



Michael Rosen and Local 212 were awarded the Joe Rody Labor Activist Award on Oct. 22 for our work with Voces de la Frontera. The award honors leadership in the movement for workers' rights. Pictured (left to right): Fernando Garcia, MATC Student Senator representing Latinos at MATC; Pamela Morales-Fuentes of the Latino Student Organization at MATC; and Michael Rosen.

Condolences

We offer our condolences to the families of Local 212 members Judeen Dorn and Patricia Kenney, who passed away recently, and all of the following Local 212 members who lost loved ones within the past few months: Catherine Bell, Mary Bell, Jon Busateri, Denise Gallope, Paul Geibl, Rebecca Hartzog, Diane Koukouras, Gena Koukouras, John Lopez, David Michels, Carlos Perez-Pena, Kay Pleyte, Thomas Pscheid, James Scott, Mary Sorensen, Mary Thomas, Pat Whalen, Roderick Wilson.

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Member Benefits

Reports from the Floor

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floor the next day. We also drafted two resolutions on our own, one to request more money from national to further bolster solidarity work in our state, and another to support legislation to stop using state tax money and agencies to thwart unionization efforts at UW campuses.

Aimee Hubiak

Two major points that greatly affect the area in which I work were brought up in the WTCS Council sessions in discussion about the Academic Leadership Council.

The first issue that affects many faculty concerns the changes that have been made to articulation agreements with high schools. Everyone should be aware of the potential consequences of allowing uncredentialed persons to teach our curriculum. Many problems were brought up with this issue.

The second issue was the idea of Technical Skills Attainment (TSA). WTCS, WIDS personnel, and many others have brought up TSA as a requirement for Perkins funding. At

the convention, it became clear that this is not well defined. The Committee on Government Oversight apparently said they are leaving the methods of measuring up to the states. So is the TSA idea one from the state, and if it is, why don't they just say so?

Alberta McBride

I really enjoyed and appreciated the presentation in the first session for K-12. The presenter showed us how often our students are de-energized and how by just doing a few exercises, we can help them to be energized and do much better on their school work. She also showed us how sometimes we, as instructors, can de-energize our classes and how we can turn that around. It was a very productive 45 minutes for me.

Janet Nortrom

It was a fantastic opportunity to see our competent state president, Bryan Kennedy, run the convention so efficiently. The keynote speaker, Lorretta Johnson, inspired us to work with the union to bring about change.

The Social Issues Committee is most meaningful for me. Here we discussed

concerns we work with daily, then brought them to the general membership for voting on amendments and resolutions to our state AFT Constitution. The passion and caring comes forth here. Immigration reform, health care and bringing our troops home were issues of great concern, and those resolutions passed in our Social Issues Committee Meeting and then on the floor. The trip to experience an AFT convention renews the importance of our strong Local 212; we have many concerned, compassionate members involved.

Becky Quesada

This was my first time attending the convention and I enjoyed seeing and meeting other fellow union members from all over Wisconsin. It re-enforced my beliefs of how important it is to be united. We must learn to set all personal issues aside and work to make things better for all. I would like to encourage other union member from MATC to attend next year's convention.

Newsletter Editor: Julie Wichman - WichmanJ@matc.edu
All Photos by Sue Ruggles
Director of Communications: Susan Retzer

AFT, Local 212
739 W. Juneau Ave.
Milwaukee, WI 53233-1416
414.765.0910 www.local212.org

American Federation of Teachers
Local 212
Milwaukee Area Technical College

News & Views

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Reports from the Floor

Highlights of the AFT-Wisconsin Convention 2009

We asked Local 212 delegates to the AFT-WI convention to offer a few words about their experiences. Thanks to all who responded for their insightful comments.

Chris Breihan

The convention provides us a chance to think about how we function as a democratic organization and how we use our collective power to influence both society and government. Important debates arose over how to use our union's funds to advocate and educate, and over what position we should take on the issues facing the nation. It is always inspiring and informative to listen to our very thoughtful members passionately share their perspectives in the plenaries and committees.



Local 212 members with Wisconsin AFL-CIO President David Newby at the convention. Pictured left to right: Marwill Santiago, Michael Rosen, David Newby, Becky Quesada, Steve Holloway and Jackie Cook.

At the AFT Civil, Human, and Women's Rights Conference held in Miami Beach October 23-25, 2009, we heard about exploitation of legal immigrant workers and

our government's refusal to enforce labor laws that could protect them. Speakers also addressed the plight of young people brought here as small children by their parents, who now as adults find they have neither legal status nor a path to acquire it. Conference-goers were urged to write Congress in support of the DREAM Act, which would establish a legal path to citizenship for those brought here as children

Rohan T. de Silva

I served on the Higher Education Committee. We endorsed a resolution to support the Employee Free Choice Act, legislation to support workers' rights to unionize. The resolution passed on the general

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President's Message

Plan to Meet the MATC Presidential Finalists

The MATC District Board held a meeting in early November to review the applications of MATC's presidential candidates. A group of semifinalists was selected. The board will interview them on Nov. 21 and a list of finalists will be announced as required by state law. The finalists will be invited to visit MATC in early December where they will participate in public forums at each campus. This will give Local 212 members an opportunity to meet and talk with the respective candidates.

MATC board members also may visit the campuses of the candidates in December. A decision is expected to be made before the holidays.

A Good First Step

The U.S. House of Representatives passed historic health care reform legislation on Nov. 7. This is a victory for all of us who are concerned about our inefficient and very costly healthcare system that leaves 47 million without coverage and many millions more with inadequate coverage. The bill will cover an additional 36 million Americans, including many of our students, and will prevent insurance companies from denying people coverage because of pre-existing conditions.

Local 212 has been a strong supporter of health care reform because our costly and inefficient system has turned recent negotia-

tions into battles over rising health care costs. If you still question the need for reform, consider:

- The United States spends twice as much per person on health care, 17% of the GDP, and gets much worse results;
- We rank 31st in life expectancy (tied with Kuwait and Chile);

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And in This Corner...

Remembering Our Roots: Local 212 History

Even though your feet are still tired from dancing at the Fall Social Solidarity Party, it's not too early to start thinking about the Spring Fling. That party will have a different theme: celebrating the importance of the 1969 strike for our union and the college. To get you into solidarity spirit, I'm hoping to write several columns on Local 212's history.

Administration Fired Union Activists

Local 212 was chartered by AFT in 1930 with 40 teachers at Milwaukee Vocational School (MVS), as we were called then. A key moment in our history occurred in 1937 when the Acting Director of MVS, William Rasche, fired the president of Local 212 and another leader for what he called "insubordination...undermining morale," and several other charges.

Students leafleted, made signs, marched and rallied on behalf of the fired teachers.

The fired pair, Ira Pilliard and Colin Welles, were experienced teachers and counselors. Pilliard, 24 years on the faculty, taught printing. I don't know what department Welles was in for his 14 years, but he was a peace activist as well as a union leader. Some things never change!

Pilliard and Welles waged a very public fight to get their jobs back, accusing Rasche of firing them for their union activities, and the battle became a front-page story in local newspapers. *The Milwaukee Journal* did not support the teachers. Some things...

Local 212 had no contract in those days. In fact, our teachers didn't get the legal right to collectively bargain from the Wisconsin legislature until 1964, and the first contract didn't take effect until 1967. But that didn't stop these 212 leaders from fighting for teachers at the school.

Salary Discrimination

Pilliard and Welles were working hard to get salary increases for teachers who had individual contracts. In the process, they discovered that 17 union member teachers "...had been discriminated against...intimidated, and given no salary increases," while other teachers had been offered salary increases if they would quit the union.

Even before the public hearing on their firing before the five-member MVS Board, students leafleted, made signs, marched and rallied on behalf of the fired teachers. One march featured 150 students rallying behind signs that read, "Uphold the Rights of Teachers" and "We Don't Want Fascism in Our Schools."

When the hearing, which lasted several days, was held, the evidence Rasche presented against Pilliard and Welles was both flimsy and petty. For example, Rasche claimed Welles had won a bottle of whiskey by betting that a dean at the University of Wisconsin would be fired. Even worse, Rasche claimed Welles then bet that Rasche wouldn't be able to establish a faculty group

to compete with the union. No mention was made of what Welles won on that bet!

Rasche had become Acting Director because Director Robert Cooley had taken a medical leave. So in the hearing Rasche accused 212's leaders of causing Cooley's nervous breakdown! Some things...

A 3-2 majority of the board bought the argument made by Welles and Pilliard's attorneys that the evidence was absurdly trivial and that whether Acting Director Rasche liked it or not, teachers had as much right to form unions as mechanics. So Pilliard and Rasche got their jobs back.

Of course this wasn't the last attempt at union-busting by an MATC administration, nor was it the last time an administration tried to scapegoat the union leadership and divide the members. But it met the same fate as later attempts. Ira Pilliard served numerous terms as Local 212 President in the 30's and 40's, with his final term being 1948-1950.

So when you get your next paycheck, say a quick thanks to Ira Pilliard and Colin Welles, founding brothers of MVS and Local 212!

(Greatly indebted to article by former MATC Student Bob Schmalfeldt in MATC's Matrix Magazine, Vol. II, #1, November 1988.)

— Charlie Dee
Executive VP

President's Message, Continued

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- We rank 37th in infant mortality;
- We are 34th in maternal mortality;
- A child in the United States is 2.5 times as likely to die by age 5 as in Singapore or Sweden;
- An American woman is 11 times as likely to die in childbirth as a woman in Ireland;
- We ranked dead last out of 19 developed countries in avoiding "preventable deaths";
- It's even worse for members of minority groups. An African-American in New Or-

leans has a shorter life expectancy than the average person in Vietnam or Honduras. The bill will not change fix all these problems. There was too much opposition. But it's a good first step.

And it will not change your Local 212 health insurance. Unfortunately, it does not include a robust public option, something Local 212 wanted because the resulting competition would have helped keep down health care costs which continue to rise at 3 times the rate of inflation.

But this is a start. Hopefully the Senate will pass the bill quickly without weakening it further, so this landmark legislation will become law before 2010. Then we can work to make sure it gets improved. Thanks to all of you who contacted your representatives and asked them to support health care reform. Your work paid off.

— Dr. Michael Rosen
Local 212 President

USLAW and IAQ Committee Updates

A high point of the AFTW Convention was the resolution to bring all U.S. troops home from the war in Afghanistan. There was spirited debate, but the resolution passed overwhelmingly. Delegates clearly felt that it was time for an exit strategy, as spelled out in HR 2404, which requires that "not later than Dec. 31, 2009, the Secretary of Defense shall submit to Congress a report outlining the U.S. exit strategy for U.S. military forces in Afghanistan."

The AFTW resolution calls for "an imminent, rapid withdrawal of all U.S. troops and bases," a negotiated end to the conflict, and economic development to raise living standards in that war-torn country.

AFT Local 212 has organized information sessions on the anniversary of the war.

Phyllis Bennis, Institute for Policy Studies, was the featured speaker at a packed town hall meeting, "8 Years in Afghanistan: Why We Need to Leave." *Rethink Afghanistan*, a ground-breaking, full-length documentary from director Robert Greenwald, also drew a large audience. If you were unable to attend, but would like to show the DVD in your classroom, please contact me.

Smoke-free Entrance Initiative

The Joint Indoor Air Quality Committee is recommending that MATC:

- Make main entrances of all campus buildings and child care center premises entirely smoke-free.
- Post "Tobacco is prohibited inside and within 25 feet of entrance" signage on all other entrances.
- Make signage consistent district-wide,

and remove all old signage.

- Locate new smoking receptacles in keeping with 25-foot rule, and remove old receptacles.
- Representatives from the IAQ Committee and Public Safety will present these recommendations to the Student Life Committee, the body that represents all students in the district. We hope to win student support so we can move ahead.
- We will ask the MATC District Board to update our current smoking policy, which will clear the way for better enforcement. Please contact me if you have concerns regarding smoking or other IAQ issues.

— Sue Ruggles
U.S. Labor Against the War;
Health and Safety Representative

Part-Time Faculty Corner

Do the Math for Step and Salary

Sixty-seven people (including nine members of the Executive Board) attended our Part-Time Faculty Forum on Saturday, Oct. 24. Many said they enjoyed networking with colleagues and the information presented was right on target. Thanks to all who attended.

One of the most pressing concerns at the forum was salary. Part-time instructors are paid 60% of what full-time instructors are paid; however, they are required to have the same teaching credentials as their full-time counterparts. Like full-time instructors, they are paid according to class (degree... see Appendix B of the part-time contract) and step (see Article V, Section 1 of the part-time contract).

Unlike full-time instructors, part-time instructors do not advance a step annually. To advance one step, part-time instructors must have worked 384 hours (80% load. Summer school assignments are not counted toward the cumulative hours worked. Furthermore, part-time teachers may not accumulate more than 240 hours in a given semester. Example: Let's assume that you teach one three-credit, 20 percent course each semester. Using your percentage load, you multiply your load by the number of weeks you teach the class. Thus, .20 (load) times 16 (weeks) = 3.2 hours. Therefore,

a part-time instructor who is assigned one three-credit class, 20 percent load each semester would work four semesters before he/she would advance a step in the fifth semester (two and one-half years). Note that any hours accumulated above 384 would be carried over to the next step advancement.

To calculate your biweekly pay, you'll need your instructor's program. You must request this sheet from your associate dean. The program notes the courses that you teach as well as the semester and weekly load for each course. Be aware that in some cases your weekly load and semester load may differ. To determine your biweekly pay, you'll need to use your weekly load.

Example: An instructor has two three-credit, 20 percent courses. In this case, the weekly and semester load are the same. In our example, the total load would be 0.40 hours (0.20 for the first class and .20 for the second class = 0.40 hours). Because pay is based on a 32-hour week and you are being paid for two weeks, your biweekly pay base is 64 hours. To determine the biweekly hours paid, multiply the total hours by the biweekly hours base (0.40 times 64 = 25.6 biweekly hours paid). Then look at the 2008-2009 salary schedule in the part-time contract (page 51).

Let's assume in our example that the instructor is at class 5 and step 14. The hourly equivalent for that class and step is 54.6548. Multiply that hourly equivalent rate by the biweekly hours paid (54.6548 times 25.6 = 1399.16). Depending on rounding, you should have a close approximation of your pay.

Because salary and payroll issues are always pressing concerns for many, feel free to email lindners@matc.edu or call me at 414-774-0740.

In closing, here's wishing all a Happy Thanksgiving!

— Sally A. Lindner
Sixth V.P. - Part Time Faculty

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