

Bill Thomas, continued from page 1

not a firebrand, not a dynamic orator. He was simply a man whom others listened to and followed because he was so incredibly smart, honest and principled.

I worked with Bill a full decade after that strike took place, and I heard over and over from older colleagues how much Bill's leadership meant to them.

Two final things I want to share. Bill had an astounding capacity to remember details. I loved being in meetings with the administration, when one of the HR hacks would try to say the contract meant such and such, and Bill would serenely recite when that language was negotiated, what problem it had addressed, and without saying, "You're full of it!" which was my inclination, would simply shut the other side up.

In Bill's final term as president, the director of the college was a guy named Rus Slicker. Slicker was easily angered: his face would get all puffed out and red, and he'd yell a lot. Well, the more agitated Slicker would get, the more relaxed Bill would seem, and, of course, that made Slicker even wilder. It was wonderful theater.

Our union website reads "One of the giants of MATC history has passed away." His family – Ginny, Bill, Bob, John, daughters in law, and grandkids – know what a great guy we're celebrating. Rest assured that we loved him also, and we continue his work with the inspiration of his example.

Family Fun at the Dells

Ninety of 95 rooms reserved for the Local 212 getaway at the Wilderness Lodge in the Wisconsin Dells were filled by L212 members and their families, Jan. 8-10. Comments were overwhelmingly positive:

I had a great time with my family. I have four children ages 6-15 and there was something for everyone. I would definitely do it again. – *Linda Noyes, Nursing*

Kudos on putting together the Wilderness weekend! I rented six rooms for my entire immediate family and all had a great time. – *Debbie Smith, Dental Instructor*

We enjoyed being able to close ourselves off from the outside (especially the frigid temperatures) and pretend like we were in a warm weather destination, spending the majority of the weekend in swimsuits, shorts and t-shirts. – *Pam Bautch, Local 212 Office Manager*

The price of \$99/room was wonderful. – *Heidi Hilby, Reading/English Instructor*

It was the perfect winter getaway. My kids, husband, and I had a blast. Thanks for organizing such an awesome package. – *Dana Cooper-Davis, Printing Services*

I was somewhat surprised that I did not see other MATC folks there, but that facility is H U G E! – *Margaret James, Interpreter Technician Program*



Jordan and Christopher Davis, sons of Dana Cooper-Davis, at the waterpark. – Photo by Dana Cooper-Davis

Blackboard, continued from page 3

In addition, several Local 212 faculty members are helping peer users individually and in small groups. The Teaching and Learning Technology Department has details. Faculty are also available by appointment. Please feel free to contact Toshiba Adams, adamst3@matc.edu, or Kevin Mulvenna, mulvennk@matc.edu.

The Academic Technology Committee welcomes your input on Blackboard and other issues regarding technology for effective learning. Please contact me if you have any questions: Mark Mankowski, Local 212 Faculty Co-Chair, Academic Technology, 414-297-7412, mankowsm@matc.edu.

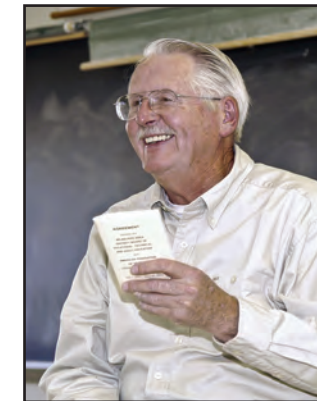
Remembering Bill Thomas

By Dr. Charlie Dee
Local 212 Executive VP

Call me prejudiced, but I happen to think that MATC is the most important educational institution in the Milwaukee area, simply because we offer skills, knowledge and hope to tens of thousands of students who wouldn't get these anywhere else.

Bill Thomas is a big reason why MATC is such a crucial institution. Bill taught, nurtured and mentored physics students for 35 years to help them reach their dreams of family-supporting jobs and middle-class lives. And Bill had the audacity to act on his belief that teachers who do such important work should be treated like professionals rather than expendable hired hands.

Lt. Gov. Barbara Lawton has called Local 212 "the most politically sophisticated union in the state." Well, Bill is a big rea-



Bill Thomas

son she can say that. Exactly 40 years ago, the winter of 1968-69, Bill as President of Local 212 led the faculty on strike to pressure the administration to treat instructors as professionals, consult us on academic matters and the direction of the college, do away with lunch room duty and punching a time clock, and pay us a decent salary.

If you've never walked a picket line in a Wisconsin winter, I'd like you to try to imagine that. Also, please imagine the

emotional burden Bill carried in urging his union brothers and sisters to sacrifice those paychecks that were so crucial to feeding their families and paying their mortgages in order to fight for the principle that students would be better educated in a college where the faculty shared in the decision-making and were treated with respect.

Now think about what it was like for Bill to see some of his colleagues who were not striking, waving their paychecks derisively at the picketers on Friday afternoon.

Bill got calls late at night from colleagues who feared if the strike went on one more week, they might have to become scabs themselves.

But Bill Thomas was equal to it all. He had an almost surreal calm about him. He was

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Open Gym Hours

By Michael F. Jelich

The Physical Education Department has worked very closely with LAS administration to rectify the Open Gym/Lab issue. We are continuing ongoing discussions with administration to expand our hours of availability. We will keep you informed of any additions to the current schedule:

Mon. - Fri., 12-12:50 p.m. & 3-3:50 p.m.
Tues. & Thurs., 7 - 8:50 a.m.
Tues. & Thurs., 4 - 4:50 p.m.

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Welcome Dr. Michael Burke

By Dr. Michael Rosen
Local 212 President

MATC has a new President, Dr. Michael Burke.

Charlie Dee and I met with him briefly on his first day on campus. We welcomed him on behalf of all of you.

MATC has many challenges and we are eager to work with Dr. Burke in taking them on. MATC works best when all of us – faculty, professional staff, counselors and administration – work together. We have an incredibly gifted faculty and staff, and we urged Dr. Burke to utilize our skills, professional and education experience, and our

talents to confront the challenges we face.

Anybody who was at the press conference where he was introduced and spoke, or who heard him on Coordination Day, would conclude that he said all the right things about focusing on students and relying on faculty and staff to create – collaboratively – a vision for the college. He's an impressive guy. We're going to do everything we can to make him successful.

Thank You, Dr. Martin

All of us also owe deep gratitude to Dr. Vicki Martin. She took a college that was in constant turmoil with low morale among its staff, righted the ship, worked with, not against, the faculty and started a much-

needed process of healing. We are pleased that she will continue to work with us as our Provost.

Hands Off MATC Funding

Each of us knows that MATC state funding has been declining for almost 20 years. Now the city of Milwaukee is trying to get its hands on our money!

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President's Message,
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The Milwaukee Common Council recently passed a law that extends the life of Tax Incremental Financing Districts (TIDs) for six years and allows the money to be used for routine street repairs within a half-mile of the TIDs.

TIDs are districts where property tax money that should be invested in MATC, MPS, the County and the City is instead used for improvements only within the districts' boundaries. Bayshore mall and the Pabst redevelopment project are examples.

The new ordinance would enable the city to use dollars that would be invested in MATC to fix its potholes. This is a slippery slope. If the city is allowed to divert money for a normal operation like street repair, what is to stop it from expanding the scope of TIDs for other purposes such as fire and police services in or around a TID?

The legislation authorizing TIDs is clear – they are established to generate economic growth in “blighted areas.” In addition, TIDs must pass a “but for” test, meaning that the development would not take place unless a TID was established. Since street repair is a normal scheduled city function, it doesn't appear to meet this standard.

MATC has asked the Attorney General to rule on the legality of the law. The city postponed implementing the law until a ruling is rendered. Millions of MATC dollars and the education of Milwaukee's workforce are at stake!

Tax Notice

By Jim Benedum, 2nd VP – Financial

Regarding the portion of 2009 dues that are deductible, Local 212 does not keep track of total dues paid by each of our more than 1,400 members. The total dues paid during 2009 should appear on your final check stub for the year. Please save that for your income tax filing purposes. In accordance with IRS codes, we are required to report the amount of dues paid by members that relate to lobbying and certain political expenditures. 19.93% of the dues you paid during 2009 related to lobbying and certain political expenditures and are nondeductible pursuant to IRS code. Please consult your tax advisor about your individual reporting requirements.

One Trillion and Counting

By Sue Ruggles
U.S. Labor Against the War

President Obama's proposed FY2011 budget gives the Pentagon \$708.2 billion—the highest military budget in the history of our country. Of that money, \$159.3 billion will go for the wars in Afghanistan and Iraq. The administration is also asking for a \$33 billion supplemental to pay for the troop increase in 2010, on top of the \$138 billion already allocated. By contrast, proposed funding for his new jobs plan only amounts to \$100 billion.

If you find yourself thinking that our priorities are a little skewed, you're not alone. Listed below are some resources that will allow you to examine the topic of war spending and to examine the human and economic costs in greater detail.

National Priorities Project
(www.nationalpriorities.org)

In December 2009, Congress appropriated an additional \$138 billion for wars in Iraq and Afghanistan for FY2010. According to the National Priorities Project, that brought total war spending for Iraq and Afghanistan to \$1.05 trillion. Add the new budget request of \$33 billion for FY2011, and you're starting to talk real money!

According to Nobel Prize-winning economist Joseph Stiglitz, the true cost of war is even higher – and may in fact reach \$3 trillion. In human terms, the wars have cost more than 5,000 lives and more than 35,000 wounded. Of the 1.7 million returning veterans, 39 percent are estimated to have some form of disability, and many will require long-term care.

National Priorities Project's trade-off tool allows you to explore what services could be obtained for your community with the same amount of money that Congress has appro-

priated for war. For Milwaukee County, the total cost of the wars is \$2,325,000,000 as of 2/1/10. For Wisconsin, the cost is \$15.3 billion, at a time when our state budget shortfall is \$3.2 billion.

A new webinar series, *Out of Balance*, provides a critical look at the link between federal military spending and state and local budgets. Talking points and data sheets are available at www.nationalpriorities.org/webinars/out-of-balance.

Why Are We in Afghanistan? is an educational video for classes, communities, unions, veterans and active duty military. It looks at domestic pressures and geostrategic interests that keep us there, as well as the history of U.S. interventions that help put the war in context. A curriculum guide for teachers is also available.

See <http://vimeo.com/8090128> for the trailer; <http://vimeo.com/8109480> for the full version; and order the DVD through www.stonybrook.edu/workingclass/publications/order.shtml.

Go to www.uslaboragainstarwar.org for more resources.

Rethink Afghanistan is a ground-breaking, full-length documentary focusing on the key issues surrounding this war. You can find it at <http://rethinkafghanistan.com/>

Topics include how the war could further destabilize a nuclear-armed Pakistan, the staggering costs of the war, civilian casualties from recent U.S. airstrikes in Afghanistan, questioning the assumption that war can liberate Afghan women, and three former high-ranking CIA agents explaining prospects for victory.

Order the DVD:
<http://uslaboragainstarwar.org/article.php?id=20508>

Bob Sroka's Legacy Lives On

By Mike Milliren
Retired Instructor – Accounting Program

Retired Local 212 member Robert F. Sroka passed away January 11, 2010 at the age of 70. He started at MATC on September 7, 1965 and was a full-time instructor in the Banking and Financial Services program for 32 years. After retiring from full-time teaching, he returned to teach part-time in that program right up to the present day.

As a young instructor, Bob was one of only eight Business Division instructors

who walked out and stayed out for the entire strike in January and February 1969. This took a lot of courage in those times.

Subsequent to that, he served as the Local's Financial Secretary and worked on many of its committees. Bob could be seen at most union social functions – both before and after retirement. He always gave generously of his time to students.

As one of my faculty office partners for many years, Bob was also a trusted and respected financial advisor as well as a loyal friend. He will be missed.

Stay Current with ER&D

By Michelle Felix, ER&D

Check the ZERD listings in InfOnline for ER&D's spring course listings. This semester's offerings accommodate a variety of schedules, with blended learning options and a convenient two-day seminar.

Curriculum Help

ER&D's Curriculum Coordinator is Saron Wilson of Health Occupations. She has an extensive background in curriculum development and alignment. Her position in ER&D oversees the coordination and implementation of ER&D professional development courses, workshops and seminars. In addition, Saron is available to provide support to instructors and departments. Contact her for assistance in areas such as:

- Learning Styles, Diversity of the Learner

- Student Centered Learning
 - Assessments – Formative and Summative
 - Design Lesson/Unit Plans to Meet Core Competencies/Standards
 - Creating Hands-On, Meaningful Lessons
 - Course Organization
 - Student Self Reflection, Metacognition
 - Connecting Prior Knowledge
 - Using Graphic Organizers
 - Theoretical Frameworks
- Contact Saron at wilsonsl@matc.edu or by leaving a message at the ER&D office, ext. 76830.

Let ER&D know what you need to strengthen your teaching. Send comments through <http://faculty.net.matc.edu/>. Select the ER&D/Peer Support section and go to Faculty Input. Or contact Local Site Coordinator Michelle Felix at felixm@matc.edu.

Part-Time Faculty Corner

Employment Practices to Strive For

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

Welcome Back, Colleagues.

The start of the spring semester is a time of new beginnings. It is a time to work toward goals and to start making positive changes. Just as many of you made resolutions in January to better your lives in 2010, so too have I compiled a listing of best adjunct faculty employment practices that we need to strive for and implement at MATC.

Adjunct faculty have long been an integral part of MATC. Without adjunct faculty, MATC would not be able to provide our students with continuing opportunities to develop and extend skills and knowledge through quality programs and services that so well characterize our college mission. The part-time nature of adjunct faculty employment in no way lessens the impact of our instruction nor our contributions to the college's mission.

Best employment practices for adjunct faculty at MATC:

- Compensate adjunct faculty at a level of the full-time faculty. In other words, equal pay for equal work.
- “Freeze” the adjunct health insurance rate;

let's stop the annual increases. Our next annual increase is 7/10/2010.

- Include adjunct faculty on the college core committees, program advisory committees and college task forces (appropriate times and some form of compensation).
- Upon retirement, adjunct faculty should be paid for their unused sick hours.
- Each semester, adjunct faculty will be given a contract with their name, Social Security number/ID number, step and class, courses they will teach, dates of courses, and compensation for each class.
- Provide \$10,000 annually for adjunct faculty that could be used for conferences, workshops, and other professional development opportunities.
- Recognize adjunct faculty for excellence in teaching.
- Recognize adjunct faculty upon obtaining their five-year certification.
- Invite adjunct faculty to participate in college cultural and social events and in graduation ceremonies. Social and cultural events should be held at appropriate times for adjunct faculty.
- Allow four adjunct faculty annually to take a sabbatical with 60 percent remuneration based on their previous year's salary to continue their professional studies. The adjunct instructor must sign a promissory note and a written agreement to return to work after his/her leave is completed for at least

Blackboard Training

By Mark Mankowski
Academic Technology Committee

The Academic Technology committee has encouraged a key role for faculty in peer training and support for the Blackboard update. Faculty have already begun to take the lead in training and supporting users in making the transition. Twenty-three faculty members took the training course over the winter break, and five of these participants will offer credit courses to faculty on Blackboard this semester. Training is ongoing through the semester and beyond. Contact the Professional Development Office for details.

Continued on page 4

one year or refund his/her entire sabbatical leave pay.

- Send annual letters of appreciation and an annual welcome letter to adjunct faculty.
- Require an interview for each adjunct faculty member hired. Adjunct faculty should be part of the interview committee.
- Include adjunct faculty in appropriate college publications, such as catalogs. Provide adjunct faculty with identification badges and business cards upon request.
- Provide paid coordination sessions every semester for adjunct faculty. Include adjunct faculty on the planning committee.
- Provide just-in-time assistance for adjunct faculty by adjunct faculty. Mentors will go to the campus where the adjunct instructor may be having a problem and work with the instructor. Mentors would be paid a per semester stipend.

Save the Date!

Friday, April 30

Our Spring Social at the Potawatomi Casino will honor the 40th anniversary of the MATC labor strike. Watch for details.