



# NEWSLETTER

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Janet Nortrom, Editor

November 14, 2003

## FROM THE PRESIDENT

MATC works when the administration and Local 212 work together as partners. Working together, we, the faculty, professional staff and the administration, have created a state of the art technical college that is the envy of the nation.

Working together through our joint labor-management NCA credentials committee we established appropriate faculty credentials for all academic divisions and received our 10-year NCA accreditation.

Working together, we initiated the highly acclaimed community effort that led to the construction of a new Milwaukee Trade and Technical High School.

Working together we applied for and won a National Science Foundation grant for developing a twenty-first century trade and technology curriculum.

Working together we have created the ER & D center, the nationally acclaimed professional development center that helps train and mentor new faculty and promotes the development of incumbent faculty and staff.

Working together we helped pro-public education political leaders defeat the fiscally irresponsible and politically motivated property tax freeze that would have undermined MATC's funding and local economic development efforts by driving up bond ratings.

Working together we have brought apprenticeship training and 38:14 contracts to the college. Just last week I attended a meeting with representatives from Harley Davidson, Dean Stilp, Associate Dean Walker, and Local 212 member and apprenticeship coordinator Nick Triscari in a cooperative effort to secure Harley's tool and die apprenticeship training.

Local 212 has been more than willing to work as partners with this board and administration to help the college address fiscal issues. We have held up to 20 full time faculty positions open, renegotiated our healthcare plan leading to significant savings and given up academically important release time in an effort to help the administration address fiscal concerns.

Most importantly, working together we provide all who walk through our doors with high quality, state of the art education.

When we, faculty, professional staff and administration, work together we create the magic that is MATC. But right now there is no partnership and no magic.

**CONTINUED NEXT COLUMN**

## FROM THE PRESIDENT CONTINUED

We have tried to work with this administration. But over the past 6 months, even before negotiations deteriorated, this administration has begun to treat us as adversaries. When Dr. Cole invited Carol D'Amico to deliver the keynote address at the teaching and learning convocation, Local 212 suggested that it was inappropriate and insulting to MATC's frontline educators to invite someone to talk about teaching and learning who so devalued MATC's work that she advocated taking our federal Carl Perkins dollars to pay for the test happy Leave no Child left behind act. It didn't matter that this would effectively defund MATC's bilingual, multicultural and special needs offices. A few months later, D'Amico had left the Department of Education for Ivy Tech!

Partners don't unilaterally and arbitrarily raise the parking rates, established through negotiations for 25 years. They negotiate them.

Partners don't arbitrarily order the adult high school closed, restructured or reengineered without any analysis. They form a joint committee to evaluate the program and make recommendations based on an analysis.

Partners don't bring in supporters of the property tax freeze who have never worked for the college and have supported legislation that harms it, to attack the salaries and professionalism of its faculty and staff.

And partners don't try to organize warm and fuzzy meetings to sanitize their anti-union actions and circumvent negotiating with elected union leadership. Partners negotiate with the elected union leadership.

The administration through its unilateral and arbitrary actions has destroyed its partnership with the faculty and professional who are represented by local 212.

We are willing partners. We have proven that time and time again. From Milwaukee Trade and Technical High School to the Milwaukee Partnership Academy to the Initiative for a Competitive Milwaukee, we have demonstrated our commitment to working with this administration and other community partners! We are committed to our students and the businesses that employ them. If the administration treats us as partners, with dignity and respect, we will reciprocate-we will be its partner. But if the administration persists in its current approach of treating us as adversaries, we will have no choice but to deal with it as the adversaries it has

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chosen. And make no mistake about it, we will be just as formidable as the administration's adversary as we have been effective as its partner.

The administration can't have it both ways. If it wants Local 212 as a friend when it is under attack by mean spirited legislators, it needs to treat us with dignity and respect in the halls of MATC. If it wants us to be partners when the Legislative Audit Bureau is investigating it, then remember that we are your partners when we are at the bargaining table. Our request is simple: treat us like partners, not like some unnecessary cost that needs to be cut.

As Phil Neuenfeldt, vice president of the WTCS board, so eloquently stated last week: "All institutions face challenges. But, progressive organizations don't treat their employees like burdensome costs. Instead they invest in their front line employees and treasurer their contribution."

Dr. Cole can treat us like partners and we can get back to the business of providing state of the art technical education to our students no matter what their academic level or we can continue down the current adversarial path. The choice is his!

**MICHAEL ROSEN, PRESIDENT**



Local 212 is proud to announce that another faculty member from the Milwaukee campus has received their PhD. Elaine

Strachota received her PhD in Urban Education with a minor in Information Science and Distance Education in July. She completed her degree from the University of Wisconsin - Milwaukee. Elaine teaches in Health Occupations, Liberal Arts and Sciences division and she also teaches professional development courses to faculty. In addition to her teaching responsibilities she continues to be a distance learning coordinator for the college. We recognize and applaud her for her hard work to achieve this educational goal. Elaine's commitment to education is reflected in the work she does at the college and in her personal achievement of obtaining a PhD.

Local 212 is extremely proud of the faculty at MATC and of all those who strive for higher educational goals. We are a unique and incredible college built upon outstanding faculty. If you know of other faculty members who have achieved further educational degrees please share this information with all members of our union. Please contact me and I will make sure recognition is given to faculty who strive for educational excellence.

**KATHY TOMCZYK, CHAIR - SUNSHINE CLUB**

MATC TO HOST RENEWABLE ENERGY WORKSHOPS NOVEMBER 14<sup>th</sup> AND 21<sup>st</sup>

Mark your calendars! **MATC will host two all-day workshops on renewable energy at its Milwaukee campus November 14 and 21. "Wind Energy" will be the subject Friday, November 14 and "Solar Energy (Photovoltaics)" on Friday, November 21.** Both workshops will be held from 9 a.m. to 5 p.m. in room S120 with simultaneous transmission to MATC's other campuses. These timely workshops are specially designed for students and for all other interested parties in the education and business communities as well as the public at large. Continuing Education Units (CEU's) can be earned by participating in these valuable learning experiences. The workshops will be free for students. Non-student registrants will be charged a nominal fee of twenty dollars to cover lunch and administrative costs. **Please help us bring these wonderful opportunities to the attention of our students!** Flyers for posting will be available soon. The first workshop, "Introduction to Wind Energy," will be an overview of wind electric systems and how they work. Topics include an overview of turbine and tower types, how to determine the wind resources at a site, and the basics of conducting a site assessment. This November 14 workshop on wind energy will be presented by Mick Sagrillo, President of the Midwest Renewable Energy Association (MREA). As the founder and former owner of Lake Michigan Wind and Sun, Mr. Sagrillo was involved in more than 700 wind system installations. He teaches wind energy courses internationally and frequently publishes articles on wind power for national magazines. In the second workshop, "Introduction to Photovoltaics," participants will learn about photovoltaic (PV) systems, how they work, and the components that make up a PV system. Topics include the types of PV systems, conducting a load analysis, the effects of energy efficiency on system design, and solar site assessments. The November 21 workshop on photovoltaics will be presented by Chris LaForge, who has taught workshops for the Midwest Renewable Energy Association for more than eight years. Mr. LaForge is the owner of Great Northern Solar, a company that sells and installs a variety of renewable energy systems. He writes a regular column on renewable energy for Countryside Magazine. MATC is proud to host these exceptional educational events in cooperation with the Midwest Renewable Energy Association and Lakeshore Technical College. Partial funding is provided by Wisconsin's Focus on Energy and the Wisconsin Technical College Foundation. For more information and to register for either workshop, please contact Rahim Setoodeh at 414-297-7429 ([setoodeh@matc.edu](mailto:setoodeh@matc.edu)) or George Stone at 414-297-7430 ([stoneg@matc.edu](mailto:stoneg@matc.edu)). Get energized and renew yourself! Register now while space remains. Thanks for your attention!

**GEORGE STONE, INSTRUCTOR**

**NEGOTIATIONS UPDATE FOR ALL FACULTY  
WORKING PART-TIME OR OVERLOAD**

The part-time bargaining team has been meeting for over 10 months...check out the Local 212 website ([www.local212.org](http://www.local212.org)) to hear about the ridiculous proposal of putting us back on an hourly rate. Do you want to return to an hourly rate that does not take in consideration office hours or prep time...that is the outrageous thinking of administration. We need to hear from you...contact me at [flynnm@matc.edu](mailto:flynnm@matc.edu) and let me know your thoughts on this and other issues that affect the part-time faculty. Administration thinks we are "happy" with what we have. They say, "part-time faculty work other full-time jobs." We know that is only true for some. We do not advocate that each person be paid unfairly because they are working other places. It is **unjust** to work for 60 cents on every dollar earned by full time faculty. Over 1/2 of the full-time faculty are also working for **unjust** part-time wages. We need to stand together in **solidarity** and support the union principle of **"Equal pay for Equal work!"**

**MARY KAY FLYNN, 6TH V.P. PART-TIME  
FACULTY AND BARGAINING CHAIR**

**IDENTITY THEFT- BEWARE!  
HIDE YOUR SOCIAL SECURITY CARD  
AND CREDIT CARDS.**

At a WFT workshop presented by a special agent Dennis Drazkowski, from the Wisconsin Department of Justice, and Attorney Michele Peters on Identity theft, they stated that identity theft is the fastest growing crime in America. There were 9.9 million victims in 2002 with \$47.6 billion loss while 53% of victims do not report crime. Imagine all we know and we still get ripped off. Just how thieves obtain personal information was discussed and is listed here for others to think about. Thieves take wallets or purses, do dumpster diving, mail theft, internet online data swiping, secure change of address forms; enter homes and find personal information, shoulder surfing or eaves dropping at ATM machines; take social security cards, or use inside sources.

How thieves use personal information - To open credit card accounts; start up phone or utility service as bank fraud; employment (illegal aliens); they evade citation, arrest, criminal records; illegal entry into US.; Sky is the limit! Limited only to the imagination and greed of the thief.

If you become a victim contact the fraud department at each of the three credit bureaus: Experian, 888-397-3742; Equifax, 800-525-6285; Trans Union, 800-680-7289. Also place fraud alert and request a victim statement asking creditors to contact you; obtain a free copy of your credit report and review it. Remember to protect yourself, manage personal information wisely.

**JANET NORTROM, EDITOR**

**THIS COULD HAPPEN HERE!**

I was a member of the Technical Engineers Association, a union representing engineers and technicians. Historically, all members of the union received time and a half for hours over eight each day. Technicians are protected by state law in this regard and engineers are not.

Management made a contract proposal in which the engineers would receive a substantial raise percentage and receive straight time for hours greater than eight while the technicians would continue at time and a half. Accepting would in effect create two contracts with the same rank and file.

The vote passed by fewer than ten votes. That contract created two factions within the union. The engineers were further splintered between those who would work overtime at straight pay and those who chose not to work over forty hours. Engineering functions suffered. Positions were cut. Each succeeding contract was constructed to reduce pay and benefits to those in the minority faction, and either placate or threaten the majority. Technicians considered disenfranchising from the TEA in favor of another bargaining group. Over nearly a decade, the ratio of engineers to technicians had shifted to favor the technicians. The damage was irreparable. Each contract required more work for less pay and reduced retirement benefits.

None of this happened by accident. The administrations role in contract negotiations is always to weaken the union. When they do it by creating minority players from a cohesive union, and then exploiting those minorities, the entire operation must suffer for the benefit of those whose agendas don't coincide with the mission of the institution.

**LARRY GROSS, INSTRUCTOR**

**ELECTION COMMITTEE**

This is a call for volunteers to participate as members on the Local 212 Election Committee. I am the chair of the committee so you can volunteer without worrying about being appointed committee chair. I would like to have every campus represented.

This semester, your responsibility would be in relation to a vote on the contract. After the contract is negotiated and accepted by Executive Board, you would help to format and count the ballots. Next semester, you would be involved with formatting and counting the ballots for open Executive Board positions, Committee Chairs, and Labor Council Representatives.

It doesn't take a large amount of time but, it is critical to the democratic process involving the leadership of **our** union. To become a member of the committee, either contact me by phone at extension 65384 or by e-mail at [brzyckir@matc.edu](mailto:brzyckir@matc.edu) Thank you!

**BOB BRZYCKI, ELECTIONS CHAIR**

**UPDATE: CONCERNS  
ABOUT CHILD CARE PROGRAM**

Dr. Cole and staff finally had a meeting with the Child Care Staff. Even though promises were made, it was mainly throwing whitewash on existing problems. They want us to believe in them even though they do not believe in us. In the meantime, rooms are standing empty because of their autocratic cost-cutting policy.

**JOSIANE SCHNOOK –  
7<sup>TH</sup> V.P. PART-TIME PARAPROFESSIONAL STAFF**

**LOCAL 212 WINS HEALTH AND  
SAFETY ADVOCATE AWARD**

I'm pleased to report that Local 212 and Local 587 are the winners of the 2003 Bill Hein Memorial Health and Safety Advocate Award for their work on the Joint Indoor Air Quality Committee. The awards were presented at the October 18 WisCOSH Conference, along with a check for \$175 to each union, for health and safety education. We can definitely put that money to good use.

The award recognizes the "cooperation and teamwork between labor and management" that makes our committee effective in dealing with IAQ concerns. Thanks to all of you for your support. We couldn't have done it without you.

**STOP CANCER BEFORE IT STARTS**

At the recent WisCOSH conference, Dr. Samuel Epstein of the University of Illinois at Chicago School of Public Health talked about the cancer epidemic in this country, which affects nearly one in two men and more than one in three women. Cancer is also the second leading cause of death in children.

Epstein called it a "disease of mass destruction" caused by environmental and occupational exposures to carcinogens. He blamed the American Cancer Society and National Cancer Institute for spending billions on "cures" and pennies on prevention.

If you're interested, I still have some conference packets available. You can also order a tape or transcript.

**SUE RUGGLES, HEALTH AND SAFETY COMMITTEE**



**HAVE YOU CHECKED  
OUT THE LOCAL 212  
WEB SITE?**

<http://www.local212.org>

There you will find many resources and updates on negotiations, current issues and other important information. Material on the web site is updated daily.

Is there an important topic or information you feel needs to be on the site? Let me know by using the '**Feedback**' link.

**DAVID STINNETT, ELECTRONICS INSTRUCTOR**

**REPORT FROM NATIONAL LABOR  
ASSEMBLY FOR PEACE**

Joanne Lange and I attended the National Labor Assembly for Peace in Chicago on October 24-25, sponsored by US Labor Against the War (USLAW). We were there as delegates from Local 212. There were more than 200 union members from nearly a hundred labor organizations, including many AFT locals.

A delegation of trade unionists and journalists traveled to Iraq to see first-hand what conditions are really like. They reported that millions of working people in Iraq are struggling to survive on \$60 a month, and the unemployment rate is 70 percent. Housing and food is no longer subsidized, so prices have skyrocketed. Unions are illegal, and have been ever since a 1987 decree. That anti-worker law is still on the books, six months after the fall of Saddam's regime.

The war on workers is also happening here at home with budget cuts and attacks on public services. The \$87 billion war appropriation passed by Congress is enough to erase every state budget deficit. The Patriot Act threatens civil liberties and the rights of immigrant workers. We shared strategies for dealing with this crisis with union members from all over the country.

USLAW is organizing an action campaign of labor solidarity to get out the facts about the plight of workers in Iraq. It's also planning an education campaign on war and the US economy. Please contact me or Joanne Lange for more information and conference packets.

**SUE RUGGLES, ANTI-WAR TASK FORCE**

**TIDBITS FROM THE CONVENTION**

Our newsletter again received two press awards at the Annual WFT conference in Wausau. The President, Mike Rosen's Column for Continuous outstanding coverage and the newsletter itself for General Excellence, thanks to Pam Bautch. – **Janet Nortrom, Editor**

It was interesting and fun to see democracy at work at the WFT convention. While there was much work to be done and many issues to resolve, everyone was given an opportunity to speak and make their views known. – **Bill Nook**

Being at the WFT conference this year was awesome to me and my husband, Raul. The welcoming party and the workshops we both attended were great and very informative. The most interesting day was the last day when the delegates had to vote on a number of issues. – **Graciela Alcantara**

Local 212 Delegates working for You... see WFT Convention Photos located under Photos web link on <http://www.local212.org> – **David Stinnett**

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