

Voice

college union

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

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City Colleges eliminate counselor positions despite ardent protest

AS INDIAN DRUMS pulsed in the background, over 500 union members and supporters banded to march and chant "Save our counselors" and "Hey, hey, ho, ho, Wayne Watson's got to go" prior to the City Colleges Board meeting in March. Despite the massive protest, and impassioned pleas from Alderman Joe Moore and State representative Willie Del Gado, the City Colleges Board approved a motion to fire all 19 counselors in the seven colleges at the end of May 2002. The board's most recent move is the third action to reduce staff by contracting out work.

Local 1600 president **Norman Swenson** decried the board's action and said, "no community college president or board in Illinois has ever proposed the elimination of professional counselors and no college board concerned about students' needs ever should."

Union fights back with grievance

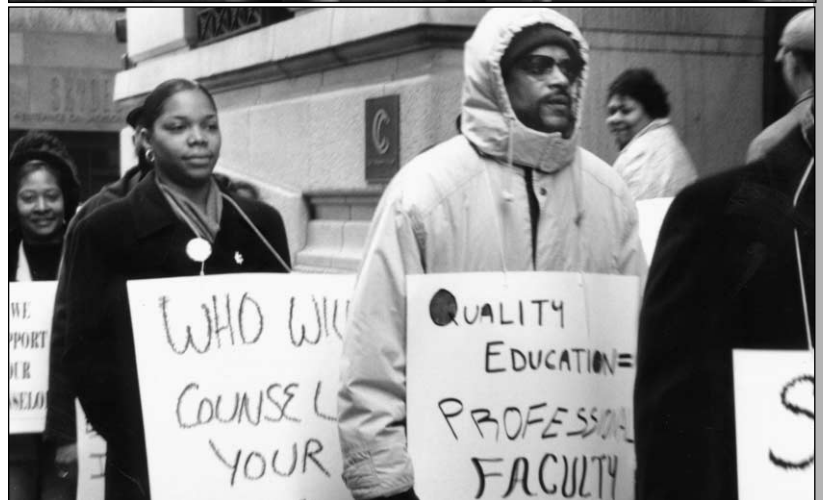
Immediately after the counselors lost their positions, the union filed two grievances to try to win back the counselors' jobs. The grievance contends the board violated the contract by creating new positions called "registration specialists" with the same job duties and by refusing to place qualified counselors in teaching positions.

The 19 counselors will be replaced by 30-40 registration specialists whose main function will be registering new students. These specialists will be covered under the union's contract for professional employees, but will be required to work 12 months a year at a much lower pay than the counselors.

Six of the 19 laid off counselors filled vacant teaching positions and seven others retired. The remaining employees can apply for the newly created registration specialist jobs or face layoffs.

Before outsourcing its counseling services, the City Colleges board had privatized its budgeting, financial aid, payrolls and student billing to American Express Co. and had farmed out its technology department and maintenance services to outside contractors.

The Board based its action on the law, which prohibits collective bargaining in the City Colleges over decisions to contract out services, to layoff employees or to negotiate such decisions' impact on employees.



Top – Students show their support for counselors.

Bottom – 500 Local 1600 members joined the picket line to protest the layoff of 19 counselors in the City Colleges.

INSIDE

Executive board report	3
Blagojevich pledges support...	4
Swenson slate elected	5
AFT conference.....	6
Lobby day	7



From the President's Desk
Norman G. Swenson

Moraine Valley faculty reverse tide to win 20.8 percent increase

Why invest in an annual union banquet?

SOME LOCAL 1600 MEMBERS wonder, "Why does the union sponsor an annual banquet? It's a lot of hard work and a ticket costs \$20."

Yes, annual banquets are a lot of hard work, especially for our banquet committee and chapter chairs, and a ticket does cost \$20 (although it costs the Union \$40). But, Union banquets provide these benefits for our members:

- They give us the best opportunity we have to socialize and meet with members from other chapters. More than 370 members from 22 city and suburban chapters attended this year's banquet. Most other events sponsored by Local 1600 are business meetings or conferences involving only a handful of officers and chapter leaders.
- They build political capital for our union. This year's speaker, Congressman Rod Blagojevich, is likely to be the next Governor of Illinois. The \$50,000 check he received from the Local 1600 political action fund impressed him and so did the \$50 and \$100 checks he received from individual members.

- They force us to organize and reach out to each member. Our banquet committee and chapter chairs distribute leaflets, programs and tickets to our 3,400 members and devote hundreds of hours to making our annual banquet a success.
- They allow us to recognize publicly the hard work and dedication of our union leadership and our students. At the banquet, the union honors retiring chapter chairs and officers. Many of them have devoted years and thousands of hours working for the union. And, our best students from the suburbs and the city win scholarships worth \$1,000 each.
- Past banquet speakers include U.S. Senators, Illinois Governors, Chicago Mayors and leaders of the AFL-CIO.

Should we continue to sponsor an annual banquet? Local 1600 has maintained a loyal membership of 90 percent or higher over 35 years. And our annual banquet is one of the major reasons.

Solidarity Forever!

THE MORaine VALLEY faculty bucked the recent trend of low salaries and high health care premiums to negotiate a four-year contract with wage hikes of \$2,500 in 2002, 4.9 percent in 2003, \$2,500 in year three and 4.8 percent in the final year of the contract.

The new agreement raises the yearly stipends of department chairs from \$4,000 to \$6,000 and provides additional increases for coaches and advisors to student clubs and organizations, as well.

The union bargaining team of **Randy Southard, Hal Hackett, Jan Hill-Matula and Keith Phillips** also negotiated contract language to protect intellectual property rights and better promotional language for faculty at the lower end of the salary schedule.

Union president Randy Southard said, "The faculty contract exceeds my expectations for salaries and kept health care costs at a reasonable rate. I am very satisfied with negotiations."

The health care premiums for single coverage will rise from \$10 a pay period in the first year to \$25 a pay period in 2006. Family coverage will increase from \$25 a pay period in 2003 to \$40 a pay period in 2006.

COOK COUNTY COLLEGE TEACHERS UNION, LOCAL 1600, AFL-CIO

PresidentNorman Swenson
 Vice-President
 (City Colleges Division).....Judith Armstead
 Vice-President
 (Suburban Division).....Dennis Dryzga
 SecretaryVerna Anderson
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April Executive Board Report



Illinois Federation of Teachers president **Jim Dougherty** addresses the April Executive Board meeting of Local 1600.

LOCAL 1600'S 2002 BUDGET restores more of the union's money to its chapters for student scholarships and negotiations and recruitment expenses. In presenting the budget, Local 1600 treasurer Dick Fritz said, "The new budget puts more money in chapter budgets and greatly expands money spent for leadership training."

Under the new budget, Local 1600 chapters will see:

- student scholarship reimbursements increased \$3 per member to \$10 per member;
- rebates to suburban chapter for negotiations expenses raised by \$5 a member to \$10, and
- non-member recruitment reimbursements remain at \$10 per member.

The union also expanded the newly created leadership-training fund by \$5,000 per year to \$30,000. This fund enables chapter and local leaders to attend labor leadership training sessions through the American Federation of Teachers, Illinois Federation of Teachers and DePaul University Labor Education Center. The fund will reimburse up to \$500 each year for union leaders to enhance their leadership skills.

The union plans to hold its own fall leadership training for local and chapter officers, as well. Details on

the conference will appear in the next issue of the *Voice*.

The budget also raised the salaries of the seven Local 1600 officers, *Voice* part-time staff and the assistant to the President.

Audit reveals healthy surplus

The executive board also approved the 2001 audit and its financial statements. The audit shows the fund balance, which includes the value of the Local 1600 office condominium, increased from \$979,392 in 2000 to \$1,188,375 in 2001. For 2000, the financial statements reported income of \$1,782, 676 and expenses of \$1,573,693.

The pie chart on the right details how the union spends your dues money.

IFT President Jim Dougherty addressed the leaders about the union's future, stressing the significance of improving all levels of education. The IFT executive board elected Dougherty to fill the vacancy created by Tom Reece's resignation.

Chapters attending April Executive Board

Present

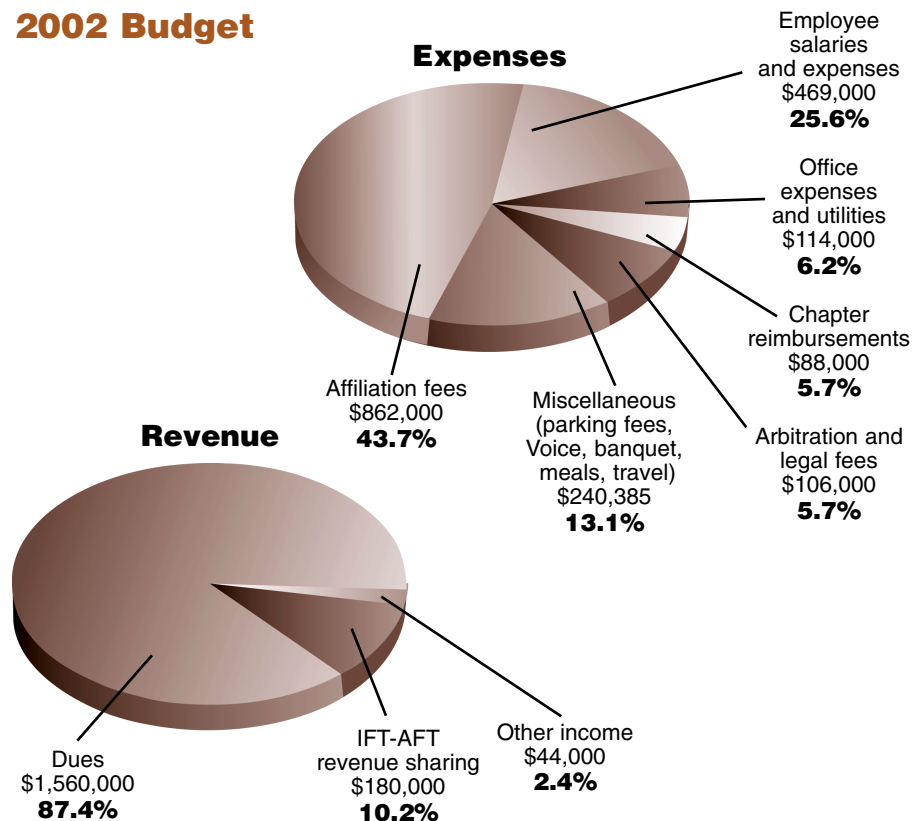
Daley
Dawson
Harper pro-techs
Kennedy-King
Malcolm X
Moraine Valley faculty
Morton faculty
Oakton
Olive-Harvey
Retirees
South Suburban faculty
Triton classified
Triton faculty
Triton mid-management
Truman
Washington
Wright

Absent

Harper faculty
Moraine staff
Morton staff
Prairie State
South Suburban staff



2002 Budget



Rod Blagojevich pledges to fight for bargaining rights at union banquet

AT ITS APRIL BANQUET, the more than 350 Local 1600 members in attendance heard the Democratic candidate for Governor, Rod Blagojevich, thank the union for its support and vow to restore collective bargaining rights to the City Colleges.

The candidate for Governor said that the attack on collective bargaining in 1995 happened as a direct result of Republican control over both houses of the legislature and the governor's office. He said, "You lost the right to bargain over Board decisions to fire your mem-

bers, contract out their work, increase class size, workload and many other issues. And your negotiated contract language was declared null and void." Then he promised union members, "when I am elected governor, I will make restoring your bargaining rights my legislative priority."

Blagojevich also spoke of Jim Ryan, castigating his opponent for failing to prosecute any politicians during his term as attorney general. Ryan's negligence prompted the federal government to step in and go after 42 Illinois politicians involved in the license for bribes scandal.



Democratic gubernatorial candidate Rod Blagojevich (middle) receives a plaque from Local 1600 officers Judith Armstead, Norman Swenson, Verna Anderson and Dennis Dryzga.

Union honors students and leaders

THE UNION HONORED retiring Local 1600 officers **John Wenger** and **Dennis Dryzga** and chapter chairs **Darnell Sanford**, **Perry Buckley**, **George**

Otto, **Andy Nicosia**, **Pat Cooks**, **Mary Azawi** and **Donna Stadermann**. Each of the chapter leaders received a plaque from the union and praise for their many

years of service to their fellow members.

Twelve student scholars won \$1,000 Norman G. Swenson Scholarships at the banquet. The six City Colleges winners include **Shamin Ahmed**, **Sandra Avitia**, **John Ngugi**, **Claudia Echevarria**, **Kelly Lynn Murphy** and **Mireya Zermeno**. The six suburban scholars were **Joseph Tillman**, **Eram Cowles**, **Laura Cazares**, **Robert Frank**, **Theresa Frazier** and **Nick Tomasso**.

The *Voice* staff honored both the Daley College union newsletter and the Triton College faculty union newsletter with its annual excellence award and a check for \$500.



The Norman G. Swenson scholarship winners were honored at the union banquet, with each scholar winning \$1,000.

Swenson slate sweeps seven of eight officer positions

IN LOCAL 1600'S FIRST contested election in 20 years, current president **Norman Swenson** and slate members **Judith Armstead** (Malcolm X), **Stu Sikora** (Triton faculty), **Verna Anderson** (Kennedy-King), **Dick Fritz** (Moraine Valley faculty), **Marie Caronti** (Retirees) and **Perry Buckley** (Wright) claimed victory. The rival slate, the Democratic UPC elected one of its candidates, **Gail Wiot** (Moraine Valley staff).

Before the election, the union's House of Representatives approved a new vice president for suburban support staff and ratified a contract with Project LEAP to conduct a mail ballot election. In February, all union members received ballots by mail, which they had to return by March. Project Leap executive director Arlene C. Rubin certified the results on March 15.

Upon winning the election, incumbent president Norman Swenson thanked the members for voting him into office and said, "I am proud to have served the city and suburban members of the union since 1966. I look forward to training new leadership as well as negotiating five new contracts during the next two years."



Newly elected suburban faculty vice-president **Stu Sikora** (standing) meets with other Triton faculty leaders **Judy Darst**, **Maggie Hahn Wade** and **Bill O'Connell**.

Election Results (Election winners are in bold.)

	Independent UPC	Votes	Democratic UPC	Votes
President	Norman Swenson	769	Dennis Dryzga	506
Vice-Pres. City Colleges	Judith Armstead	453*	no candidate	
Vice-Pres. Sub. faculty	Stewart Sikora	219**	Marge Piotrowski	130
Vice-Pres. Sub. staff	Donna Stadermann	137***	Gail Wiot	141
Secretary	Verna Anderson	768	Charmaine Childs	445
Treasurer	Dick Fritz	740	Julius Nadas	447
Legislative Rep.	Marie Caronti	752	Sammie Dortch	475
Grievance Chair	Perry Buckley	690	John Wenger	543

* Only City Colleges members vote for this office

** Only suburban faculty members vote for this office

*** Only suburban support staff members vote for this office

Chapter reports

Moraine Valley staff

AFTER SEVEN negotiating sessions, the union and management finally concur on most of the issues including Family Medical Leave, shift differential, pay for work performed at home, longevity pay, vacation leave, improved promotional opportunities, retirement benefits and progressive discipline. However, the parties still do not agree on salaries, health insurance premiums, payment for college degrees, book waiver for courses taken at the college and summer workweek.

Chapter Chair Rose Sakanis said,

"Negotiations have been very fruitful and the union has won many improvements in the contract. I am eager to begin serious negotiations over the remaining issues and hopefully finish the contract before summer."

At press time, the staff had voted to approve a new contract. Details in the next issue.

Prairie State staff

Arbitrator Edwin Benn reinstated discharged employee Larry Johnson as Prairie State College acted arbitrarily in firing him. Benn ordered Johnson to serve a

30-day suspension, after which he can return to his old position. The grievant will receive back pay from September 2001.

Harper pro-techs

The union and management began negotiations in late April. The union package includes call-back pay, increased professional development money, retirement benefits and improved grievance language. Members of the bargaining committee include newly elected chapter chair Terry Engle, Mary Azawi, Ron Greenberg and Pat Wenthold.

AFT higher education conference presents priority topics

LOCAL 1600 OFFICERS and chapter chairs attended the annual American Federation of Teachers (AFT) higher education conference in Chicago. Many of the workshops focused on the conference theme: "Getting Results: Strengthening Our Union and Advancing the Academy." The timely topics included:

- improving negotiations skills;
- developing media relations;
- fostering activism in the union;

- strengthening the local political action program, and
- developing and maintaining a local union web site.

Improving communication and building alliances

The three-day meeting also explored new constituencies and relations between full-time faculty and other campus staff. For 20 years, the AFT has been organizing new groups in higher education

such as professional employees, classified employees, part-time faculty and graduate employees. Working together is essential for these groups to be effective and a workshop called "Starting a Dialogue: Building Positive Relations Among Faculty and Staff" showed participants how to improve communication among different employee groups on campus.

Workshops on "Advancing the Academy" explored campus governance, improving teacher education, intellectual property rights and academic freedom and protecting liberal arts curricula.

On Sunday, the delegates attended a plenary session on strengthening ties with organized labor.

Local 1600 president **Norman Swenson** serves as a co-chair of the Higher Education Program and Policy Committee.



*Union president **Norman Swenson** and **Bill Scheuerman** of the State Universities of New York listen to a guest speaker at the AFT Higher Education Conference.*

Chapters elect new leaders

UNION MEMBERS elected eight new chapter chairs in the City and Suburban Colleges. The new chapter chairs include:

Timothy Murphy	(CCC security)
Michael Harkins	(Harper faculty)
Terry Engle	(Harper pro-techs)
Jeanette Williams	(Kennedy-King)
James Harris	(Olive-Harvey)
John Rossmiller	(Triton classified)
Anthony Johnston	(Truman)
Clyde Walker	(Wright)

The other 15 chapter chairs won re-election. They include:

Wendall Wilson	(Daley)
Rausan Tamir	(Dawson)
Marcella Beacham	(Malcolm X)
Randy Southard	(Moraine Valley faculty)
Rose Sakanis	(Moraine Valley staff)
Gus Kotoulos	(Morton faculty)
Linda Oltmann	(Morton staff)
Alice Barnhart	(Oakton classified)
Carole Van Kirk	(Prairie State staff)
Pat Dyra	(Retirees)
Bill Naegele	(So. Suburban faculty)
Berdy Kuiken	(So. Suburban staff)
Maggie Hahn Wade	(Triton faculty)
Mary Jeans	(Triton mid-management)
Mike Ruggeri	(Washington)

Local 1600 rallies to restore rights



Local 1600 members visit the legislature in Springfield to lobby on collective bargaining and retirement issues.

EAGER TO SEE bargaining rights restored for the City Colleges of Chicago and to help part-time faculty organize, Local 1600 activists and retirees rallied in Springfield to lobby the legislature in April.

The members pressed representatives on **House Bill 1871**, which allows unions in the City Colleges to bargain over class size, staffing, layoffs, privatization of services and the academic year calendar. The House passed a stripped down version of the bill two weeks later.

Currently the bill remains in the Senate Rules Committee while Mayor Daley, the Chicago Teachers Union and Local 1600 strive to negotiate a compromise. Local

1600 president Norman Swenson said, "I don't expect a collective bargaining bill to pass this session of the legislature, but a bill could pass in the veto session in the fall."

The 27 unionists also conferred with legislators on the following bills:

➤ **Senate Bill 1840 – 30 and Out Retirement.** This bill amends the State Universities Retirement System to allow an employee with 30 years of service to retire at any age with no reduction in benefits. The current "30 and Out" bill expires at the end of 2002. **Status:** Passed the Senate and awaits the governor's signature.

➤ **HB 975 – Full-Time Faculty Ratio.** This bill requires public universities and colleges to have full-time faculty teach 75 percent of all classes. **Status:** In House Rules Committee.

➤ **HB 3066 – Part-time Faculty Bargaining Rights.** This bill grants all part-time faculty who normally teach six semester hours each semester collective bargaining rights even if they occasionally teach less than six semester hours. **Status:** Passed the House and Senate and awaits the governor's signature.

Lobby Day Honor Roll

Daley Tom Kodogeorgiu Graciela Silva-Schuch	Kennedy-King Verna Anderson Darnell Sanford Jeanette Williams Daaiyah Ziyad	Moraine Valley Randy Southard Dick Fritz	Olive-Harvey Pat Cooks John Harris Jim Howey Ron McBride Ron Padalino Sonia Jean Powell Rochelle Robinson
Retirees Marie Caronti Bob Blackwood Pat Dyra Andy Nicosia Frank Pokin Pier Luigi Rosellini Bill Schooley Norm Swenson	South Suburban Bill Naegele	Truman Anthony Johnston	Triton Stu Sikora
Washington Mark Henschel	Local 1600 office Janie Morrison		

Personal glimpses



Barbara Washington (Kennedy-King)

Barbara G. Washington (Kennedy-King) serves as a parent representative of the Local School Council (LSC) of Gwendolyn Brooks College Preparatory Academy in Chicago. Parents of children at each Chicago Public School elect LSC members whose duties include

hiring and evaluating the school principal, overseeing school expenditures and approving the school improvement plan.

The chance to be more actively involved in her two daughters' education and "to contribute to the school" motivated Washington to run for the position. Though the position requires a major time commitment, the rewards of being a part of an outstanding school that provides its students with opportunities to excel far outweigh the demands.

Daley College will have LEADER for 2002

The National Institute for Leadership Development has selected **Shirley Carpenter** (Daley) to participate in its LEADERS 2002 program. The institute selects participants for professional ability, interest in the advancement of higher education and the quality of their proposed projects.

The yearlong program provides skills in planning and budgeting, organizational skills and human relations.

As a participant in the program, Carpenter, guided by a mentor, will work on projects that will aid Daley College and foster professional growth.

AIA recognizes Triton teacher

The American Institute of Architects presented **Frank Heitzman** (Triton) with the Excellence in Education Award. The Institute cited Heitzman for developing new curriculum and for coordinating the Intern Development Program for the Illinois Council of the American Institute of Architects (AIA). Since his appointment to the AIA post, Heitzman has conducted seminars at universities and corporations to aid students seeking to become licensed architects.



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