President’s Message

By Dr. Michael Rosen
Local 212 President

Dear Colleagues,

Happy Holidays!

At this busy time of year I want to let you know that your Local 212 Executive Board values you and is fully aware of your tireless efforts on behalf of your students, departments and programs.

I also want to take this time to provide updates on your union’s activities during the fall term.

I have worked closely with Dr. Dakwar this semester in an attempt to secure additional faculty positions and am happy to report that 9 full-time faculty positions have been posted. We anticipate filling positions in electricity, truck driving, dental hygiene, steamfitting, sheet metal, human services, EMS, automotive, and nursing prior to the beginning of the spring semester. Some of you have been told that no more full-time faculty are needed in your area because the “full-time/part-time ratio is above 65%”. First, that is a false argument and is contrary to the language in the Employee Handbook. The 65% ratio is a floor, a percentage of sections taught by full-time faculty that the college cannot go below. It is NOT a ceiling. The Handbook language is clear:

“Full-Time/Part-Time Ratio: The total percentage of workload taught by full-time faculty will not be less than a ratio of 65%/35% (FT/PT). Increasing the ratio is an educationally desirable goal.”

Second, the 65%/35% full-time/part-time ratio is a global threshold representing overall numbers for the college. There are indeed programs with growing enrollment and others where the number of advisees is simply too great for the current number of full-time faculty to adequately support to the extent those programs’ students need and deserve. As a result, student success and being #AllIn! require that the college hire additional full-time faculty.

If you feel that your area needs additional full time faculty, please let me, Lisa Conley, Kevin Mulvenna or Richard Cohn know. We ask that you provide data on enrollment numbers and trends when doing so to help us better advocate for your department or program.

I have worked closely with Dr. Dakwar this semester in an attempt to secure additional faculty positions and am happy to report that 9 full-time faculty positions have been posted. We anticipate filling positions in electricity, truck driving, dental hygiene, steamfitting, sheet metal, human services, EMS, automotive, and nursing prior to the beginning of the spring semester. Some of you have been told that no more full-time faculty are needed in your area because the “full-time/part-time ratio is above 65%”. First, that is a false argument and is contrary to the language in the Employee Handbook. The 65% ratio is a floor, a percentage of sections taught by full-time faculty that the college cannot go below. It is NOT a ceiling. The Handbook language is clear:

“Full-Time/Part-Time Ratio: The total percentage of workload taught by full-time faculty will not be less than a ratio of 65%/35% (FT/PT). Increasing the ratio is an educationally desirable goal.”

Second, the 65%/35% full-time/part-time ratio is a global threshold representing overall numbers for the college. There are indeed programs with growing enrollment and others where the number of advisees is simply too great for the current number of full-time faculty to adequately support to the extent those programs’ students need and deserve. As a result, student success and being #AllIn! require that the college hire additional full-time faculty.

If you feel that your area needs additional full time faculty, please let me, Lisa Conley, Kevin Mulvenna or Richard Cohn know. We ask that you provide data on enrollment numbers and trends when doing so to help us better advocate for your department or program.

Continued on page 2

Local 212 Works for You!

AFT Local 212 continues to work for you, our members, and MATC’s students.

Here is some of what your union has accomplished on behalf of you, our members, and MATC’s students:

● Worked successfully with MATC’s provost, Dr. Mohammad Dakwar, to secure the addition of nine full-time faculty positions in dental hygiene, steamfitting, sheet metal, human services, EMS, automotive, and nursing. They are now posted and will be filled in time for the spring semester. We have also held meetings concerning the need for additional full-time faculty in chem tech and in early childhood education. If you are in departments where there is a great need for additional full-time positions, please let us know.

● Represented and will continue to represent you on the MATC Compensation Study Committee. Members Felton Benton, Richard Cohn, Lisa Conley, Marlene Dombrowski, Marquilyn McKimey, Michael Rosen, and Sue Silverstein are working to ensure that MATC does not march in lockstep with other technical colleges that have adopted Governor Walker’s anti-educator tools of cutting faculty, counselor and professional staff (paraprofessional) pay as a way to pay the college’s bills. This committee has been meeting since last spring and hopes to provide MATC’s administration and board with a report in January.

● Represented you on the Employee Handbook committee ensuring that the provisions that took us almost two years to develop are adhered to.

Continued on page 2

Inside this issue...

President’s Message................. 1
Absence and Attendance Issues............. 3
Lettuce Turnup the Beet.............. 5
Local 212 Works for You!

Continued from page 1

by all parties and are not unilaterally changed. This work is ongoing.
- Worked to maintain education quality by keeping teaching loads manageable and class sizes educationally appropriate. As a result, our teaching loads have not increased by 20% to 40% as they have at all other WTCS colleges where faculty unions are weak or non-existent.
- Advocated for maintained class-and-step increases to recognize teacher classroom expertise and the successful pursuit of additional education and professional development.
- Worked with the administration to secure salary increases of 1.5% and 1.6% to base salaries over the past two years, ensuring that these were not paid as one-time bonuses as has been the case at some WTCS schools.
- Continued to lead MATC’s nationally recognized professional development programs, Education Research and Development (ER & D) and Peer Support.
- Advocated for members involved in disciplinary disputes. Richard Cohn and Marquelyn McKinney continue to work with Local 212’s campus representatives to investigate and settle such issues.
- Advocated for individual members when the Employee Handbook was violated. For example, with the assistance of Richard Cohn, a qualified member of the professional staff was named the Promise Coordinator after being incorrectly passed over for consideration.
- Participated on the Promise Steering Committee. Successfully advocated for changes including increasing the Expected Family Contribution (EFC) to $4500 from $3000 making more students eligible and expanding the tuition-free program from four semesters to five.
- Local 212 members continue to represent you on the college’s core committees and other ad hoc committees.

Outstanding issues remain. We continue to dispute the Human Resource (HR) office’s unilateral attempt to change an important sick leave provision that will impose large costs on employees at a time when they are very ill and can least afford the costs and the administration’s unilateral decision to appoint all members to academic hiring committees.

Local 212 was organized in 1930, long before its employees had collective bargaining rights. Local 212 has been and continues to be an effective agent here at MATC for three reasons: 1) our strong membership numbers, 2) your monetary support through dues payments and, most importantly, 3) our engaged, active and mobilized membership. Continuing this legacy of supporting teachers, our students, the college and our community depends heavily on maintaining all three of these forms of support. Your union depends upon YOU!

Part-Time Faculty Corner

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

Colleagues,

I wish you and your family a happy and peaceful holiday and all the best for the coming New Year.

Condolences...

To member, Jodie Rady, Ed Assistant in the Math-Science Lab (father)

To the family of past member Peg Mason

President’s Message

Continued from page 1

And finally, thanks to all of you who signed the petition urging the administration to reconsider its new policy that grants it sole authority to appoint all academic hiring committee members. In addition, more than 30 departments have passed resolutions in support of restoring integrity to the hiring committee.

The petition and department resolutions were fine examples of institutional democracy. I am very hopeful that the college administration heeded you. Local 212 is looking forward to working collaboratively with the administration to resolve this issue and will keep you posted.

On behalf of the Local 212 Executive Board, we hope that you enjoy your well-earned holiday break.

We’ll see you when you return.

Success of Service Learning “M2 Lasts” “Lettuce Turnup the Beet”

By Julienne Rock, Nursing Faculty

This “MATC-MPS” Learning and Service Together (M2 Lasts) successfully completed year one of a very exciting and innovative project. Thirty faculty from MATC and MPS enrolled in this project choosing a variety of innovative service learning projects.

The following members of the group project entitled “Lettuce Turnup the Beet” were: Richard Cohn, ESL faculty, MATC, Dr. Lori Geddes, Economics faculty, MATC, Julie Rock, Nursing faculty, MATC, Dave Cusma, Mathematics faculty, MPS.

We started with the workshop series that was facilitated jointly by MATC faculty Yvette Arias and Lisa Cooley and MPS faculty and Service Learning mentor, Sara Kubetz.

The workshop schedule in the fall provided the curriculum background and foundation research about Service Learning.

These workshops provided team building, reflection, research readings, and problem identification of Milwaukee community needs.

The participants researched and interviewed various community-based organizations to establish relationships in preparation for the chosen project.

Our particular group project goal was to provide the community affordable and sustainable healthy food sources. Students and faculty among our four disciplines actively participated in each step of the process. Students chose, planned, planted, maintained, and distributed tomato, cucumber, bell peppers, and green bean plants. Students planted all of these plants. These plants were then cultivated at Weber’s Greenhouses during the Early Spring months and distributed in May with the marketing assistance and support from Weber’s Greenhouses and Victory Garden Initiative, our two community-based organization partners.

These organizations helped with plant seed donation, housing and growing the plants and provided neighborhoods by building actual garden beds for the plants. This initiative empowers Milwaukee families to grow their own food.

Our students provided signage in a variety of languages, created a teaching brochure about the health benefits of the vegetables, and compiled various vegetable recipes into a recipe booklet. The teaching brochure was given to each recipient of the raised garden bed during the Victory Garden Blitz and each family received a recipe booklet when they picked up their plants from Weber’s.

The benefits of this multidisciplinary and interprofessional project were many. Students and faculty and our community partners engaged in a common goal, a healthy food initiative for improved quality of life. Our project was very rewarding, and we look forward to hearing the individual success stories of our community neighbors growing their vegetables. Our goal is to plan for year two.

Changes in the MATC Promise

- Promise students will be supported for 5 semesters not 4
- More students eligible -EFC increased from $3000 to $4500

Submit articles, photos and condolences to blackwk@matc.edu
Absence and Attendance Review Issues

This article is in response to calls and inquiries received by Local 212 regarding attendance and sick leave. While employees are expected to be at work as scheduled, there are justifiable circumstances that sometimes make that impossible. Justifiable circumstances include illness, family issues, etc. The following excerpts from the MATC Employee Handbook provide information regarding MATC’s policy on absenteeism. There seems to be confusion about absences which are unscheduled. Apparently, some supervisors refer to “unscheduled” absences as “unexcused” absences. As noted in the excerpt below, “Unscheduled absences include absences due to unforeseeable circumstances, such as personal illness.” Unscheduled absences are absences which are not pre-arranged. Unscheduled absences are not unexcused absences.

Excerpt from Page 49 of the Employee Handbook:

Sick Leave

The College provides a competitive sick leave benefit to eligible employees. The purpose of sick leave is to provide income replacement for employees who are absent due to personal illness of the employee or a member of the employee’s immediate family, including absences for periods of short-term disability. Sick leave may also be used for compelling personal reasons (CPR) that do not involve illness of the employee, including personal emergencies, transportation emergencies, court proceedings, bereavement-related absences and similar circumstances.

Excerpt from Page 18 of the Employee Handbook:

Attendance and Punctuality

…When an employee is aware of a need for absences for an extended period of time, such as absences for medical treatment, the College expects employees to provide at least thirty (30) days advance notice when possible.

Unscheduled absences include all absences from work without prior authorization or an approved leave covering the absence. Unscheduled absences include absences due to unforeseeable circumstances, such as personal illness.

Supervisors are responsible for monitoring the attendance and punctuality of employees and for maintaining attendance records. Supervisors will review attendance records on a quarterly basis for excessive tardiness, excessive absenteeism, absence from the designated work area, early departures or other attendance-related behaviors of concern may lead to disciplinary action.

Whenever you are asked to meet with a supervisor regarding a matter that has the possibility of disciplinary outcomes the supervisor must advise you that you can have up to two advocates or representatives present.

If you are a member of AFT Local 212 and you are asked to meet with your supervisor to review your attendance or for any matter that could lead to disciplinary action, you can call or email us with questions and request union representation at the meeting with the supervisor. Contact Richard Cohn, Local 212 Director of Labor Relations at (414) 765-0910, extension 15 or rcohn@local212.org.

Unscheduled absences are absences which are not pre-arranged. Unscheduled absences are not unexcused absences.

Excerpt from Page 49 of the Employee Handbook:

Sick Leave

The College provides a competitive sick leave benefit to eligible employees. The purpose of sick leave is to provide income replacement for employees who are absent due to personal illness of the employee or a member of the employee’s immediate family, including absences for periods of short-term disability. Sick leave may also be used for compelling personal reasons (CPR) that do not involve illness of the employee, including personal emergencies, transportation emergencies, court proceedings, bereavement-related absences and similar circumstances.

Excerpt from Page 18 of the Employee Handbook:

Attendance and Punctuality

…When an employee is aware of a need for absences for an extended period of time, such as absences for medical treatment, the College expects employees to provide at least thirty (30) days advance notice when possible.

Unscheduled absences include all absences from work without prior authorization or an approved leave covering the absence. Unscheduled absences include absences due to unforeseeable circumstances, such as personal illness.

Supervisors are responsible for monitoring the attendance and punctuality of employees and for maintaining attendance records. Supervisors will review attendance records on a quarterly basis for excessive tardiness, excessive absenteeism, absence from the designated work area, early departures or other attendance-related behaviors of concern may lead to disciplinary action.

Whenever you are asked to meet with a supervisor regarding a matter that has the possibility of disciplinary outcomes the supervisor must advise you that you can have up to two advocates or representatives present.

If you are a member of AFT Local 212 and you are asked to meet with your supervisor to review your attendance or for any matter that could lead to disciplinary action, you can call or email us with questions and request union representation at the meeting with the supervisor. Contact Richard Cohn, Local 212 Director of Labor Relations at (414) 765-0910, extension 15 or rcohn@local212.org.
Peer Support introduces and models research-based teaching best practices and prepares participants for teaching at MATC. Participants learn the basics of navigating MATC systems, digital communication, classroom management, teaching methods and assessments, and the basic neuroscience of teaching and learning. Participants are paired with an experienced instructor who has been trained in peer mentoring. This relationship and the course offer new instructors a safe place in which to learn about MATC, to ask questions about the college and about teaching, as well as to share successes and challenges from the classroom. This FQAS course is required for new faculty but can also be completed for "renewal" credit.

**ZERD 011: Preparation for Online Teaching (2c)**
Delivery Method: Online
This course will provide participants with an introduction to developing an online course, based on best practices. The course will provide a theoretical framework for understanding adult learners and online course design. Participants will develop or revise an online course through incorporation of a course design plan and module learning plans that situate alignment of learning activities, teaching strategies and assessments. Blackboard will be utilized as the content management system. This course is required for new faculty interested in teaching online courses at MATC.

**ZERD 010: Peer Support - An Introduction to Teaching (2c)**
Delivery Method: Blended - Mondays (3/4, 3/11, 3/18, 3/25; from 9:00 a.m. - 3:55 p.m.), plus online hours
This FQAS course is required for new faculty but can also be completed for "renewal" credit.

**Register TODAY...via Infonline...**
by all parties and are not unilaterally changed. This work is ongoing.

- Worked to maintain education quality by keeping teaching loads manageable and class sizes educationally appropriate. As a result, our teaching loads have not increased by 20% to 40% as they have at all other WTCS colleges where faculty unions are weak or non-existent.

- Advocated for maintained class-and-step increases to recognize teacher classroom expertise and the successful pursuit of additional education and professional development.

- Worked with the administration to secure salary increases of 1.5% and 1.6% to base salaries over the past two years, ensuring that these were not paid as one-time bonuses as has been the case at some WTCS schools.

- Continued to lead MATC’s nationally recognized professional development programs, Education Research and Development (ER & D) and Peer Support.

- Advocated for members involved in disciplinary disputes. Richard Cohn and Marquilyn McKinney continue to work with Local 212’s campus representatives to investigate and settle such issues.

- Advocated for individual members when the Employee Handbook was violated. For example, with the assistance of Richard Cohn, a qualified member of the professional staff was named the Promise Coordinator after being incorrectly passed over for consideration.

- Participated on the Promise Steering committee. Successfully advocated for changes including increasing the Expected Family Contribution (EFC) to $4500 from $3000 making more students eligible and expanding the tuition free program from four semesters to five.

- Local 212 members continue to represent you on the college’s core committees and other ad hoc committees.

Outstanding issues remain. We continue to dispute the Human Resource (HR) office’s unilateral attempt to change an important sick leave provision that will impose large costs on employees at a time when they are very ill and can least afford the costs and the administration’s unilateral decision to appoint all members to academic hiring committees.

Local 212 was organized in 1930, long before its employees had collective bargaining rights. Local 212 has been and continues to be an effective agent here at MATC for three reasons: 1) our strong membership numbers, 2) your monetary support through dues payments and, most importantly, 3) our engaged, active and mobilized membership. Continuing this legacy of supporting teachers, our students, the college and our community depends heavily on maintaining all three of these forms of support. Your union depends upon YOU!

President’s Message
Continued from page 1

And finally, thanks to all of you who signed the petition urging the administration to reconsider its new policy that grants it sole authority to appoint all academic hiring committee members. In addition, more than 30 departments have passed resolutions in support of restoring integrity to the hiring committee.

The petition and department resolutions were fine examples of institutional democracy. I am very hopeful that the college administration heard you. Local 212 is looking forward to working collaboratively with the administration to resolve this issue and will keep you posted.

On behalf of the Local 212 Executive Board, we hope that you enjoy your well-earned holiday break.

We’ll see you when you return.

Success of Service Learning “M2 Lasts” “Lettuce Turnup the Beet”

By Julienne Rock, Nursing Faculty

This "MATC-MPS" Learning and Service Together (M2 Lasts) successfully completed year one of a very exciting and innovative project. Thirty faculty from MATC and MPS enrolled in this project choosing a variety of innovative service learning projects.

The following members of the group project entitled “Lettuce Turnup the Beet” were: Richard Cohn, ESL faculty, MATC Dr. Lori Geddes, Economics faculty, MATC Julie Rock, Nursing faculty, MATC Dave Cusma, Mathematics faculty, MPS.

We started with the workshop series that was facilitated jointly by MATC faculty Yvette Ardis and Lisa Conley and MPS faculty and Service Learning mentor, Sara Kubetz.

The workshop schedule in the fall provided the curriculum background and foundational research about Service Learning. These workshops provided team building, reflection, research readings, and problem identification of Milwaukee community needs.

The participants researched and interviewed various community-based organizations to establish relationships in preparation for the chosen project.

Our particular group project goal was to provide the community affordable and sustainable healthy food sources. Students and faculty among our four disciplines actively participated in each step of the process. Students chose, planned, planted, maintained, and distributed tomato, cucumber, bell peppers, and green bean plants. Students planted all of these plants. These plants were then cultivated at Weber’s Greenhouses during the Early Spring months and distributed in May with the marketing assistance and support from Weber’s Greenhouses and Victory Garden Initiative, our two community-based organization partners.

These organizations helped with plant seed donation, housing and growing the plants and provided neighborhoods by building actual garden beds for the plants. This initiative empowers Milwaukee families to grow their own food.

Our students provided signage in a variety of languages, created a teaching brochure about the health benefits of the vegetables, and compiled various vegetable recipes into a recipe booklet. The teaching brochure was given to each recipient of the raised garden bed during the Victory Garden Blitz and each family received a recipe booklet when they picked up their plants from Weber’s.

The benefits of this multidisciplinary and interprofessional project were many. Students and faculty and our community partners engaged in a common goal, a healthy food initiative for improved quality of life. Our project was very rewarding, and we look forward to hearing the individual success stories of our community neighbors growing their vegetables. Our goal is to plan for year two.

Part-Time Faculty Corner

By Sally A. Lindner (SAL)

6th VP - Part-Time Faculty

Colleagues,

I wish you and your family a happy and peaceful holiday and all the best for the coming New Year.

Merry Christmas . . .

To member Jodie Rady, Ed Assistant in the Math-Science Lab (father)

To the family of past member Peg Mason

Condolences . . .

Local 212 Works for You!
Continued from page 1

Corner

Advocated for members involved in representation to investigate and settle such issues.

Participated on the Promise Steering committee. Successfully advocated for changes including increasing the Expected Family Contribution (EFC) to $4500 from $3000 making more students eligible and expanding the tuition free program from four semesters to five.

Local 212 members continue to represent you on the college’s core committees and other ad hoc committees.

Outstanding issues remain. We continue to dispute the Human Resource (HR) office’s unilateral attempt to change an important sick leave provision that will impose large costs on employees at a time when they are very ill and can least afford the costs and the administration’s unilateral decision to appoint all members to academic hiring committees.

Local 212 was organized in 1930, long before its employees had collective bargaining rights. Local 212 has been and continues to be an effective agent here at MATC for three reasons: 1) our strong membership numbers, 2) your monetary support through dues payments and, most importantly, 3) our engaged, active and mobilized membership. Continuing this legacy of supporting teachers, our students, the college and our community depends heavily on maintaining all three of these forms of support. Your union depends upon YOU!
President's Message

By Dr. Michael Rosen
Local 212 President

Dear Colleagues,

Happy Holidays!

At this busy time of year I want to let you know that your Local 212 Executive Board values you and is fully aware of your tireless efforts on behalf of your students, departments and programs.

I also want to take this time to provide updates on your union’s activities during the fall term.

I have worked closely with Dr. Dakwar this semester in an attempt to secure additional faculty positions and am happy to report that 9 full-time faculty positions have been posted. We anticipate filling positions in electricity, truck driving, dental hygiene, steamfitting, sheet metal, human services, EMS, automotive, and nursing prior to the beginning of the spring semester.

Some of you have been told that no more full-time faculty are needed in your area because the “full-time/part-time ratio is above 65%”. First, that is a false argument and is contrary to the language in the Employee Handbook. The 65% ratio is a floor, a percentage of sections taught by full-time faculty that the college cannot go below. It is NOT a ceiling. The Handbook language is clear:

“Full-Time/Part-Time Ratio: The total percentage of workload taught by full-time faculty will not be less than a ratio of 65%/35% (FT/PT). Increasing the ratio is an educationally desirable goal.”

Second, the 65%/35% full-time/part-time ratio is a global threshold representing overall numbers for the college. There are indeed programs with growing enrollment and others where the number of advisers is simply too great for the current number of full-time faculty to adequately support to the extent those programs’ students need and deserve. As a result, student success and being #AllIn! require that the college hire additional full-time faculty.

If you feel that your area needs additional full-time faculty, please let me, Lisa Conley, Kevin Mulvenna or Richard Cohn know. We ask that you provide data on enrollment numbers and trends when doing so to help us better advocate for your department or program.

AFT Local 212 continues to work for you, our members, and MATC’s students.

Here is some of what your union has accomplished on behalf of you, our members, and MATC’s students:

● Worked successfully with MATC’s provost, Dr. Mohammad Dakwar, to secure the addition of nine full-time faculty positions in dental hygiene, steamfitting, sheet metal, human services, EMS, automotive, and nursing positions in electricity, truck driving, dental hygiene, steamfitting, sheet metal, human services, EMS, automotive, and nursing positions in electricity, truck driving, dental hygiene, steamfitting, sheet metal, human services, EMS, automotive, and nursing.

● Represented you on the Employee Handbook committee ensuring that the provisions that took us almost two years to develop are adhered to.

● Represented you on the Employee Handbook committee ensuring that the provisions that took us almost two years to develop are adhered to.

● Represented you on the Employee Handbook committee ensuring that the provisions that took us almost two years to develop are adhered to.

AFT Local 212 Works for You!

Inside this issue...

President’s Message .................. 1
Absence and Attendance Issues .......... 3
Lettuce Turnup the Beet .......... 5

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