

IAQ Alert

By Sue Ruggles
Local 212 Health & Safety Rep

Faculty, staff and students at the Oak Creek and Mequon campuses have recently experienced toxic exposures due to roofing projects. We are working through the Joint IAQ Committee to change MATC policy to require advance email alerts, relocation options, Material Safety Data Sheets, and emergency response plans on all future projects.

In case of an indoor air quality emergency, call Public Safety at 414-297-6200. Faculty have the right to dismiss classes and/or find alternate locations if their health and their students' health is at risk. Staff members have the right to leave their work area. We all have the right to a safe and healthy workplace free of recognized hazards.

Condolences

We offer sincere condolences to our Local 212 colleagues who have lost loved ones recently:

Member:
Mark Porubsky – Mother

Friends and Family of Retirees:
Marian McEvelly
Ron Snyder

MATC Receives Civil Rights Award



MATC received the Voces de la Frontera Civil Rights Award at the organization's "Reaching for the American Dream" event Nov. 18. The award recognizes the MATC District Board's resolution in support of the Arizona boycott protesting the SB1070 anti-immigration bill.

Joining MATC President Dr. Michael Burke (center) are Local 212 President Dr. Michael Rosen (third from right), Local 212 Vice President for Professional Staff Marietta Love (fourth from right), MPTV *Adelante* host Patricia Gomez (left), MATC Pre-College Education Instructor Domaz Wellington (second from left), and students from the Latino Student Organization.

– Photo and text by Sue Ruggles

American Federation of Teachers
Local 212
Milwaukee Area Technical College

News & Views

Volume 35, No. 4 :: December 2010

President's Message Happy Holidays

By Dr. Michael Rosen
Local 212 President

Happy Holidays to all.

I want to wish every one of you a very happy, safe and restful holiday season. I also want to thank you for your efforts on behalf of our students and community.

We are on the front lines of Milwaukee's response to the nation's economic crisis. During the past year, thousands of dislocated workers, returning veterans, recent high school grads and many others have turned to us for the education and training they need to try to keep their foothold in the middle class or to try to get there.

While our critics make headlines attacking our professionalism and compensation, you have never wavered in your commitment to our students and their struggle for a better life. We didn't create Wisconsin's

economic problems, but every day we are helping to solve them.

As we enter the New Year, my only wish is that the area's movers and shakers who are so quick to criticize MATC, its work and its educators would spend a day in our classes, labs and clinicals. I won't hold my breath waiting for that to happen. Instead I will simply wish you a Happy Holiday and a Happy New Year. Rest up, because you have earned it. When we return we will face significant challenges.



Local 212 members enjoyed the annual holiday party. Celebrating at Best Place at the Historic Pabst Brewery are (left to right): Rita Hale, Phyllis Holder, Joan Cook, Anne Channell, Marian Benz, Natasha Librizzi and Michael Rosen.

–Photo by Sue Ruggles

Scapegoating Public Employees Won't Fix Economy

By Dr. Michael Rosen
Local 212 President

President Obama recently proposed freezing federal employees' pay for two years. "Getting this deficit under control is going to require some broad sacrifices," he said, "and that sacrifice must be shared by the employees of the federal government."

Meanwhile, the president's bipartisan deficit commission endorsed a three-year pay freeze and a 200,000-person reduction of the federal workforce.

Wisconsin governor-elect Scott Walker has

jumped on this bandwagon. He's proposing to cut state employment, make state employees pay part of their pension and make health care a prohibitive subject of bargaining.

Wisconsin's public employees are hardly the pampered elite that Walker and his corporate allies make them out to be. The state's public employees' total compensation is only 7% of the total state budget and state employment has grown by only 1% over the last decade.

According to the Wisconsin Taxpayer Alliance, total compensation for state em-

ployees is 5.9 percent above the national average – not because public employees are paid a lot, but because Wisconsin's health care industry is highly concentrated and costs are significantly higher than the national average. Despite very high health-care costs, the pay of local government

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employees in the state is 2.6 percent below the national average and the total number of state and local government employees here, per capita, is 8.2 percent below the national average.

On Dec. 5, the *Washington Post* examined the charges leveled against federal employees and found them largely inaccurate. It reported that federal employees make on average 24 percent less than their private-sector counterparts, and that the federal workforce is now slightly smaller than it was in 1967 while there are 100 million more Americans to serve. Furthermore, if we cut 10 percent of the federal workforce (about 200,000 employees) as recommended by the president's deficit commission and the salaries are returned to the Treasury, the government would save only 0.5 percent of total budget outlays.

Public employees did not cause the eco-

nomie crisis. It was caused by reckless Wall Street speculation and the deregulation of finance that Wall Street promoted. But public employees have become the ruling elite's scapegoats.

Governor-elect Walker frequently has declared that it is time that public-sector employees make sacrifices like private-sector employees didn't willingly sacrifice. They have had their wages and benefits slashed by ruthless corporations like Mercury Marine and Harley-Davidson, who have used the recession and threats of relocation to blackmail their employees into granting concessions. As a consequence, corporate profits are higher than they have ever been, but we are losing middle-class jobs. And contrary to Walker's assertion, public-sector workers have sacrificed. They are working harder, losing pay to mandatory furlough days and are paying more for their health care.

If Walker really cared about private-sector workers, he wouldn't refuse the \$810 million high-speed rail federal grant that would create 15,000 private-sector jobs including at Talgo, the Spanish train manufacturer that has established operations at the Tower/A.O. Smith site.

Walker is playing the age-old game of divide and conquer. He is cynically trying to turn private-sector workers against public employees so he can proceed with his agenda of cutting corporate taxes, which are already the nation's 35th lowest. If he succeeds in getting us to fight each other, the state's bankers, CEOs and industrialists will laugh all the way to the bank.

Unions have always worked to bring people up, not drag them down. With your help, Local 212 will continue to fight for economic justice for our members and all working people.

ER&D

PEER Coaching Underway

By Michelle Felix
ER&D Local Site Coordinator

"Coaching is as much a communal activity, a relationship among seeking professionals, as it is the exercise of a set of skills and a vital component of training."

— Beverly Showers, "Teaching Coaching Teachers"

Faculty began using the new PEER Coaching system this fall. We in ER&D are tremendously excited about this change because it recognizes the value of faculty working collaboratively toward professional growth. The PEER Coaching materials are available online through the PEER Coaching section at faculty.net.matc.edu.

ER&D offers several resources as you seek to develop new skills and strategies dur-

ing the PEER Coaching process. We will continue to work with the PEER Coaching team to coordinate opportunities for you to gather with other faculty to discuss the new process.

In addition, we have a vast library on a range of topics related to teaching and learning. They are now housed at the Downtown Milwaukee Campus main library. You can search for materials through the library's website or contact Peggy LaSalle (lasallem@matc.edu). She has been of tremendous help in our efforts to grow our faculty development collection with the most relevant and respected materials.

ER&D also holds a group subscription to *The Teaching Professor* newsletter. This month's issue includes articles on student texting in class, anticipating retirement, using reading prompts to develop stu-

dents' critical thinking, and using research articles in introductory courses. To create an account and have unlimited access to current issues and a searchable archive, contact me at felixm@matc.edu or ER&D Educational Assistant Rita Newsom at newsomr@matc.edu.

Finally, we will continue to offer workshops and courses. We have deployed a survey that is collecting your needs and interests regarding workshop topics. Look for some of these to be offered during the spring semester. If you completed On Course I, consider taking On Course II from January 11-14 for two credits. Contact Saron Wilson at wilsons1@matc.edu for registration information.

From the entire ER&D team, please enjoy a safe and restful holiday with your friends and families.

Retiree Power

Retiring? Be Sure to Join Local 212-R

By Phyllis Holder
'09 Retiree

If the end of the year spells retirement for you, then welcome to the ranks of AFT retirees. Your membership in the AFT while you were working has secured you a free lifelong retiree membership in the national union. Local 212 will update your status from "working" to "retired, active" in its membership report to the AFT.

As you know, there are definite benefits to being a lifelong national AFT member, and you can get even more out of your membership by becoming involved in Local 212's chartered Retiree Chapter (Local 212-R).

While membership is free, it is not automatic. You have to join. When you do, you'll find you're in good company. The adage that there's strength in numbers still applies.

In 2011, one goal for all will be maintaining health in mind and body, as well as spirit, during a time such as this. Current economic challenges may or may not affect your pension and pursuits. Seeing and hearing from Local 212ers eager to share

how they fill the 8-to-5 void gives tremendous retiree confidence.

Additionally, rubbing elbows with other retirees involved and invested in securing a more comfortable, long and productive golden age promotes solidarity for life.

Local 212-R Chapter members meet once each quarter and attend Local 212 social solidarity events. State Representative Tamara Grigsby, a state finance committee member, is the invited speaker for Local 212-R Chapter's next meeting on January 21, 2011.

This meeting and subsequent quarterly meetings on April 15, 2011, July 15 and October 21 will be held at the Mayfair Mall Garden Suite Community Room G110, 2500 North Mayfair Road, Wauwatosa, 9 - 11 a.m.

Find your Zen while practicing retiree power! For more information, using your personal account (your GroupWise address will be eliminated), email the Local 212-R Chapter at pholder@local212.org or call 414-765-0650.

In the Next Issue.... Your Online Privacy at MATC

Do you know how vulnerable your online privacy is at MATC? Do Local 212 members know how to safeguard this basic right while at work? Academic Technology Core Committee Co-Chair Mark Mankowski will tell you the facts in the next issue of *Local 212 News & Views*.

The 212 Executive Board has chartered a working group to look into this. Mark, Christy Breihan and Michelle Felix will be seeking your input in mid-January on this very important issue of safeguarding your constitutional rights.

Part-Time Faculty Corner Letter to Santa

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

While I really enjoy this time of year, my holiday to-do list sometimes seems to be as long and heavy as Jacob Marley's chains. There are times when I am tempted to yell "Bah, Humbug" just like old Mr. Scrooge. But then, some element of that list reminds me of a special memory or custom from a past Christmas.

I still remember writing letters to Santa. Last year, as you may recall, I wrote a "Dear Santa" letter on behalf of the MATC part-time faculty. Here is the updated letter for 2010.

Dear Santa,

Another year has gone by, and families all across our country, including many of my part-time colleagues, are struggling. I see and hear of that struggle first-hand. Some of my colleagues have had their homes foreclosed, their cars repossessed and their tables are bare of food.

While I and my colleagues are grateful that we have a part-time job, we have a big

problem at the college where we work. You see, we are what is called "sixty percent instructors." That means we are only paid 60% of what our fellow full-time instructors make, even though we teach the same courses and need the same teaching credentials as they do.

I am certain that you have a union shop at the North Pole with both full-time and part-time elves. I'll bet that they are all paid at the same rate, too, since you know that is the humane and just way. Unions all fight hard for equity and justice, and our own local has been no exception. Sure, we part-time faculty have made great inroads since we became part of the local. But how should a part-time instructor feel when he/she does the same work as a full-time instructor and gets only 60% of the pay? We part-time faculty realize that equity won't happen overnight, but won't you help advocate for equal pay for equal work for us?

In closing, it is my hope for you (and all your full-time and part-time elves) and all of my full-time and part-time colleagues that peace and goodwill will reign in your home and heart this holiday season. I extend my heartfelt wishes to all for a joyous

In the spirit of solidarity, the Local 212 Executive Board urges our membership to take into consideration, where applicable, whether their acceptance of an overload or a part-time assignment would work an economic hardship on a qualified part-time faculty member who didn't receive an assignment.

holiday season and a happy, healthy, New Year.

And Santa, one final thought. I know that you and your full and part-time elves have worked really hard this year. My colleagues have worked really hard this year too. Your work and dedication, and the work and dedication of my colleagues, is truly appreciated. My fervent wish for you and my colleagues is to enjoy our well-earned break.