President’s Message

By Dr. Michael Rosen
Local 212 President

Dear Colleagues,

I want to thank each of you for what you do for our students, community and college.

Wisconsin’s educators have been under attack for more than a decade. The quality of our work, our salary and our benefits have been scrutinized by mean-spirited, opportunistic politicians and right-wing radio and TV talk show hosts. As a result, teachers in Wisconsin are leaving the profession in unprecedented numbers and schools of education are experiencing declining enrollments. MATC has experienced a record level of retirements. But you have stayed the course, and more, have committed your professional life to ensuring that the students who come through our doors, many of whom have been traumatized by poverty, violence, homelessness, racial discrimination, and hunger, get a first-class education. Thanks for what you do and never forget that at MATC we change lives by helping our students achieve their dreams.

I also want to thank you for the overwhelming vote of support for Local 212 in the recent Wisconsin Employment Relation Commission’s recertification election. It was nothing short of a landslide!

The vote should make clear to the MATC board of directors and to the college administration that the college’s faculty, counselors and professional staff want a real voice in running the college and that they want

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Local 212 Wins Recertification Election!

Milwaukee Area Technical College’s education professionals voted overwhelmingly, once again, to recertify their union, American Federation of Teachers, Local 212.

98% of the Full-time faculty, counselors and accountants who voted, voted “Yes” for Local 212 representation.

99.5% of the Professional staff, full and part-time, who voted, voted “Yes” for Local 212 representation.

98% of Part-time faculty who voted, voted “Yes” for Local 212 representation.

Michael Rosen, President of Local 212 said, “This is a victory for MATC, our students, faculty and staff.”

Despite Governor Walker’s election rules designed to strip educators of their voice and rights, MATC educators have made clear that they value their union and remain committed to the democratic practices of collective bargaining and shared decision-making. Local 212 will continue to meet and confer with MATC’s leadership to ensure that our students receive the state-of-the-market technical education they need and deserve.”

Act 10, Governor Walker’s anti-union legislation, requires a “Yes” vote from 51% of all eligible voters to win a union certification election.

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Local 212 to be that voice. That is why we are insisting that Local 212 maintain its right to appoint faculty to academic hiring committees. The integrity, diversity and quality of the hiring process demands it.

Management justify efforts to undermine employee voice by claiming a need for efficiency and flexibility. Local 212 has been more than efficient in appointing qualified and diverse faculty members to hiring committees. In fact, and in the spirit of Collaborative Decision Making (CDM), we proposed that HR can appoint faculty representatives to a hiring committee if Local 212 does not provide HR with the names of members willing to serve within two weeks of the position’s posting. The fact that the administration rejected this compromise proposal indicates that their real purpose is to control the hiring committee appointment process and, in doing so, take away faculty voice. That is simply unacceptable.

This is not the only example of administrativa actions that run counter to CDM practice. Most recently, on the day of the last board meeting, I received an email from one of the college’s attorneys asking 212 to appoint a faculty and paraprofessional to a steering committee charged with, among other things, assisting in selecting a consultant to conduct an employee compensation study. Local 212 had learned from our union colleagues across the state to be “on watch” for such a proposal here as similar analyses were underway at other WTCS districts. We immediately responded that we were “unaware that any decision had been made to begin pursuing a compensation study” as “no one in the college leadership had discussed this with Local 212 ... or suggested that the administration felt it was beneficial to the college and its students to initiate such a process at this time.” In addition, we communicated to the administration that while we appreciated their attempted use of CDM, if they truly support the process, then “the first step should be ... to collaboratively define the process that will be used to conduct a compensation study and to determine the makeup of a steering committee.” I, along with the Local 212 Executive Board, hope that you agree that it is contrary to CDM for the administration to unilaterally determine the charge and membership of, as well as the process used to implement any recommendations rendered by, a committee whose actions could have profound impacts on the working conditions, salaries and benefits of the vast majority of MATC’s employees. As always, Local 212 will keep you updated on the status of this and other issues.

Collectively, these examples emphasize how important it is for each of you to identify instances of CDM violations and to communicate these to not only Local 212 leadership, but also to your colleagues and administrators. On the flip side, also be sure to communicate and celebrate professional and classroom successes. Above all, always remember that the strength of Local 212’s collective voice is built upon the voices of our individual members. We are truly “better together”.

Thanks again for your continued support. I hope all of you get some down time over the summer. Enjoy your families and friends and Wisconsin’s summer. Safe travels for those of you who have trips planned. I wish you all a safe and enjoyable summer.

Michael Rosen, Ph.D.
President, AFT Local 212

Recertification Update  Continued from page 1

Kevin Mulvenna, Local 212 Executive Vice President stated, “Governor Walker would not be governor under these rules. MATC’s professional educators voted overwhelmingly for union representation despite blatantly unfair rules. This is a message to state policy makers that Wisconsin’s educators will not be silenced.”

Lisa Conley, Life Sciences professor and Local 212 Executive Board member, noted that “Walker’s attacks on educators taken with his drastic cuts in education funding are having increasingly negative effects on the people of Wisconsin. Teachers are leaving the profession in record numbers and enrollment in schools of education has plummeted, foetalling teacher shortages and larger class sizes. Schools at all levels are cutting programs and services. This overwhelming vote in favor of Local 212 is a repudiation of the anti-education policies of Governor Walker and his allies.”

Summer Pay Plan  Continued from page 1

The administration is eliminating the 26 paycheck option.

Local 212 representatives informed the administration that our members would not be happy about losing this option and that Local 212 did not support its elimination.

The 26 check option was never in our contract nor was it in the Handbook.

One solution that allows you to save money for the summer is to establish a summer pay plan at Educators Credit Union. Once established, whatever amount you designate will be deducted from your MATC check and deposited directly in your Educator’s summer pay plan account. I have personally done this for more than twenty years.

Some members have raised the concern that this change will result in paying more taxes. That should not be the case. Wheth-
MATC Mobile Nutrition Classroom – Service Learning at Work

Over a year ago Local 212 was awarded an AFT Prize for Solution-Driven Unionism Innovation Grant. Since winning the grant, Natural Sciences instructor and Local 212 Executive Board member, Dr. Lisa Conley who wrote the grant, has been working with MATC teachers to develop innovative service learning projects that enhance engagement between students and the communities that we serve. One success story is the Mobile Nutrition Classroom developed by Dietetic Technician and Dietary Manager students and mentored by MATC faculty members Rachel Hughes, Betzaida Silva and Heidi Kutte. This initiative, supported by a Provost’s Innovation Grant, allows these faculty members and their students to provide high quality, interactive healthy-cooking classes, as well as nutrition and wellness education, to community groups throughout the Milwaukee area.

This project, presented at this year’s 10th Annual Wisconsin Local Food Summit in Sheboygan in January and at the 1st Annual Feeding Wisconsin Summit in Wisconsin Rapids in May, is having an impact in three areas: student success, excellence in education, and in partnerships and community collaboration.

Student Success

The impact that the initiative is having on student engagement in the learning process is evident in that 1) all students participating in the MATC Community Nutrition course have had a completion rate of 80% or greater, 2) overall, grade averages increased 2% between 2014 (84%) and 2015 (86%) when the Mobile Nutrition Classroom was implemented, a small percentage increase but an increase nonetheless, and 3) written feedback received from students confirms that it was a worthwhile experience and that the opportunity to interact with the community enhanced their learning. For example, students have stated that the Mobile Teaching Classroom has provided “…a very valuable experience allowing me to get hands-on experience” and expressed that they are “…grateful for the Mobile Nutrition Classroom experience as it allowed me to be in the community and work directly with community members.”

Excellence in Education

Service learning is a well-established “best practice” of education and having a Mobile Nutrition Classroom at MATC has provided a new avenue for faculty to pursue service learning by developing projects that their students can learn from and offer off-site to the public.

Partnerships and Community Collaboration

Thus far, 7 MATC faculty and administration members, 52 MATC students and 70 community members have had exposure to and experimented with the Mobile Nutrition Classroom since its inception in February 2015. A great example of community interest in partnering with MATC’s newest resource was the popularity of the Mobile Nutrition Classroom booth at the 2016 Global Youth Service Day Signature Celebration held at Highland Community School on April 16.

It is projected that that teachers and students utilizing the Mobile Nutrition Classroom will continue to have far reaching impact on the people and communities that MATC serves. We look forward to seeing what they can accomplish in the future!
Retiree Corner

An End and a Beginning for New Retirees
By Jennifer Madej
Retiree Chapter President

For some of you, May 2016 will mark the end of your MATC career and the beginning of your retirement. The Retiree Chapter congratulates you on your accomplishments and wishes you well as you enter this new phase of your life. You now have the pleasant (some would say enviable) task of deciding what to do with those hours that have become freed up. When I retired six years ago, I did not have specific plans, and it was fun to think about and try new pastimes. Then the political landscape of Wisconsin changed with the election of Scott Walker in 2010, just months after I retired. With the devastating changes to unions and the negative effects on working people in our state, I became politically involved for the first time in my life.

One of the most gratifying of my retirement experiences has been my involvement with the Local 212 Retiree Chapter. We meet four times a year at Cuisine Restaurant at the Milwaukee Campus. In fact, we just had our spring meeting on April 22. As is our custom, at each meeting we have a short program on engaging topics that affect our school, our union, or our state. Our program in April was presented by Peter Rickman who informed us about the Wisconsin Working Families party. We also had a Wisconsin Retirement System update by Barbara Toles, and a union update from Mike Rosen. Socializing with friends and enjoying some delicious breakfast treats rounded out a successful meeting.

We invite all new 212 retirees to join our group. Membership is free. Contact Jennifer Madej at (262) 797-9561 or jmadej@local212.org if you have any questions. You can also find information about the chapter at the Local 212 website (http://www.local212.org) under the Retirees Chapter menu button.

Social Breakfast: Friday, June 3, 2016
Bakers Square 1305 E Capitol Dr., Shorewood

Summer meeting: Friday, July 15, 2016
MATC Cuisine Restaurant, M102, Main Building Downtown Campus

Condolences......

To friends and family of:

- Daniel Stoeker
  Telecommunications / Desktop Specialist in Desktop Services (February 2016)

To members:

- Darlene Honeysucker (husband)
- Corey Odom (wife)

AFT Wisconsin University Scholarship Winner

For the second year in a row, a Local 212 member’s child has won the AFT Wisconsin University Scholarship. Jacob Norman, a senior at Nathan Hale High School with a GPA of 4.01, won the $1000 scholarship.

Jacob is the son of Cheryl Norman, an MATC biology instructor. He is a member of the National Honor Society and the German Language National Honor Society. In addition to being an outstanding student, Jacob is an accomplished musician who plays sixteen instruments. He is the drum major for the Nathan Hale marching band and plays for the Nathan Hale Jazz Ensemble, Jazz Combo, and the Milwaukee Youth Symphony Orchestra, and UWM Jazz Ensemble among others. Congratulations to Jacob and Cheryl!
Does a Compensation Study Serve MATC’s Students?

The following article was run in a previous issue of the Local 212 newsletter. In light of recent developments, we are running it again.

Several technical colleges had hired consultants to conduct compensation studies. These studies had been used to freeze the pay of senior faculty, counselors and paras, cut new hire salaries and raise at least some administrators’ salaries.

At the November Finance Committee meeting Dave Dull pushed for such a study, but the committee decided not to move forward at least in part because the college did not have a VP of Human Resources.

The need and scope for such a study has not been discussed in the HR core committee or in any other Collaborative Decision Making (CDM) committee of the college. If the college is to go down this path this proposal needs to be vetted through a collaborative decision making process.

College employees have been the target of unprincipled attacks since 2012. Take home pay is less than it was in 2010. Compensation has been reduced by cuts to part-time pay, reductions in overload, increased healthcare and pension contributions. Faculty and staff have been demonized, which has led to record levels of retirements.

What is to be gained by this study?

MATC certainly does not need to pay an outside consultant with no knowledge of our students, culture, college, and its role in the community to give us canned advice. Compensation consultants are hawking a product – market-based compensation studies – designed to reduce employee pay.

Compensation studies at other colleges utilized a business model that reduces quality education to a commodity. That is inappropriate for an institution of higher learning. Quality education is not a commodity that you buy at Walmart. It’s a process of engaged interaction between highly skilled educators, students and other education professionals.

Market study values are not the values of higher education. The values of the market place are profit, low wages, inequality and competition. Those are not the values of higher education and are antithetical to MATC’s values of opportunity, equity, quality, and empowerment.

We know the value of English, math, and the liberal arts. We know the value of pre-college in a community where over 120,000 adults do not have a high school credential. We know that pre-college education or instruction in masonry or auto tech is no less valuable than nursing instruction. These are the enduring values that have guided MATC in making compensation decisions for more than 100 years, not market models.

If the board decides to pursue a study, it must use a CDM committee to develop a compensation philosophy before conducting any study or hiring any consultant.

Part-Time Faculty Corner

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

FAQS:

As we come to another close of a semester, there are many changes to certification and faculty development as a result of the Faculty Quality Assurance System. FQAS is state-directed legislation. It replaces the ZCERT courses. The areas of focus are recruitment, onboarding, professional development, mentoring, and evaluation.

Provisional PTF: Provisional part-time faculty who have completed one or two ZCERT courses will be moved into the new competency program, ZERD 100-105. Provisional part-time faculty who have completed three or more ZCERT courses have until the spring of 2018 to complete the remaining ZCERT classes.

Check your Certification Summary in INFOline if you are unsure as to the number of courses you have completed.

Certified PTF: Certified faculty will transition into the FQAS competency renewal program. These having an expiration of 2019 or sooner are allowed to submit renewal standards under the current standard. Those having an expiration date of 2020 will transition into the FQAS competency renewal program immediately. Check your Certification Summary in INFOline if you are unsure as to the when your certification expires.

In the FQAS renewal program, faculty will complete five credits every four years. FQAS places emphasis on currency, teaching excellence, and student success. In each renewal cycle, faculty will need to earn two credits in currency, one in teaching excellence, and one in student success. One credit is a free choice. Your department will define the currency requirements. Has your department met to discuss these currency activities that will be in effect? Have you attended or been given a voice in these proceedings?

Congratulations Part-Time Faculty on the successful completion of another semester. Because of your work this year, thousands of our students have mastered new, marketable skills and obtained family supporting employment. Thanks again for all that you do. You have made a difference in the lives of our students.
ZERD 048: On Course I
Workshop Dates: 5/24/16, 5/25/16 & 5/26/16, from 8:30 a.m. - 4:30 p.m.
Meeting Location: M616
Online Hours: 5/27/16 – 6/11/16
Guest Facilitator: Eileen Zambora/On-Course Workshops

The On Course I workshop is a learner-centered professional development event designed to provide you with innovative strategies for empowering your students to become active, responsible and successful learners. Join us for this major on-campus professional development event and learn proven methods for empowering your students to achieve their greatest potential in college...and beyond. This course is open to all MATC employees and substitutes for ZERD 101: Understanding Classroom Environments in the new "Faculty Development for New Teachers" program. (2 credits)

ZERD 094: Technology Tool Shop I
Workshop Dates: 5/31/16, 6/1/16 & 6/2/16, from 9 a.m. – 1:55 p.m.
Meeting Location: M316
Facilitator: Brenda Wingard-Haynes

The college has an incredible inventory of innovative technologies to enhance teaching and learning, but it is difficult for faculty to find the time to explore these technologies and implement into curriculum. This workshop helps bridge that gap. Participants will design their own curriculum specific project using technology of their choice. This will be accomplished with the assistance and guidance of "technology mentors". Participants will also review pedagogical best practices for instruction with new technologies.

ZERD 012: Technology Tool Shop II (runs concurrent with Tech Tool Shop I)
Workshop Dates: 5/31/16, 6/1/16 & 6/2/16, from 9 a.m. – 1:55 p.m.
Meeting Location: M316
Facilitator: Brenda Wingard-Haynes

This advanced technology course will scaffold from the concepts explored in Technology Tool Shop I. Participants will continue to build upon their curriculum-specific project or choose a new project to explore, using technology of their choice. This will be accomplished with the assistance and guidance of "technology mentors". Participants will also review pedagogical best practices for instruction with new technologies.
Sara Goldrich-Rab, Director of the UW Madison Hope Lab, with student panelists including MATC’s Angel Vega and Sam Alford.

Celebrating Congresswoman Moore’s birthday with a beautiful caramel cake made by AFT 212 member Telashat Swope-Parr and 212 members, Lisa Conley, David Espinoza, and Eileen Stone.

Local 212 was a sponsor of the #RealCollege national conference on college student food insecurity and homelessness. 165 people from colleges and universities all over the nation attended the event at the MATC downtown campus.

Mike Rosen, Felton Benton, Jimmy Crockett, and Ken O’Reilly with Congresswoman Gwen Moore.