

Voice

college union

Cook County College Teachers Union, Local 1600, AFT, AFL-CIO

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Campus Equity Week pushes salary hikes for part-time faculty

"WHAT DO ELEPHANTS and part-time faculty have in common?"

"Both work for peanuts."

That was the union's message at a recent rally, where Local 1600 president Norman Swenson, Local 4100 president Mitch Vogel and other union members passed out peanuts to emphasize the plight of part-time instructors.

Held at the Thompson Center, the demonstration marked the beginning of Campus Equi-

ty Week, a five-day series of union activities aimed at winning improvements for woefully underpaid part-time faculty.

Currently, adjunct faculty in the Chicago City Colleges receive \$1,371 for a three credit hour course if they have a master's degree. Part-time faculty with a master's and 30 hours receive \$1,450 for three credit hours of teaching. Such poverty-level wages not only short-change part-time instructors, they also put downward pressure on full-time employees' pay.

Coordinated by the American Federation of Teachers (AFT) and the National Education Association (NEA), Campus Equity Week launched a nationwide effort to raise awareness about the increasing use of low-wage part-time instructors. According to a U.S. Department of Education report, the proportion of part-time faculty rose from 33 percent of the workforce to 43 percent in 11 years. The AFT reports that 80 percent of all adjunct faculty lack health insurance and a subsidized retirement plan. Many work for poverty-level salaries.

In the Chicago area, union members participated in a series of political and educational activities, including:

- **A Local 1600-initiated petition drive** on behalf of adjunct faculty in the City Colleges. More than 3,000 faculty, staff and students signed petitions calling on City Colleges to provide salary and benefit increases for part-time instructors. Union president Swenson presented the signatures at the City Colleges board meeting and urged board members to rectify the inequity.
- **Building political support** for a law that would allow collective bargaining for adjunct faculty. Existing law denies the right to organize to part-time faculty who do not teach six hours every semester. A bill to correct this problem passed the Illinois House in the spring, but Senate president James "Pate" Philip holds the bill hostage in the Senate rules committee.



With the help of an elephant-garbed sidekick, Local 1600 president **Norman Swenson** and Local 4100 president **Mitch Vogel** dramatize the plight of part-time faculty at a demonstration at Thompson Center.

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Calendar of Events

House of Representatives meeting

January 25, 4 p.m.
Merchandise Mart

Executive Board meeting

February 15, 4 p.m.
Union office

House of Representatives meeting

March 22, 4 p.m.
Merchandise Mart

Executive Board meeting

April 19, 4 p.m.
Merchandise Mart

LOCAL 1600 Annual Banquet

Saturday, April 27, 2002

Holiday Day Inn O'Hare
River Road in Rosemont

- 6 p.m. cocktails
- 7 p.m. dinner
- **Speaker: Philip Rock,**
Chair of the Illinois Board
of Higher Education



COOK COUNTY COLLEGE TEACHERS UNION LOCAL 1600, AFL-CIO



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Vice-President
(City Colleges Division).....Judith Armstead
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(Suburban Division)Dennis Dryzga
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**The Voice is the winner of eight
AFT Communications Association Awards in 2001.**



From the President's Desk
Norman G. Swenson

Public employees win renewed respect

ON SEPTEMBER 11, public employee union members became heroes. Consider two facts that seemed highly improbable just a few months ago:

- Americans now proudly wear hats labeled "NYPD" and "NYFD".
- George W. Bush caved into public pressure and agreed to create 20,000 federal airport security jobs.

Why this dramatic shift in attitude toward public employees, and away from privatization? Because September 11 reminded the American people that public employees and their unions help keep this nation going.

Public employees and their unions help keep this nation going.

Americans wear the NYPD and NYFD hats to honor the hundreds of unionized municipal employees in New York who gave their lives in the September 11 rescue efforts. People recognize that employees with no sense of duty or patriotism would never have

risked their lives to rescue the victims at the World Trade Center. Thanks to their union contracts, public employees earn decent wages and have dignity and respect on the job – and that's what fosters commitment, dedication and pride in one's work.

Private companies, on the other hand, were hiring convicted felons to run airport security checks, according to newspaper investigations in Chicago. Revelations like this led the public to support federalization of airport security by more than 70 percent. With public opinion so strongly in favor of federalization, Bush had no choice but to go along.

The question now is: What will this development mean for public employees and their unions in the long run? It could herald an overall shift in public opinion toward favoring public employee unions. Perhaps voters will be less likely to support efforts of right-wing think tanks and business leaders to privatize public jobs. It might even mean fewer attempts by college boards to contract out teaching and support staff positions.

But even these changes won't come to pass unless we stop electing politicians who support vouchers, charter schools and the privatization of public services. Please oppose politicians who are enemies of public education, and help stem the attacks on public employees and their unions. ●

Colleges honor distinguished employees

OUTSTANDING EMPLOYEES in the City Colleges and exemplary classified staff at Moraine Valley, Morton and Oakton recently won honors for superior performance and dedication to their respective colleges.

City Colleges

City Colleges recognized seven faculty, one training specialist and two professional employees at the December Board of Trustees meeting.

Faculty awards

Joint union-management committees at the seven colleges selected the faculty based on "outstanding teaching, creative leadership, dedicated service and the enhancement of the intellectual and cultural life of the academic communities they serve." The seven distinguished professors include **Elizabeth Jacob** (Daley), **Audrey M. Turner** (Kennedy-King), **Dan Davis** (Malcolm X), **Ahmad S. Kamal** (Olive-Harvey), **Amir I. Nour** (Truman), **Margretta Marchbanks** (Harold Washington) and **Robert Carson** (Wright).

Professional awards

The City Colleges union-management panel honored **William Stewart**, manager of Reprographics at Malcolm X, for hard work and dedication to the college. **Hermine L. Krysa**, a computer support specialist at Wright College, won the

second professional award for her excellent skills and her work in organizing the annual scholarship banquet and retiree luncheons. Krysa also serves as an officer in the Wright Chapter of Local 1600.

Training specialist award

Billie R. Hermon-West won the distinguished training specialist award for 28 years of excellence in teaching in the Dawson nursing program. Among her accomplishments is an orientation video for students in the nursing program.

Local 1600 established the City Colleges awards program in its 1986 union contract. A committee appointed by the union and management at each college sets the criteria for the faculty awards and selects its distinguished professors. Citywide committees of union members and management select professional employees and the training specialist to be honored. Each honoree receives a recognition plaque and \$4,000 from the City Colleges.

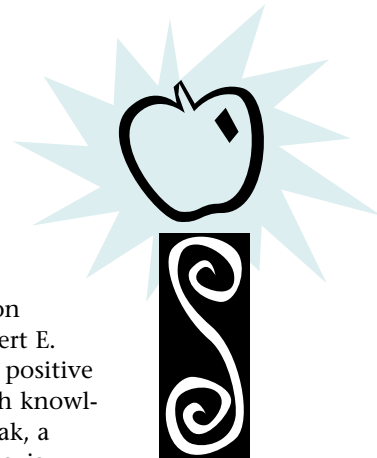
Suburban classified awards

Sharon Pawlak won Moraine Valley's Robert E. Turner Award for her positive attitude and thorough knowledge of the job. Pawlak, a clerk in Reprographics, is responsible for completing copy requests for the entire college.

Moraine Valley's part-time employee service award went to **Irene Zaker**, an administrative assistant in the supply room. The college selected Zaker for her attention to detail and ability to fill orders promptly and efficiently.

Morton College honored ABE/GED/ESL specialist **Jim Young** as its top classified employee.

The Oakton Community College Foundation named health services manager **Laura Thelen** its outstanding classified employee. Thelen, a registered nurse, oversees health services for the students at the college. The foundation awarded her \$1,000 for her superior work. ●



City Colleges Distinguished Employees met with Local 1600 vice president Judith Armstead and received their awards at a December Board of Trustees meeting. Pictured in front row are: Elizabeth Jacob, Hermine Krysa, faculty council chair Barbara Washington, Local 1600 vice president Judith Armstead, Billie Hermon-West and Audrey Turner. In back row: Ahmad Kamal, Amir Nour, William Stewart, Robert Carson, Dan Davis and Margretta Marchbanks.



Chapters host fall semester celebrations



Fifty members of the Oakton Classified Association attended the union's annual Halloween party at Riggio's in Morton Grove. Pictured at far right are retired chapter chair Pat Valentino and current classified vice president Jill Verstrate.



Moraine Valley union members Marge Piotrowski and Rose Sakanis prepare gifts for the annual holiday dinner in December.



South Suburban support staff social committee members Marge Horan, Marianne Bendinelli, Debbie McAdams, Karen DiPrizio and Bob Pinkerton coordinated the Halloween social for 90 members at the college.



Triton chapter chairs Maggie Hahn Wade, Mary Jeans and Donna Stadermann make holiday purchases at the college's Eugene Cernan Gift Shop.





South Suburban College faculty enjoy a pre-holiday party at the college. Pictured from left are seated: Maurice Page, Sally Beckman, Christine Calhoun and Cherly Saafir; Standing: Erika Hartmann, Bill Naegele, Local 1600 vice president Dennis Dryzga and Sherry Suomi.

Olive-Harvey faculty members Roie Jones and Paulette Pennington-Jones celebrate Kwanza.



Officers of the Triton Faculty Association, including Bill O'Connell, chapter chair Maggie Hahn Wade, Jim O'Malley and Judy Darst, celebrate the end of the semester.



Prairie State union members Dick Bankston and Ray Sadus enjoy a post-Labor Day luncheon at the college, sponsored by the support staff union.

Continued from page 8.

Personal glimpses

artist. As a boy he loved geography, history and science. He originally hoped to become an architect. At that time, however, the focus in architecture was on structure, not beauty, so he was drawn into the world of art instead.

He began working with clay in the Sudan, and soon learned to fire clay to produce materials like ceramics. Studying in England, he moved on to sculpting in wood, plaster and concrete. Later, as a student at Yale, he experimented with bronze. Today Nour casts his models in plastic, then decides which medium to use. In his exhibit at the Museum of Contemporary Art, for example, he expresses his ideas in steel.

Moraine Valley's **Edward Devine** authored *Biological Investigations*, 10th edition.

Exhibits by **Tyler Hewitt** (Moraine Valley) appeared at the Wakely Gallery at Illinois Wesleyan University and the Evanston Art Center.

Donna McCauley (Moraine Valley) serves as an executive board member for Hearts of Hope, an affiliate of Hope Children's Hospital in Oak Lawn.

Triton's **Sandy Swallow** attended a conference on Developing Successful New Programs in Continuing Education at the LERN Institute in Minneapolis.

William Peacy, a Triton science instructor, attended the Third Annual Rend Lake College Science Conference in Ina, Illinois.

Charlie Mae Ross (Harold Washington) used a sabbatical to complete 21 hours in Hospitality and Tourism Management at Roosevelt University.

Union offers scholarships

LOCAL 1600 WILL AWARD twelve **Norman G. Swenson Scholarships** at the annual union banquet April 27. Six scholarships will go to students from suburban colleges and six to City Colleges students.

To be eligible for a Norman G. Swenson Scholarship, an applicant must be enrolled as a full-time student in a Cook County community college and have completed at least 12 hours in the last semester. Also, the student must be attending a college that has employees represented by the Cook County College Teachers Union.

Other eligibility requirements include:

- 🎓 Certified involvement in school and/or community activities. Certification shall be a written statement from an official from each activity or organization listed.
- 🎓 A cumulative college grade point average of at least 3.0. The applicant is required to submit an official transcript with the college seal along with his or her application.
- 🎓 A statement explaining why the scholarship is important.

Completed applications with all documents (certification letters, transcripts and statements) must be submitted to Local 1600 no later than April 1, 2002.

Also, one student will be honored with a **\$500 Activist Award Scholarship** for his or her efforts on behalf of labor or student issues. The scholarship is funded by the Student Defense Committee, which was established by City Colleges union members in 1994 to fight class cutbacks. The committee raised funds and filed a court case to prohibit the reduction of classes offered to students. The surplus is used to support student activist scholarships.

Eligibility requirements for the Activist Award Scholarship include:

- 🎓 Part-time or full-time study in one of the colleges represented by Local 1600.
- 🎓 Demonstrated activity in aiding the cause of labor or students.
- 🎓 A letter from a faculty member describing the student's activity.

All applications must be received by the union on or before April 1, 2002. Contact your chapter chair or call the union office at (312) 755-9400 for scholarship applications.

Chicago Federation of Labor scholarships

Ten outstanding students from union locals in the Chicago area will win \$1,000 scholarships from the Chicago Federation of Labor (CFL). To apply for the scholarship, a student must be a high school senior and a member or child of a member in good standing with a union affiliated with the CFL. Local 1600 is affiliated with the CFL. For information and an application, write to:

William A. Lee Memorial Scholarship
Chicago Federation of Labor
Prudential Plaza, Suite 2600
130 E. Randolph Street
Chicago, IL 60601

All applications must be received by March 1, 2002. ●

How do you like your contract?

The Voice staff polled members who ratified contracts in 2001. Here's what some of them had to say:



Morton classified member **Marie Griffin:**

"I am pleased with our increases for the next four years, and that negotiations went more quickly than last time. I think it's great that we can give our unused tuition reimbursement to our fellow workers at the college. Tuition is so costly today, every little bit counts. I was able to help out a friend at another college one other time with my unused money." (In the new Morton contract, members may transfer up to \$250 a year from their professional expense money to another employee.)



South Suburban faculty member **Valerie Burrell:**

"I am delighted with the contract. I am grateful for the work of the union representatives. They did a great job."



Triton College classified member **Kathy Greenwald:**

"I think the contract is very fair. The five-year agreement protects the benefits the union has gained. And most important, the union kept the five-hour workday on Fridays."



Victories net pay increases, title upgrades and job security

EFFECTIVE CONTRACT ENFORCEMENT recently brought significant gains to members at South Suburban, Moraine Valley, Morton and City Colleges.

South Suburban

South Suburban support staff and the college settled a grievance by adding eight employees to the union's bargaining unit. Previously, these employees were temporary or exempt employees. The new bargaining unit employees came from academic assistance center, library, grounds, business and accounting and the conference center.

Moraine Valley

A joint union-management committee agreed to upgrade the

bursar cashier job title to pay grade five and to give the incumbent a 50-cent an hour pay increase. The committee also created two new titles at pay grade eight.

Morton

Morton College's union-management committee combined two secretarial job titles into one new title, administrative assistant. Three support secretaries won upgrades to the new title and a 10 percent salary increase. The committee also raised the ABE/GED/ESL specialist two pay grades.

City Colleges

Local 1600 grievance chair John Wenger recently settled a grievance on behalf of member Ron Padalino

(Olive-Harvey). The union filed the grievance after Padalino reported that he had taught more hours than his teaching load required. Padalino also objected to an oral warning he received for not locking the pool area after a class. Olive-Harvey claimed Padalino sometimes taught fewer hours than his teaching load required, so he should teach additional courses to eliminate a light teaching load.

The union settled the grievance at the second level when management agreed to remove the oral warning and stop requiring Padalino to teach additional courses to erase the alleged light load. ●

Continued from page 1.

Campus Equity Week

● **A conference at Harold Washington College** sponsored by the AFT and NEA. Forty conference participants attended workshops such as: Graduate Employee Organizing, Alliances with Tenured Faculty, Labor Laws: Knowing Your Rights, and How to Start Organizing on Your Campus. Those in attendance also saw a new film about contingent organizing called A Simple Matter of Justice.

Campus Equity Week received widespread support. More than 20,000 union members in 26 states and Canada turned out in support of part-time faculty. ●

Union member to run in Democratic primary

LOCAL 1600 MEMBER Kathleen Therese Meany seeks re-election to the Board of Commissioners at the Metropolitan Water Reclamation District of Greater Chicago. Meany will face opponents in the March 19, 2002 Democratic primary. Union members in Cook County can vote for Meany by requesting a Democratic primary ballot.

Meany, a political science and social science instructor at Harold Washington College, uses her practical experience as an elected official to make the study of political science more meaningful and exciting for her students. She resides with her husband, Sal Attinello, in Beverly. ●



Kathleen Meany — Harold Washington

Notice of election

Please note the date for the House of Representatives meeting has changed from the last issue.

Who: All local-wide officers including president, vice-president (City Colleges), vice-president (suburban colleges), secretary, treasurer, grievance chair and legislative representative; delegates and alternates to the 2002 AFT Convention in Las Vegas; delegates and alternates to the IFT Convention in 2003; and chapter officers.

Eligibility: To run for local-wide office, a person must be a member in good standing for 2 years and have experience as a member of the House of Representatives or a standing committee. To run for delegate or alternate to the AFT and IFT Conventions or House of Representatives, a person must be a member in good standing.

Procedure: Local-wide officers can be nominated by a member of the House of Representatives at the January 25 House meeting, by a majority of members from a chapter, or by a petition containing 50 union members' signatures.

Delegates and alternates to the House of Representatives are nominated at chapter meetings. Delegates and alternates to conventions can be nominated by a member of the House at the January 25 meeting, or by any member in good standing, until 5 p.m. on February 15, 2002.

Voting: March 18, 19 and 20. Voting will be conducted at each chapter.

Personal glimpses



Amir Nour (Truman College) poses with his sculpture, *Equation*.

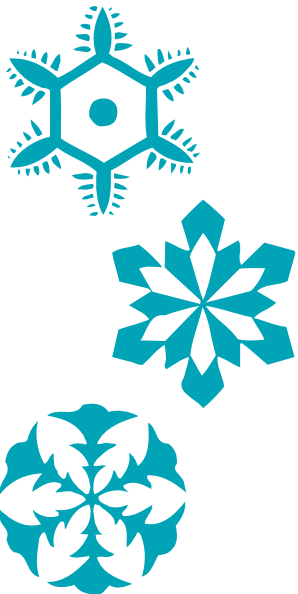
TRUMAN'S 2001 Distinguished Professor, **Amir Nour**, displays his work at leading art museums such as the Smithsonian Institute in Washington. Currently, his 202-piece steel sculpture, *Grazing at Shendi*, is on display at the Chicago Museum of Contemporary Art. He also created a traveling exhibit called *The Short Century: Independence and Liberation Movements in Africa, 1945-1994*. A collection of historical and contemporary art, music, film, literature, photography, theatre, architecture and graphics, the

Short Century exhibit has toured in Africa and Europe.

In 32 years of teaching in the City Colleges, Nour has taught 18 different courses and written 22 syllabi. He teaches students that art is not a physical process; it is an intellectual one. "Your hands are only tools to your mind," he said. "What you see, you have to question with your mind. I do not teach just a skill, but I teach art as intellectual ideas."

Nour did not start out as an

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