President’s Message

By Dr. Lisa Conley
Local 212 President

As we approach the end of the fall term, I want to personally thank our members for your continued support of Local 212. Your membership and activism have allowed our organization to remain a strong advocate for fair treatment, sound working conditions, employee voice, and of course, good wages and benefits. Your engagement will be important this spring as we move further into the compensation study, monitor and respond to new initiatives or those currently unfolding, and head toward the 2018 recertification election. If you are reading this and are not currently a member but are eligible to join, I invite you to take a closer look at Local 212!

One pitfall of being an educational professional is that our daily work demands rarely allow one the time to stop and reflect upon what we do and why we do it. Every once-in-a-while, however, life forces us to stop, tune in and take stock.

As many of you know, I recently assisted my mother during her last few weeks in hospice care. Together we mourned the loss of life as we knew it, worked through some long-standing areas of discord, and ended in a place where we could both move forward on our individual paths. How’d we get there? Well, through many “heart-to-hearts” - and working together on her obituary!

Our diametrically opposed political views were a major area of discord, a backdrop that seemed to temper many interactions between us over the last 30 years. I support more progressive views; my mother, on the other hand, was much more conservative – and, staunchly anti-union!

When it came down to it, we weren’t that different in our belief systems and our behaviors outside of the voting booth. Both she and I, like most of you, devoted our time and talents over the years working faithfully to complete the daily duties inherent in our jobs and going the extra mile for not only our customers, but also our coworkers. We both volunteered in the community through our religious, professional or other affiliations. We both worked to inform and teach others about issues meaningful to us.

Differences in action in each case were often ones of degree and filtered through

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Fast Fund Receives Challenge Grant

The Local 212 Believe in Students FAST Fund helps MATC students in financial crisis keep a roof over their heads, feed their families, keep their lights on and stay in school.

Since September we have helped 39 students and worked with MATC’s emergency funds to help many, many more.

We’re excited to have received an amazing challenge grant that will triple any new contributions to the Fund after November 29, 2017.

Dr. Sara Goldrick-Rab, who has researched and written about MATC, will match all donations to the FAST Fund at a 3-1 rate.

She is donating, to our and several other campus FAST FUNDS, the entire $100,000 Grawemeyer Award for Education she recently won for her book, Paying the Price, College Costs, Financial Aid and the Betrayal of the American Dream.

Can you help us help MATC students stay in school by contributing to Local 212’s Believe in Students Inc. FAST Fund? You can contribute by mailing a check to the Believe in Students Inc. FAST Fund to our office, 739 W. Juneau, MI, WI 53233.

Jerome, an MATC Business student, was homeless for three weeks after aging-out of foster care. Spending nights at Dunkin Donuts, he was living out of his suitcase and cleaning up at MATC when it opened at 6 am. He was subsisting on coffee and energy drinks.

Immaculately dressed in suit and tie, he broke down emotionally explaining his circumstances. Jerome recognized that an MATC education was the only hope he had.

Continued on page 2

Happy Holidays from Local 212
MERRY CHRISTMAS & HAPPY NEW YEAR

From the Local 212 Retiree Chapter

Enjoy the magic of the season and celebrate the wonders of the holiday.

The next Retiree Chapter Quarterly Meeting will be held on Friday, January 19, 2018 in Room M612 at 9:45 am on the Downtown Campus. Faculty and staff are welcome to attend.

Condolences . . .

Submit articles, photos and condolences to blackwek@matc.edu

Condolences to the family of Lawrence (Larry) F. Janquart

Long-time 212 activist Larry Janquart succumbed to lung disfunction, probably from his earlier work in a local plastic factory, according to his wife, Rose, at the church of his funeral, Friday the 24th. Larry was one of the very few left from the historical campaign for representation for faculty collective bargaining (first in WI and Higher Education).

After the success in the ’62-’63 campaign, Larry’s most significant contribution to our continued success was his hosting an ad hoc committee at his Bluemound Ave. home, where he, Clarence Loke, Carston Koeller and this writer met to change our Constitution to enable teachers not yet in the newly forming district to join Local 212. While we knew the local NEA affiliate would challenge us under the new VTAE District organization, this work, approved by the membership, enabled the committee to host a group of West Allis Vocational Tech. teachers to a dinner at a restaurant for recruitment purposes. - I previously wrote about Harry Hill, who brought colleagues to the successful organizing effort, which enabled us to retain bargaining rights by a very slim margin.

In addition to his sterling work in this effort, Larry was a longtime member of the Executive Board of our local, as well as an active member of our retiree group.

Philip Blank, retired past president
AFT Local 212

Give Yourself a Gift That Will Keep On Giving!

Reward your future self by starting or increasing contributions to Wisconsin’s fantastic public employee pension fund – the WRS.

Despite the scary stories you sometimes hear from some politicians and radio hosts, no state tax dollars fund this system; the money comes from employer and employee contributions with each paycheck. And, it’s fully funded!

Even if this is your first semester here at MATC, or even if you only sock away an addition $5-10 each paycheck, doing so will make for a more comfortable retirement down the road.

There are two ways to contribute.

Employee Trust Fund (ETF). You can contribute extra dollars to the ETF every month or any time you want. However, you maximize your earnings if you contribute in mid-to-late December because additional contributions only start to generate earnings on Jan. 1 of the year after they are recorded.

Making an additional contribution is easy via the ETF web site [www.ETF.wi.gov]. Click on "Publications" within the menu and then "Additional Contribution Remittance" from the alphabetical list of forms and brochures http://www.etf.wi.gov/publications/c5245.pdf. Fill out the form, send it and your check to the WRS, and, voila, you have started a new retirement fund managed by the very same professionals who manage the WRS.

#403b Programs. MATC offers a number of 403b options whose contributions are from pre-tax dollars. Because you won’t pay taxes on those dollars until you withdraw them in retirement, the reduction in take-home pay is significantly less than the amount you invest in these programs. Contact the MATC HR department to learn more about your 403b options and to set up your pre-tax deductions. https://www.matc.edu/about/human_resources/compensation.efd
That is why we as a union have the opportunity to demonstrate that citizen involvement can be an effective and sustainable strategy to transform our political landscape. We cannot continue to live in a state where elections matter. They matter to us as middle class working people and to our students. This can be part of our contribution to turning around our state. It’s true! Utilizing CDM, Local 212 secured a new process for grade appeals, which is more streamlined and will hopefully be a win-win for students and faculty. The full process can be viewed on MATC.edu at the following link:
https://www.matc.edu/student/resources/academic_grade_appeal.cfm

New and Improved Grade Appeals Process
By Traci Clark

Strategic Planning Committees
By Marlene Dombrowski

Become Active! Make a Difference!

Local 212’s demand for full representation in the CDM (collaborative decision-making) process obligates us to have members participate on the committees. We are in need of volunteers for the following committees. You can contact the co-chairs or Marlene Dombrowski 2nd VP, Local 212. 297-7731 mdombrowski.local212@gmail.com Your work on the committees can be put toward FQAS (certification hours)

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Goals: Fiscal Responsibility; Environmental Stewardship; and Technology
Please contact Ted Wisnewski (co-chair) or Marlene Dombrowski 2nd VP, Local 212

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Goals: Employee Development and Engagement; Quality Culture; Diversity
Please Contact Marlene Dombrowski (co-chair)

Partnerships and Community Collaboration
Goals: Educational Pathways; Graduate Job Placement; Business and Community Engagement; Marketing and Branding
Please contact Jackie Robinson (co-chair) or Marlene Dombrowski

AFT Wisconsin Convention
By Kevin Mulvanna

Over the weekend of October 27th, a delegation of Local 212 members including President Lisa Conley, Executive Vice President Kevin Mulvanna, Vice-President for Paraprofessionals Felton Benton, Secretary Helen Miller, Counselor Carlos Aranda, part-time paraprofessional Nyia Sallie, and faculty members David Weingrod; and Carlos Sanchez-Prieto, all attended the Wisconsin AFT biennial convention held at the Three Bears Resort in Warrens, WI. While the true benefit of attending such events is to learn what is happening at other technical colleges throughout the state, the delegation attended meetings and workshops each day and often well into the evening. A number of resolutions were passed during the final day’s business session and both Felton Benton and Lisa Conley were re-elected to AFT WI board positions. We are proud to be the largest, and among the strongest locals within WI AFT2

Delegates to the AFT WI Convention are nominated and elected by the Local 212 membership.
Puerto Rico Se Levanta

By Richard Cohn
Director of Labor Relations

The generator we brought remains in Utuado, Puerto Rico. A substantial donation from a family in Milwaukee made the purchase and transport possible. The couple using it spent 2-3 weeks in a school shelter until they were able to move into the second floor of their house. Their en- tire first floor is filled with mud from the mudslides. Their clothes and most of their belongings are buried in mud. It has been almost 70 days as of the writing of this article since Hurricane Maria ended. They and more than half of the island have no electricity or water considered safe to drink.

If your supervisor asks to meet with you, remember this:

• Another employee of the College (provided he/she is not the employee’s supervisor/manager and is not a witness to the situation being investigated); or
• An employee organization representative.

If you are in a meeting with your supervisor and the meeting appears to have the possibility of a disciplinary outcome, advise your supervisor that you want to continue the meeting with an advocate present. The following statement is a sample of what you might say:

If the outcome of this discussion could lead to disciplinary action, I respectfully request that this meeting be rescheduled so I can have an advocate present with me. Without an advocate present, I choose not to participate in this discussion.

Fast Fund Receives Challenge Grant

Continued from page 1

for a better future. But he saw that slipping away.

The FAST Fund immediately secured Jer- rome temporary housing and provided him with food.

Please help us help MATC students like Jerome stay in school by contributing to Local 212’s non-profit Believe in Students Inc. FAST Fund.

Just two weeks after we helped Jerome, we received an email from Yolanda. She stated, “I am a student at MATC… I am currently homeless…” The very same even- ning another student, Samantha, wrote, “I have recently become homeless, living out of my car in my apartment building.” She currently doesn’t have a job. I don’t have ac- cess to a computer to get any of my work done… School is the only way out for me. I really need help.”

Every dollar you can spare to help home- less students like these turns into $4, thanks to Dr. Goldrick-Rab.

72% of MATC students are low-income. Most live in Milwaukee, the nation’s fourth poorest and most segregated city, a city ex- periencing an eviction epidemic. These are our students!

Last year Javier stayed in school because the programs we— and you — can help. Javier graduated and is now a teach- ing assistant at the very Milwaukee public high school he attended as a child. He is an MATC and FAST Fund success story.

All contributions to the FAST Fund are tax deductible. You can contribute to the FAST Fund by writing a check to “Believe in Students Inc. FAST Fund.”

Amanda, a single mother with four chil- dren transferred to MATC from WCTC. A radiology tech student touting a 3.8 G.P.A., she fell behind on her energy bill because she had to reduce her work hours to par- ticipate in the clinics that her program requires for graduation. She was initially denied a grant from MATC, but the FAST Fund intervened, secured her support from MATC and even helped her secure a winter emergency grant from We Energies.

Despite incredible odds, students like Jerome, Yolanda, Amanda, Samantha and Ja- vier are obtaining an education to improve their lives and, in many cases, the lives of their children. So please be generous.

If you have any questions, contact our FAST Fund Director, Michael Rosen at mrosen@local212.org or 414-467-9808. Please feel free to share this with family and friends.

Thank you in advance for your generous support.

Help Wanted!

We are looking for members willing to serve as advocates

Our union previously had grievance reps and others who had the important roles to advocate for the rights of our members. This is a role that is even more necessary in our current climate. The MATC Employee Handbook describes the people who fulfill these roles as advocates.

Local 212 has been building a team of advocates for members of Local 212. We provide training and support.

Become an advocate for yourself and fellow union members. We need you to help protect the rights that Local 212 has fought so hard to preserve.

How do I become an advocate?
Contact MarQuilyn McKinney at mmckinney.local212@gmail.com

Mural of the scene of Utuado, Puerto Rico.
Puerto Rico Se Levanta
By Richard Cohn
Director of Labor Relations

The generator we bought remains in Utuado, Puerto Rico. A substantial donation from a family in Milwaukee made the purchase and transport possible. The couple using it spent 2-3 weeks in a school shelter until they were able to move into the second floor of their house. Their entire floor is filled with mud from the mudslides. Their clothes and most of their belongings are buried in mud. It has been almost 70 days as of the writing of this article since Hurricane Maria ended. They and more than half of the island have no electricity or water considered safe to drink.

We went to Puerto Rico to visit and help. Our union had the important role to advocate on behalf of their employees. We advised your supervisor that you want to continue the meeting with an advocate present. This is an advocate for the designated union, the local union.

If you are in a meeting with your supervisor and the meeting appears to have the possibility of a disciplinary outcome, advise your supervisor that you want to continue the meeting with an advocate present. If the outcome of this discussion could lead to disciplinary action, I respectfully request that this meeting be rescheduled so I can have an advocate present with me. Without an advocate present, I choose not to participate in this discussion.

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Local 212 periodically provides a list of advocates for members of Local 212. An updated list will be available to our members at the start of the spring semester.

If you have questions or concerns related to the Employee Handbook and your rights in the discipline process, please call the union office at (414) 765-0910 or send me an email at rcohn@local212.org.

Fast Fund Receives Challenge Grant
Continued from page 1

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Please help us help MATC students like Jerome stay in school by contributing to Local 212’s nonprofit Believe in Students Inc. FAST Fund.

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Every dollar you can spare to help home-less students like those turns into $4, thanks to Dr. Goldrick-Rab.

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Last year Javier stayed in school because he saw that slipping away. Javier graduated and is now a teaching assistant at the very Milwaukee public high school where he attended as a child. He is an MATC and FAST Fund success story.

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Nurses from American Federation of Teachers (AFT) — the international union to which Local 212 is affiliated — spent time volunteering services in Puerto Rico. AFT and Asociación de Maestros de Puerto Rico, its affiliate in Puerto Rico, have organized Operation Agua to bring water purification to families and communities in Puerto Rico. Donations can made through this website: https://www.aft.org/oper-aions/operations/8264. Contributions to this fund are tax deductible through American Federation of Teachers Disaster Relief Fund (AFT DRF) which is a 501(c)(3) organization.

People in Puerto Rico did not sit around and are not sitting around waiting for help as the US President claimed. While much of the country is going on 70 days without lights, things clearly are coming back, business-es are reopening, people are putting up their holiday decorations, and working to restore a sense of normality. Much has been done and much more remains to be done. Watch for news from Local 212 about things we — and you — can do to help!

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About Puerto Rico

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If you have any questions, contact our FAST Fund Director, Michael Rosen at mrosen@local212.org or 414-467-8908. Please feel free to share this with family and friends. Thank you in advance for your generous support.
**Peer Coaching & SumTotal**

*By Dave Weingrod*  

My name is Dave Weingrod, and I have been an instructor in sociology and human development at MATC for the past nine years. I was honored to be asked to chair COPE after Dewey Canton decided she no longer had the time to be the COPE chair. I want to thank Dewey Canton for all the work and massive effort she has put in. Below is a summary of what we face and what your COPE has been doing so far this semester.

During the summer of 2015, the Wisconsin Legislature updated requirements for MATC’s Peer Coaching and Peer Support as models to be used in the newly established Faculty Quality Assurance System (FQAS). Specifically, TCS 3.05 requires, “A plan that provides peer coaching or mentoring for all academic and occupational instructors.”

The new FQAS necessitated a new reporting system which, in part, caused MATC’s Human Resources department to choose SumTotal. So is Peer Coaching required for non-probatory faculty? Yes, it’s mandated by state law and without it you won’t be re-certified. And, SumTotal is the system we use to document our FQAS including Peer Coaching.

So again, we will continue to advocate for you and work with administration to correct the faults and shortcomings within FQAS and SumTotal. But as your advocates, we must also encourage you to engage in PEER Coaching and to become familiar with SumTotal if you’re not already. Please let us know if you have questions or concerns.

*Go to MyMATC, “Departments,” “TLC,” “ERRS,” and “Peer Coaching” for more.  
**https://docs.legis.wisconsin.gov/code/adnim_code/sec/3*

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**COPE Report**

*By David Weingrod*  

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After seeing the impact of the presidential election it is shockingly obvious that elections matter. We cannot continue to live with this radical attack to our democracy and the policies that give us a decent life. The recent statewide election in Virginia and smaller elections across the country demonstrate that citizen involvement can change the direction of our country. That is our road to success. That is why we as a union have the Committee on Political Education (COPE) because elections matter. They matter to us as middle class working people and to the students we serve here at MATC. Just think what we face in the state legislature this year: an attack on licensing of the programs we train students for, more attacks on unions and the list goes on.

So far this semester COPE has interviewed candidates for the state supreme court, Mayors of Oak Creek, Racine and Glen-dale and Milwaukee County Board. We intend to conduct interviews and make endorsements this year for governor, sheriff, state legislature and senate, attorney general’s race and a myriad of other seats. We have an unprecedented number of candidates running, which includes our own Steve Shea.

We have the best chance in 8 years to change the political direction of our state. The current governor is in trouble or you wouldn’t have 11 candidates running, which includes our own Steve Shea.

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**Strategic Planning Committees**

*By Marlene Dombrowski*

**FQAS CREDIT**

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Goals: Fiscal Responsibility; Environmental Stewardship; and Technology  
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Workplace Engagement and Innovation  
Goals: Employee Development and Engagement; Quality Culture; Diversity  
Please contact Marlene Dombrowski (co-chair)

Partnerships and Community Collaboration  
Goals: Educational Pathways; Graduate Job Placement; Business and Community Engagement; Marketing and Branding  
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**AFT Wisconsin Convention**

*By Kevin Mulvenna*

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Delegates to the AFT WI Convention are nominated and elected by the Local 212 membership.
President’s Message
Continued from page 1

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our individual life experiences and circum-
stances. With this realization, we had found
common ground upon which to move for-
ward. As a result, we were better able to
understand the position of the other, throw
out the complicating baggage, address the
actual conflict and find resolution.

It is apparent that we would have never
reached that understanding with our usual
attitudes and behaviors in tow. What shocks
to me still is how hard it was. What concerns
me most is the realization that this pattern
is ubiquitous and how much work it takes,
especially in these days and times both na-
tionally and here at MATC, for all parties
involved to get to a place where instructive
and fruitful discussions can occur. It’s clear
that effective change can only happen if all
participation is allowed from the get-go,
and if that participation is equitable. That’s
why your union pushes so hard for a seat
ward. As a result, we were better able to
find common ground upon which to move for
the classroom, are most applicable to new
experience allows instructors to more fully
students reach their goals. Why? This ex-
perience enables instructors to more fully
develop a student’s ability to sort out which
facts and ideas learned in one context, say
students’ experience and in doing so, help
empower them to transform their lives. You,
the frontline people are the vehicle, and
your passion the fuel, that drives MATC.

“Longtime educator who worked to im-
port both knowledge, wisdom and resil-
iency in students.”

While some of you had teaching as your
life-long ambition; others, like me, mi-
grated to it from other professions. All of
us, however, have non-academic work ex-
perience. It’s that experience that makes
MATC instructors so well-equipped to help
students reach their goals. Why? This ex-
perience allows instructors to more fully
develop a student’s ability to sort out which
facts and ideas learned in one context, say
the classroom, are most applicable to new
situations encountered in work and in life.
Sometimes called transference, sometimes
called wisdom, that’s what our students
need to improve their station in life. It’s
also needed for a fully functioning society.
What you do is truly important.

As the fall term reaches its conclusion, I
hope that you will make time for reflection
on what you do, as well as how and why you
do it. Make time for this reflection be-
fore life makes the time for you. Try writ-
ing it down. But if you do, I highly recom-
mand calling it a “Bio” not an obituary. It’s
more uplifting that way!

Have a great break!

MERRY CHRISTMAS &
HAPPY NEW YEAR

From the Local 212 Retiree Chapter
Enjoy the magic of the season and cel-
brate the wonders of the holiday.

The next Retiree Chapter Quarterly
Meeting will be held on Friday, January
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Downtown Campus. Faculty and staff
are welcome to attend.

Condolences ....

To math and science instructor Eric Hagedorn on the loss of
his father.

To the family and friends of Long-time 212 activist
Larry Janquart.

Submit articles, photos and
condolences to
blackwek@matc.edu

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Making an additional contribution is easy via the ETF web site [www.etf.wi.gov]. Click on “Publications” within the menu and then “Additional Contribution Remittance” from the alphabetical list of forms and check out the form, fill it up and send it in with your check to the WRS, and voila, you have started a new retirement fund managed by the very same professionals who manage the WRS.

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tions and to set up your pre-tax deductions. [https://www.matc.edu/about/human_resources/compensation.elf]

Condolences to the family of Lawrence (Larry) T. Janquart

Long-time 212 activist Larry Janquart succumbed to lung disfunction, probably from his earlier work in a local plastic factory, according to his wife, Rose, at the church of his funeral, Friday the 24th.

Larry was one of the very few left from the historical campaign for representation for faculty collective bargaining (first in WI and Higher Education).

After the success in the ’62-’63 campaign, Larry’s most significant contribution to our continued success was his hosting an ad hoc committee at his Blumosoud Ave. home, where he, Clarence Loke, Cantor Koessler and this writer met to change our Constitution to enable teachers not yet in the newly forming district to join Local 212. While we knew the local NEA affiliate would challenge
us under the new VTAE District organization, this work, approved by the membership, enabled the committee to host a group of West Allis Vocational Tech. teachers to a dinner at a restaurant for recruitment purposes. - I previously wrote about Harry Hill, who brought colleagues to the successful organizing effort, which enabled us to retain bargaining rights by a very slim margin.

In addition to his sterling work in this effort, Larry was a longtime member of the Executive Board of our local, as well as an active member of our retiree group.

Philip Blank, retired past presidet
AFT Local 212

(1/18/1928 - 11/17/2017)
President’s Message

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Local 212 President

As we approach the end of the fall term, I want to personally thank our members for your continued support of Local 212. Your membership and activism have allowed our organization to remain a strong advocate for fair treatment, sound working conditions, employee voice, and of course, good wages and benefits. Your engagement will be important this spring as we move further into the compensation study, monitor and respond to new initiatives or those currently unfolding, and head toward the 2018 recertification election. If you are reading this and are not currently a member but are eligible to join, I invite you to take a closer look at Local 212!

One pitfall of being an educational professional is that our daily work demands rarely allow one the time to stop and reflect upon what we do and why we do it. Every once-in-a-while, however, life forces us to stop, tune in and take stock. As many of you know, I recently assisted my mother during her last few weeks in hospice care. Together we mourned the loss of life as we knew it, worked through some long-standing areas of discord, and ended in a place where we could both move forward on our individual paths. How’d we get there? Well, through many “heart-to-hearts” - and working together on her obituary!

Our diametrically opposed political views were a major area of discord, a backdrop that seemed to temper many interactions between us over the last 30 years. I support more progressive views; my mother, on the other hand, was much more conservative – and, staunchly anti-union!

When it came down to it, we weren’t that different in our belief systems and our behaviors outside of the voting booth. Both she and I, like most of you, devoted our time and talents over the years working faithfully to complete the daily duties inherent in our jobs and going the extra mile for not only our customers, but also our co-workers. We both volunteered in the community through our religious, professional or other affiliations. We both worked to inform and teach others about issues meaningful to us.

Differences in action in each case were often ones of degree and filtered through

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Fast Fund Receives Challenge Grant

The Local 212 Believe in Students FAST Fund helps MATC students in financial crisis keep a roof over their heads, feed their families, keep their lights on and stay in school.

Since September we have helped 39 students and worked with MATC’s emergency funds to help many, many more.

We’re excited to have received an amazing challenge grant that will triple any new contributions to the Fund after November 29, 2017.

Dr. Sara Goldrick-Rab, who has researched and written about MATC, will match all donations to the FAST Fund at a 3:1 rate.

She is donating, to our and several other campus FAST FUNDS, the entire $100,000 Grawemeyer Award for Education she recently won for her book, Paying the Price, College Costs, Financial Aid and the Betrayal of the American Dream.

Can you help us help MATC students stay in school by contributing to Local 212’s Believe in Students Inc. FAST Fund? You can contribute by mailing a check to the Believe in Students Inc. FAST Fund to our office, 739 W. Juneau, MI, WI 53233.

Jerome, an MATC Business student, was homeless for three weeks after aging-out of foster care. Spending nights at Dunkin Donuts, he was living out of his suitcase and cleaning up at MATC when it opened at 6 am. He was subsisting on coffee and energy drinks. Immaculately dressed in suit and tie, he broke down emotionally explaining his circumstances. Jerome recognized that an MATC education was the only hope he had cleaning up at MATC when it opened at 6 am. He was subsisting on coffee and energy drinks. Immaculately dressed in suit and tie, he broke down emotionally explaining his circumstances. Jerome recognized that an MATC education was the only hope he had

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