



N E W S L E T T E R

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FROM THE PRESIDENT

In a recent message to the MATC community, MATC president, Dr. Darnell Cole, wrote: "We begin our 2003-04 college year with a balanced budget."

This is good news for all of the college's stakeholders and Local 212 is proud of the contributions we have made in achieving this result. Now that our budget is balanced, the administration should stop dragging its feet on contract negotiations.

As you know we are currently working without a contract and despite many meetings we have made virtually no progress.

At first, negotiations were impeded because we did not know if there would be a freeze and because property values weren't released until August 15th. The values have come in above the college's projections and there will not be a freeze. We had expected the administration to begin bargaining in good faith and we had hoped that the administration would not allow the tax freeze thugs who were repudiated legislatively to dictate the terms of the negotiations. Instead, two weeks ago, after 8 months of negotiating, the administration tossed out a grenade, proposing to eliminate retiree healthcare benefits for all new hires. So now they are proposing eliminating early retirement and retiree health benefits for new employees.

Perhaps the administration does not understand that the strength of Local 212 is that we are principled and that we represent all of MATC's frontline employees, current, future and retirees! No one's interests are for sale!

If the administration's rhetoric about teaching and learning is sincere, it would stop playing games with its educators. The strength of MATC has always been its faculty and staff. The college's leadership has recognized this by investing in its front line employees, the educators who work with our students each and every day! The administration should get serious about settling this contract. Insulting us with last minute proposals does not help and creates the impression that the administration doesn't even know what it wants.

We partnered with the administration in defeating the freeze. We partnered with the administration last year, holding positions open and renegotiating our healthcare package, helping the college balance its budget and run a surplus. We also gave up academically necessary release time. In other words, we agreed to do the same work for less pay! We have in the spirit of shared responsibility agreed to hold 10 full-time faculty

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positions vacant. We have agreed to teach summer school classes at reduced rates. Our faculty have begged and borrowed supplies to keep our shops and labs running.

We have also made cost saving proposals that have fallen on deaf ears. We proposed that the college develop a purchasing program for maintenance drugs from Canada, something Governor Doyle has recently proposed. No action. We proposed that we must develop a disease maintenance program to hold down costs. No action. We proposed developing wellness programs. No action! The current administration came in promising to grow the college through building partnerships with the private sector, not cutting programs that this college provides to the community. Increasingly, rather than fight to increase resources through partnerships and growth, the administration advocates cuts and more cuts. This approach can balance the budget, but Milwaukee will not have a vocational technical college.

The faculty, counselors and staff expect to be treated as partners, and professionals, during these negotiations. Let me be clear. We are not burdensome costs, as some in the administration seem to believe. We are the heart and soul of this college and we expect to be treated that way. As I said at coordination day: these negotiations can be productive and professional or they can become acrimonious. It appears that the administration prefers the later. Such an approach does not serve our students, the businesses that rely on this college for skilled employees and the community that has entrusted us with training the area's labor force. Such an approach will only damage MATC's reputation and encourage the political enemies of this college. I urge this administration to rethink its approach. Let's get serious about resolving this contract so we can focus all our attention where it needs to be in the classrooms, shops and labs, with our students.

It appears that the main beneficiary of last's spring's convocation was keynote speaker, Carol D'Amico, who resigned from her post at the Department of Education just a month after she visited MATC. The hope that her appearance might lead to targeted federal funding for MATC was always a pipe dream and certainly has died with her resignation. It is now acknowledged that when D'Amico visited the campus, defending the diversion of MATC's Carl Perkins dollars and threatening the bilingual and multicultural offices with elimination, she was already engaged in a job search. Who knows,

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perhaps her visit helped her land the new position. But all is not lost, the efforts of the Bush administration to divert Carl Perkins funding from MATC and other technical colleges, a position, D'Amico aggressively promoted on her visit, has apparently been defeated by a bipartisan congressional effort. So, at least for now the bilingual office, the multicultural center and special needs will continue to receive Perkins funding and Ms. D'Amico has moved on to another highly paid administration post. I wonder if, in her new position, she still wants to gut federal adult vocational education funding?

MICHAEL ROSEN, PRESIDENT

FULL-TIME BARGAINING UPDATE

Your bargaining team is meeting weekly with MATC. The administration has presented proposals that call for changes in our early retirement, limitations on our overloads, and cut backs in our summer school pay. We have strongly rejected these proposals and will stand firm on our position. Other recent MATC proposals include mandatory direct deposit of pay for all employees and the removal of the additional load factor for on-line and ITV courses. The union has submitted proposals on class size, insurance and workload issues. Summer meetings yielded no progress since factors affecting the MATC budget remained unsettled. Now that these factors – the state budget and property valuations- have been resolved, we expect to see substantial progress at the table.

LINDA BAEHR, 4TH VP - NEGOTIATIONS

IF THE SHOE FITS...

Most faculty and staff would probably agree that our Local 212 contract is a major reason that MATC is a good place to work. We like having our rights and benefits defined, and we value the protection of due process.

On the other hand, the contract also describes our responsibilities as represented employees. We are obligated to honor our part of the contract, which includes, for example, thirty-two hours of on-campus time, punctual attendance in class/lab sessions, consistency in keeping office hours, involvement in our fair share of departmental work, and appropriate use of college resources.

The Grievance Committee will always represent every employee covered by the contract. That representation, however, does not condone or excuse irresponsible behavior by employees. Let's re-commit ourselves to a balanced view of our rights and responsibilities.

THE GRIEVANCE COMMITTEE

SABBATICAL LEAVE REQUESTS

Any paraprofessional or faculty member who is interested in a Sabbatical Leave for the 2004-2005 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. The form should be completed and returned through the supervisor to the Provost's office on or before October 31, 2003.

All persons who submit applications will be notified as to the action taken on their request no later than December 18, 2003.

SANDRA WEBSTER

CAN YOU SEE ME NOW?

The Indoor Air Quality Committee is trying to do something about second-hand smoke at entrances. We know from the IAQ Survey that 78% are bothered by smoke, 74% want to see some entrances designated smoke-free, and 76% want to see shelters outside for smokers.

In July, the IAQ committee met with Todd Poppe, VP Finance, and Christy Brown, VP General Counsel. Based on the survey results, we recommended that the college move toward smoke-free entrances, nontoxic dry erase markers, and low-fragrance cleaning products.

We also presented a five-year progress report, including many items that still need to be resolved. We think the college needs to review its compliance with the Wisconsin State Code. We also need a Hazard Communication program that makes Material Safety Data Sheets (MSDS) available and provides training to faculty and staff members.

In a time of budgetary constraints, we need more preventive maintenance, not less. These steps would not only improve air quality and support teaching and learning, but also improve energy efficiency and save us from more costly repairs in the long run.

- Clean air ducts and replace filters
- Remove and replace worn carpeting
- Replace hazardous PCB ballasts in light fixtures
- Inspect and repair broken fans and vents
- Repair broken asbestos floor tile
- Fix water leaks and repair ceiling tiles

The IAQ Committee has a follow-up meeting with Todd Poppe on September 29th. Please let me know if you have any pressing concerns that you feel we should raise with him.

We encourage you to get involved in the committee's work, especially if you're from the regional campuses. For copies of our reports, surveys, and newsletters, contact me at ext. 76276, or visit the Local 212 website.

SUE RUGGLES, HEALTH AND SAFETY COMMITTEE

TWO SCIENCE FIELD COURSES OFFERED FOR SUMMER 2004

Two versions of MATC's popular Natural Science Field Studies will be offered during the summer of 2004. The "America's Southwest" course (NATSCI-282, 4 credits) is scheduled between the Spring and Summer semesters, and the "Northern Rockies" expedition will depart immediately after MATC's summer semester. These 15-day field courses are ideal for students who would like to earn four science credits while participating in unforgettable learning adventures in some of America's most spectacular national parks and monuments.

These courses satisfy the requirement of a lab science in MATC's Associate degree programs. Both classes can also be taken for undergraduate or graduate credit through Mount Mary College and can be transferred to other two-year and four-year colleges. Financial aid will be available. Please advise MATC students and all potential participants of these unique opportunities. Flyers for posting will be available soon. For more information, please contact George Stone at 297-7430 (stoneg@matc.edu) or Wayne Schlipp at 297-7440 (schlippw@gwise1.matc.edu).

GEORGE STONE, INSTRUCTOR

STOP CANCER BEFORE IT STARTS

Cancer now strikes nearly one in two men and more than one in three women in their lifetimes. Malignant melanoma, non-Hodgkins lymphoma, breast cancer, and liver cancer have shown the biggest increases. Childhood cancers are up 32% since 1975, and leukemia is up 57%. Cancer is second only to accidents as a cause of death in children.

Dr. Samuel Epstein says we are losing the war on cancer because we have failed to recognize the real enemy. Billions of dollars are spent on research, screening, diagnosis, and treatment. But less than one penny per dollar is spent on prevention.

On Saturday, October 18th, the Wisconsin Committee on Occupational Safety and Health (WisCOSH) will host a conference on "Occupational and Environmental Causes of Cancer" from 9:30am to 1:30pm, at the UWM Golda Meir Library Conference Center.

Dr. Samuel Epstein, Professor Emeritus of Environmental and Occupational Medicine at the University of Illinois at Chicago School of Public Health, will speak on the preventable causes of cancer. Epstein is chairman of the Cancer Prevention Coalition, which published a report in 2002 titled "Stop Cancer Before It Starts: How to Win the Losing War Against Cancer".

A Panel Discussion will talk about cancer clusters at work, environmental pollutants that can make you sick, and how to protect your child from exposure to harmful chemicals. Be there as WisCOSH celebrates its 25th

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STOP CANCER CONTINUED

Anniversary and honors its Health and Safety Advocate of the Year.

Local 212 has voted to send five people to the conference. Please let me know if you're interested in attending, and I'll send you more info. I also have copies of the WisCOSH Fall Newsletter and the 2003 Resource Directory available. Please give me a call at ext. 76276.

SUE RUGGLES, WISCOSH REPRESENTATIVE

PART-TIME PARA-PROFESSIONAL STAFF

UPDATE ON WEST CAMPUS CHILDCARE

By limiting enrollment of community children, by not advertising in the community, by lowering the child care capacity, by not applying for available grants, by not developing partnerships with industry and the community, by doing away with CQI meetings, by not listening to employees and following an obstructive childcare reducing agenda, this inconsiderate administration has caused much turmoil at the West Campus Child-Care Center.

Today there's only one part-time child-care specialist left at West doing mostly substitute work. Four were laid-off, three bumped into other campuses and an additional three part-timers were laid-off at South, North and Downtown.

The administration did not allow bumping until after a grievance was filed, which is a violation of our contract and caused much turmoil and distress for everybody. To date there has been no compensation for child-care specialists who were told that they were MATC employees yet no hours were available for them to work, another violation. As more and more mothers and fathers are forced to work, the demand for child care services in Milwaukee County is rapidly increasing. This increase is generating substantial revenues while also providing a safe, healthy, learning environment for children. Yet MATC's administrations, since 1999, have done their best to put the kibosh on what Hillary Clinton called, an "impressive and model facility for the Nation". Obviously this administration is out of touch with reality and is actively cutting child-care services through limiting enrollments, refusing to market our community beneficial support services, and are unwilling to apply for endowments and pursue agreements with businesses.

If they put as much energy into promoting our excellent child-care facilities as they put into shrinking them, then perhaps our child-care centers would not only be profitable but also a more optimistic place for part-time professionals to work.

JOSIANE SCHNOOK,

7TH V.P.-PART-TIME PARA-PROFESSIONAL STAFF

LOCAL 212 WEBSITE

Be sure to see Local 212 web site at <http://www.local212.org>. There you will find many resources and updates on negotiations, current issues and other important information.

DAVID STINNETT

CONGRATULATIONS

Local 212 is proud to announce that Executive Vice-President Marlene Dombrowski has recently completed her PhD. She received her degree from Capella University in the area of Human Services. We applaud her academic achievement and her ongoing contributions to our Union and school. We welcome working with Marlene this year as she serves as Executive VP while Charlie Dee is on sabbatical.

KATHY TOMCZYK, SUNSHINE CHAIR

UNION DIFFERENCE BY THE NUMBERS

Union workers earn higher wages and get more benefits than workers who don't have a voice on the job with a union.

Union workers' median weekly earnings	\$740
Nonunion workers' median weekly earnings	\$587
Union wage advantage	26%
Union women's median weekly earnings	\$667
Nonunion women's median weekly earnings	\$510
Union wage advantage for women	31%
African American union workers' median weekly earnings	\$615
African American nonunion workers' median weekly earnings	\$477
Union wage advantage for African Americans	29%
Latino union workers' median weekly earnings	\$623
Latino nonunion workers' median weekly earnings	\$408
Union wage advantage for Latinos	53%
Union workers who get health benefits	75%
Nonunion workers who get health benefits	49%
Union health benefit advantage	26%
Union workers with guaranteed (defined-benefit) pension	69%
Nonunion workers with guaranteed (defined-benefit) pension	14%
Union pension advantage	55%

Sources: U.S. Department of Labor, *Employment and Earnings*, January 2003; Bureau of Labor Statistics, *Employee Benefits in Private Industry*, 2000.

THOUGHTS FROM A MILWAUKEE BORN TRAVELER

Read on a poster planted across the street from the towers of power in the city of Westminster: Is there a cure for mad cowboy disease? The contractors guarantee that 80% of the precision bombs and missiles will strike within feet of their targets. But what of the other 20%, do they not rain down on the innocents? Is their blood not as warm and as red as our own? Do they suffer any the less?

Soldier, judge, executioner one
Invasion, blood, imperialism come
How many deaths before its won

And the chickenhawks who never served:
"Bring em on"

Tis not their children who shed their blood
Nor lie not in their sights
Nor feel not their bombs

This is not just war
This is not righteous war
This is oil war

With heavy hand can democracy bud
The young who give their hearts and their blood
Their thanks a pile of massive debt when its done

BILL NOOK



Congratulations to
JIM MAILLIS,
Math Instructor at
the North Campus, on
the birth of his son

FROM THE EDITOR

Welcome back to a new semester. Remember this Union newsletter belongs to you. Keep sending articles of interest and concerns to Pam Bautch at the Union Office or to me.

JANET NORTROM, EDITOR

CONDOLENCES TO . . .

Westmore Holmes, English-AHS Instructor, on the death of his mother on September 15, 2003.

Debra Socha, Baking Production Instructor, whose mother passed away on September 4, 2003.

Debbie Esparza, Spanish Instructor, on the death of her baby, Carla.

Ken Brodzik, HVAC Instructor, whose father passed away in August.

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