to the faculty driving the bus. This is for our students. Let's get to work on it.

Walker Waiver Request, continued from page 1

The Walker Administration made no public announcement of this latest takeaway from Wisconsin workers to fill the coffers of large profitable corporations.

Included on the list of Wisconsin insurers not meeting the 80% federal standards on profits and overhead are large national insurance conglomerates such as Humana and United Health-Care. Both have posted double-digit increases in profit, and together are on track to earn just under \$7

billion this year alone. Yet Walker wants to give them a break.

If Scott Walker's waiver request is approved, it will hit health insurance rate payers directly in the pocketbook. According to the Walker Administration's documents accompanying the federal waiver request, health insurers not meeting the standard are projected to pay back \$14 MILLION in rebates to Wisconsin consumers over the next three years.



Cartoon by Tim Decker

Retirees Ready for Recall

By Phyllis Holder
L212 Retiree Chapter

Our Local 212 Retiree group is growing! Forty-two retirees attended our Oct. 21 meeting at Best Place on 9th & Juneau. We were treated to Kevin Mulvenna's original and very lively *Hold Your Fire* video and song highlighting the demonstrations many of us participated in last spring in Madison. We also viewed a video describing MATC's accomplishments over the last 100 years, produced as part of our college's centennial celebration.

President Michael Rosen gave us an update on the campaign to recall Gov. Walker, which will begin Nov. 15. Retirees will be an important part of the effort to collect more than 540,000 signatures statewide to initiate the recall election. Many at our meeting signed up and are ready to step up and help out. We'll need all the help we can get, so if you can give a little time to this effort, please contact Michael Rosen at mrosen@local212.org.

Our guest speaker was Dr. Robert Kraig, executive director of Citizen Action of Wisconsin,

who discussed the federal Affordable Care Act (ACA). Dr. Kraig pointed out that the ACA strengthens Medicare, prevents the denial of coverage due to pre-existing conditions, provides for preventive care with no cost-sharing, and will gradually close the "donut hole" for Medicare recipients. He described how it favors health care consumers over profit-making insurance companies. More information is available at citizenactionwi.org.

We are working to develop a Reading and Math Enrichment Project in partnership with Milwaukee Public Schools. This will involve going into schools to work with students, something that we certainly have some experience doing. Anyone who is interested in this project, please contact Phyllis at pholder@local212.org.

Our next meeting will be Friday, Jan. 20, 2012 at 9:30 a.m. at Best Place. Any Local 212 members planning to retire within the next few years are very welcome to join us.

Preserve Democracy in Our Workplace

By Dr. Michael Rosen
Local 212 President

Public employee unions and their employers are confronting the hostile new world of employee/employer relations created by Walker's politically motivated attempt to eliminate public employee unions.

Carefully constructed rules governing employee discipline and grievance procedures have been eliminated across the state. As a result, school districts have been required to develop an employee handbook that replaces the collective bargaining agreement.

At some school districts like Shorewood, the school board has directed the administration to work collaboratively with the faculty and staff to develop an employee handbook.

But at others like WCTC, New Berlin and Greenfield, the administration and boards have abandoned any pretense to shared governance or valuing their employees. Instead, they have unilaterally developed handbooks that increase workload, eliminate personal and sick days, redesign health care plans, increase premium share beyond what even Walker's Act 10 requires and more.

Since our contract does not expire until February 2014, none of this will affect us immediately. But MATC was required to adopt rules for non-represented employees

governing employee discipline, a grievance procedure and health and safety by Oct. 1.

The proposed grievance procedure developed by MATC's law firm, Michael Best and Friedrich – which not-so-coincidentally has been paid \$400,000 for advising Governor Walker in eliminating unions – was extremely flawed. In the event of an impasse, for example, it left a decision up to a so-called independent hearing officer (IHO) selected by none other than the administration!

Fortunately, the MATC board is committed to shared governance. It amended the proposal to ensure that there be a panel of independent hearing officers established.

More importantly, the board passed an "amendment that the policy sunset on December 1, 2012" and "that administration engage in a shared governance process with all collective bargaining units and representatives of non-represented employees, and develop a recommended grievance policy that would apply ... following the sunset date and as collective bargaining units go away..."

This is a very important statement that the MATC Board of Directors and the college administration, unlike their counterparts at WCTC, are committed to shared governance, which is fundamentally about valuing front-line employees and their contributions.

Local 212 is delighted to accept the board

and administration's offer to collaboratively develop a grievance procedure, which we believe is a model for how the college should develop its entire employee handbook.

We plan to meet and confer with the board and the administration over a wide range of rules and regulations that are currently in place at MATC and that have not been outlawed by Walker. This is what Local 212 members did before we had collective bargaining rights, and it is what we must do if our rights are stripped away.

We look forward to working with Dr. Burke and the board in crafting a set of rules governing the college, so if Walker's anti-union legislation remains in force, MATC will continue to be an institution that values its employees and practices shared governance.

We will keep the entire membership informed about the progress we make in developing a grievance procedure and a fair and comprehensive employee handbook.

At the same time, please help circulate petitions to recall Governor Walker because MATC's best employee handbook is the contract between Local 212 and MATC, the product of years of consultation, debate and compromise by both parties.

Walker wants to do away with democracy in the workplace. Local 212 is committed to preserving it.

Part-Time Faculty Corner Office Space Woes

By Sally A. Lindner (SAL)
6th VP – Part-Time Faculty

After three years of meetings with administration, we finally have additional office space at the Downtown Milwaukee Campus in Room T248. But once again, administration did not work with us in a shared governance mode to create a space that would meet our needs. The computers are old, our belongings will not fit in the storage cabinet provided, and part-time faculty will need to furnish their own locks. So much for privacy of records!

Supplies such as pens and staplers are nonexistent even though such supplies are to be provided to us at board expense per our contract.

When I complained about the lack of a printer, I was told that I would need to furnish all toner and paper. From what budget?

We part-time faculty have long been an integral part of MATC. We contribute just as strongly to the college's mission as all other employees. When will the administration recognize that part-time instructors are a viable part of this college and work with us in a collegial, shared governance manner? When will they learn to encourage broad-based participation of stakeholders to facilitate better decisions as outlined in the FY 2012 Strategic Plan?

AFT Magazine Features Mulvenna

In the Nov./Dec. 2011 issue of *AFT On Campus*, a full-page article on Local 212's Kevin Mulvenna sings his praises as songwriter, performer, video producer, teacher and father.

It states: "Pairing his music...with video of signs and speeches and thousands of adults and children coming together to march, is nothing short of inspiring and, in fact, wins standing ovations and tears at union events."

For the full article, please refer to page 7 of the magazine *AFT On Campus*, or see it via local212.org or aft.org.