

Voice college union

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

November 2001 • Vol. 38 No. 2

Local 1600 and CTU launch campaign to restore bargaining rights

The Voice has a **New Look.** Comments?

*Chicago Teachers Union president **Debbie Walsh** shakes hands with Local 1600 president **Norman Swenson** after they agreed to work together to restore collective bargaining rights for members in the Chicago Public Schools and the City Colleges.*

LOCAL 1600 LEADERS NORMAN SWENSON and Judith Armstead recently formed a coalition with newly elected Chicago Teachers Union (CTU) president Debbie Walsh to restore collective bargaining rights. The coalition's top legislative priority will be restoring bargaining rights the Illinois legislature rescinded in 1995. The coalition also will lobby for additional funding for education and for a prohibition on privatizing work.

Swenson hailed the new coalition as an important step in righting a wrong that has affected thousands of people. "We now have the power of the 34,000-member Chicago Teachers Union and the 3,500 members of our union behind the push to repeal the anti-union legislation," he said.

The coalition also will seek the cooperation of the American Federation of State, County and Municipal Employees (AFSCME), the Service Employees International Union (SEIU) and the Operating Engineers Union, whose members also are affected by the legislation.

In 1995, the Republican-controlled legislature and Republican Governor Jim Edgar approved

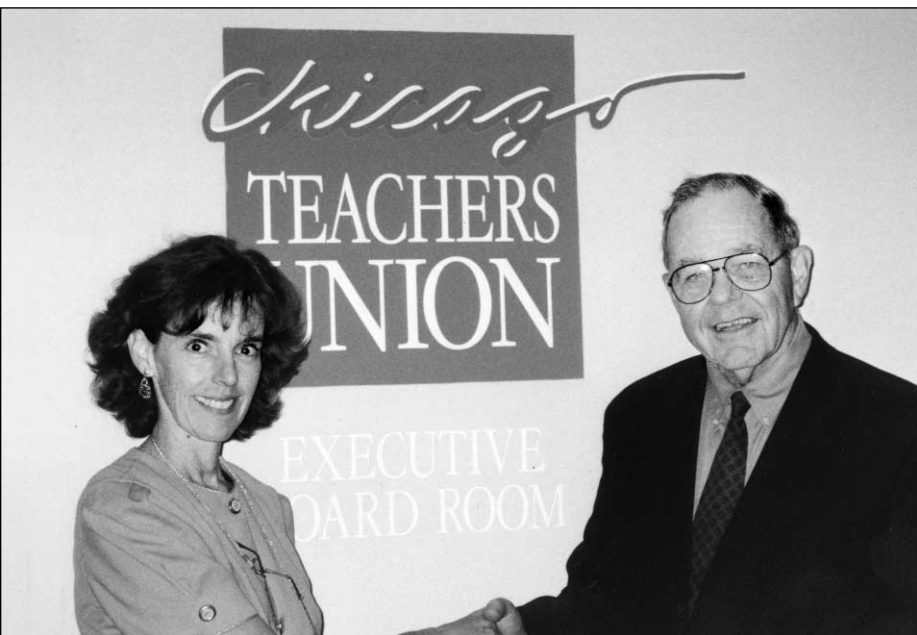
legislation that prohibited City Colleges and Chicago Public Schools contracts from containing language on seniority rights, class assignments, class size, layoffs, workload and privatizing work. The law allows both the Chicago Board of Education and the City Colleges Board of Trustees to unilaterally act on these issues without negotiating with the union.

Political action

The coalition's first step will be to develop a common political action strategy, including common endorsements of legislative and gubernatorial candidates. The participating unions will meet soon to discuss these issues.

To build more political muscle, Local 1600 and the CTU will work together to raise voluntary contributions to their political funds, the Committee on Public Education (COPE). Local 1600's COPE fund raises over \$150,000 a year in voluntary contributions to support legislative candidates in targeted districts. The union will work with the CTU to help them develop a similar plan.

A united coalition should help make the restoration of collective bargaining rights a reality. Three times Local 1600 passed a collective bargaining bill in the Illinois House with no help from the CTU. In each case Republican Senate majority leader Pate Philip killed the legislation. Now, with the support of the CTU, union members may see collective bargaining legislation pass both houses of the legislature.



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AFT offers discounts to union members

The American Federation of Teachers (AFT) Benefits Program offers members discounts on goods and services from home mortgages to hotel rooms and car rentals. Below is a list of available discount plans and relevant telephone numbers to make it easier for you to access your benefits. For more information contact the AFT at 1-800-238-1133. Also, for information on AFT Plus Benefits Online, go to www.aft.org/aftplus.

AFT insurance plans	1-800-272-4238
AFT MasterCard	1-800-522-4000
Car rental:	
Alamo	1-800-354-2322
Budget	1-800-455-2848
National	1-800-227-7368
Dental and vision program	1-800-257-8352
Dining discounts	1-877-491-3463
Ear care plan	1-800-766-3363
Flowers	1-888-667-7779
Home mortgages	1-800-981-3798
Hotels: (member benefit #20952)	
Days Inn	1-800-268-2195
Howard Johnson	1-800-769-0939
Knights Inn	1-800-682-1071
Ramada	1-800-462-8035
Travelodge	1-800-545-5545
Villager	1-888-821-5779
Hotel Royal Plaza (DisneyWorld)	1-800-248-7890
Legal service (personal matters)	1-888-993-8886
Loans	1-888-235-2759
Magazine discounts	1-800-877-7238
Motor Club	1-888-330-8801
Prescription	1-800-228-3523
SURS	1-800-544-1223
Local 1600	1-312-755-9400



COOK COUNTY COLLEGE TEACHERS UNION LOCAL 1600, AFL-CIO



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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

Look for the union label

SHOP UNION; BUY UNION. That is the annual appeal Local 1600 makes to union brothers and sisters during the holiday season. Every member will spend money on holiday gifts, food and merchandise. More than 20,000 jobs a year could be saved if all this money were spent on union-made products.






When you find a union label, you help save a job.

Should this matter to us? Yes! We need to help fellow trade unionists. Local 1600 owes many of its early gains to the help of our brothers and sisters who were part of the Chicago labor movement. The United Auto Workers (UAW) gave \$2 million to the

AFT to help teachers unions gain collective bargaining in the 1960s. Local 1600 received direct aid from UAW organizers. When we struck, when I was jailed, the UAW and the unions of Chicago came to our support.

Buying union is a painless way to support the union workers of America. It doesn't take much effort to "look for the union label" while shopping. But that one small act means so much, especially to workers in the apparel and auto industries. America is still glutted with foreign-made, non-union autos, clothing and other manufactured goods, which result in the loss of 80,000 jobs each year.

Here are a few ways you can help make a difference this holiday season:

-  Look for the union label on everything you buy. When you find a union label, you help save a job. And, contrary to myths perpetuated by the profiteer importers, union-made products are often of better quality and value.
-  Support Local 1600 members by shopping at the Moraine Valley, Morton, Oakton, South Suburban and Triton bookstores or the Eugene Cernan Center Gift Shop at Triton. More than 60 union members work at these locations and would appreciate your support.
-  Shop at union stores such as Dominick's, Jewel, Cub, Eagle, Omni and Treasure Island.
-  Browse the BuyUnionNow.com website for union-made products from a union company.
-  Hold your holiday dinners at union restaurants like the Italian Village, Pizzerias Uno and Due, and the Berghoff.

A union-made gift is doubly blessed; it blesses not only those who give it, but those who make it as well. ●



Morton College support staff negotiators Tim Visk, Linda Oltmann, Mary Intihar and Denise Brown prepare to serve refreshments to the 50 staff members who attended the contract victory party at the college.

Morton support staff wins increases

WHEN THE MORTON support staff elected Local 1600 as their bargaining agent in 1995, they sought better pay, longevity increases, compensation for educational degrees and tuition reimbursement. The first two contracts brought significant pay increases, but no improvements in the other areas.

The Morton leadership never gave up. In the latest round of talks, bargaining team members Linda Oltmann, Denise Brown, Tim Visk and Mary Intihar again pressed for the added benefits. This time they won all three, along with raises and protection against rising health care costs.

The new four-year agreement includes pay raises of 4.4 percent in year one, 4.45 percent in years two and three, and 4.8 percent in the final year, 2004-05. To help limit rising health care costs, the union also negotiated a freeze on all insurance costs including premiums, co-payments and deductibles in the last year of the contract.

New benefits

The pact also compensates employees for their educational achievements. Employees will receive a \$250 stipend for completing an associate's degree, \$250 for a bachelor's degrees, and \$500 for a master's degree. An employee with

all three degrees, for example, would receive a total of \$1,000 in annual stipends.

The contract also establishes a longevity pay plan with a yearly stipend based on the following schedule:

Full-time employees	
11-15 years	\$300
16-20 years	\$450
21 years or more	\$600
Part-time employees	
11-15 years	\$150
16-20 years	\$225
21 years or more	\$300

Finally, the contract provides support for education and professional development. Full-time employees are eligible for tuition waiver on all Morton courses, and up to \$250 a year for books and Morton fees. Union members who attend other accredited colleges are eligible for full reimbursement for tuition and books for one class per semester.

Employees will also have access to \$250 per year for professional expenses for seminars and workshops. Individual bargaining unit members may assign all or part of the \$250 to another employee who needs additional money for a conference or activity.

Union members approved the contract by an overwhelming margin of 58-2. ●

Support staff chapters protect union work

A UNION'S WORK IS NEVER DONE. As soon as the ink dries on a contract, management starts looking for ways to erode the bargaining unit. They create new job titles outside of the union. They increase non-union employees' hours in violation of the contract, then refuse to cover those employees under the union contract. The good news is that vigilant union leaders can protect the bargaining unit and eligible members against these kinds of attacks.

Under the Illinois Educational Labor Relations Act, employers must provide certain types of information to help unions enforce their contracts. That information includes the number of hours worked by non-bargaining unit employees, their job titles and their rates of pay. By tracking these figures, the union can often spot cases of management shifting work outside the bargaining unit.

The information also helps the union identify workers who are eligible for membership but may not know it. Most support staff and professional contracts specify the number of hours an employee must work to be eligible for union membership. However, management will not automatically place employees in the bargaining unit once they qualify. Union leaders have to keep track of the number of hours employees work so they know who has the right to join.

Support staff victories

The Moraine Valley Support Staff contract covers all support staff who work 832 hours per year. Last year a Moraine Valley security officer worked over 1,000 hours, but received no benefits or salary increase. He met with support staff leaders, and they launched an investigation that brought him a substantial pay raise, vacation leave, sick leave and health insurance benefits. The union has now filed for additional information to see if other employees should

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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 repre-

sented 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 to them.

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. ●

Good help is hard to find at three cents an hour

IN LATE JULY, NIKE INC. recalled 425,000 pairs of Jordan Runner cross-training athletic shoes after six owners reported a metal strip on the shoes' heels had cut them.

The next day, NBC TV's "Tonight Show" host Jay Leno, used the recall to point out that multinational companies like Nike take advantage of low-wage workers abroad and market their products at top dollar to American consumers.

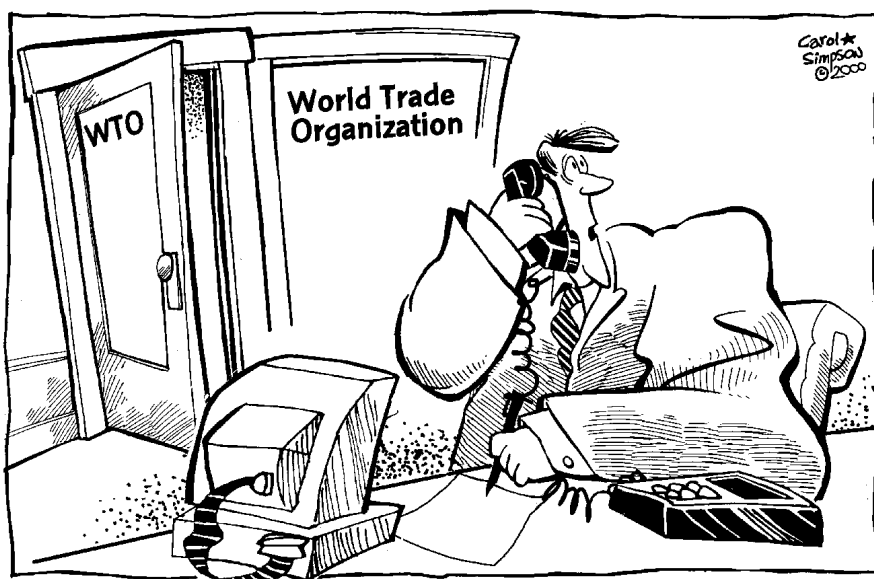
"It is hard to find good help at three cents an hour," said Leno. "This is what happens. Go to a nickel and you eliminate these problems."

"I bet some kid in Taiwan is going to lose his bathroom break next week."

At the sound of "boos" in the audience,

Leno had this to say: "Oh, yeah, let's kill the messenger while we're at it. We don't want to know. We just like paying \$150 for sneakers."

Reprinted from America Works



"We know a number of international companies who are hiring. Can you pass for under 12?"

For the holidays, buy union

THERE IS NO SHORTAGE OF WAYS to buy union this holiday season. You can buy union-made goods online through a union company called **BuyUnionNow.com**. The company's website features more than 600 union-made, American-made products including: barbecue grills, ceiling fans, clothing, cookware, furniture, housewares, jewelry and watches, outdoor products, sporting goods and, of course, toys. And you can have the items you purchase delivered to your home by union employees at UPS.

Help protect union jobs. Buy union-made, American-made products from this website.

Looking for something out of this world? Check out the gift store at Triton College Eugene Cernan Earth and Space Center. The shop features a host of space-theme items, such as calendars, t-shirts, videos, binoculars, books and stocking stuffers like pens and pencils. The serious stargazer can even pick up a new space suit, like the one displayed by Union member Karen Pieranunzi.

The gift shop is located near the theater in the Earth and Space Center. You can join the Center for \$25. Members receive 10 complimentary tickets to any public earth and sky show, a bimonthly newsletter announcing programs and special events, and free admittance to events for visiting astronauts and scientists. The store is open seven days a week until December 23. For shopping information call (708) 456-0300, ext. 3372 or visit their website at www.Shop.Store.Yahoo.com/cescstarstore/

Why not let the Morton Bookstore be your one-stop shopping center? From boxes and bows to Santas and snowmen, the Morton Bookstore has everything to make this season festive. New items this year include fiber-optic angels, gingerbread men, holiday cookbooks, Carlton ornaments and boxed holiday cards. The bookstore also carries a wide selection of art and school supplies, which make great stocking stuffers.

BuyUnionNOW.com
Bringing Quality Union-made products to Union families via the Internet



Union member Karen Pieranunzi displays some of the unique gifts available from the Triton College Eugene Cernan Earth and Space Center.



Carlos Pizzaro and Gene Suire prepare the holiday display at the Morton Bookstore

As a special bonus, the bookstore will hold a Merry Markdown sale from December 3 through 18. All holiday items will be reduced by 20 percent.

The bookstore, located in the college at 3801 S. Central in Cicero, is open Mondays through Thursdays from 8:30 a.m. to 8 p.m. and Fridays from 8:30 a.m. to 4 p.m. For more information call (708) 656-8000, ext. 222. ●



House of Representatives Reports

TRITON COLLEGE'S THREE chapters hosted the September meeting of the House of Representatives. Union members from the Triton food service served the delegates an excellent dinner after the meeting.

The members approved a series of motions introduced by Treasurer Dick Fritz. Members approved motions to:

- ▮ Repair the broken furnace at the union office building.
- ▮ Authorize delegate expenses for the 18 Local 1600 representatives to IFT Community College Conference in Oak Brook.
- ▮ Authorize Gus Kotoulas, Mary Jeans and George Otto to attend the AFT Special Leadership Conference in Washington.
- ▮ Send the officers to the AFT Conference in Milwaukee.

The members also agreed to authorize a \$1,000 donation to the AFT Recovery Fund for victims of the September 11 World Trade Center attack. The delegates also contributed \$500 to the fund. The attack on the World Trade Center killed many AFT members who worked in state government offices in the twin towers. The money will go to aid these members' families.

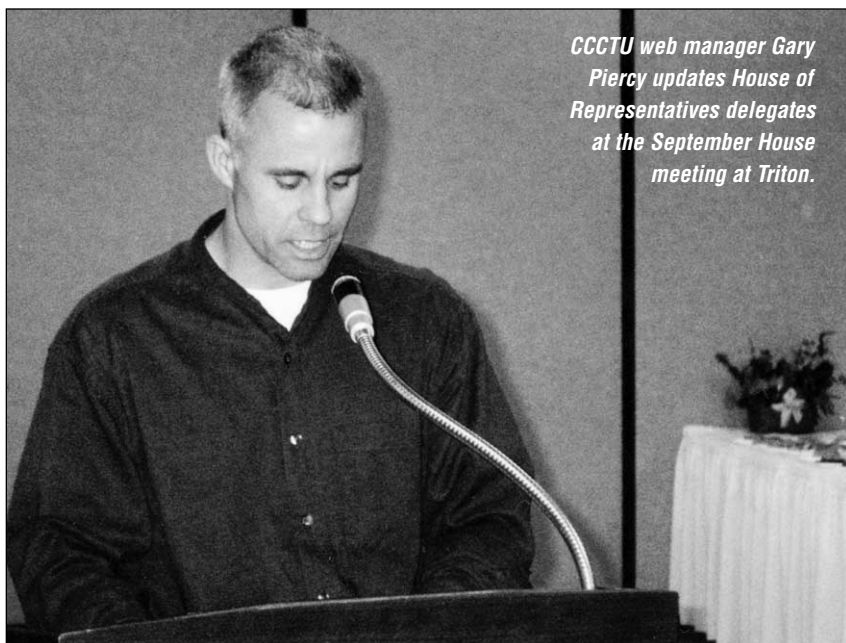
Chapter report

Moraine Valley Staff chapter chair Rose Sakanis reported that the union recently negotiated the following upgrades:

- ▮ Library clerks have been upgraded to library assistants I, with an accompanying 75-cent per hour increase.
- ▮ Library circulation clerks are now library assistants II, with a 50-cent hourly increase.

▮ Project facilitators move from labor grade 6 to labor grade 7, with a 50-cent hourly hike.

Also, Moraine Valley faculty member Gary Piercy discussed his role as the web manager for the Local 1600 website which is located at www.CCCTU.com. Each chapter is permitted to have its own page on the union's website, which has already has attracted more 2,000 visits. For more information, please contact Piercy. ●



CCCTU web manager Gary Piercy updates House of Representatives delegates at the September House meeting at Triton.

Continued from page 3.

Support staff chapters protect union work

be covered by the union contract.

At South Suburban College, support staff filed a grievance to add several new job titles to the bargaining unit. Chapter chair Berdy Kuiken said, "The college often creates non-union job titles that should be covered by the contract. They also hire temporary employees and work them the same number of hours as part-time union members. The union must file grievances to bring these people into the contract."

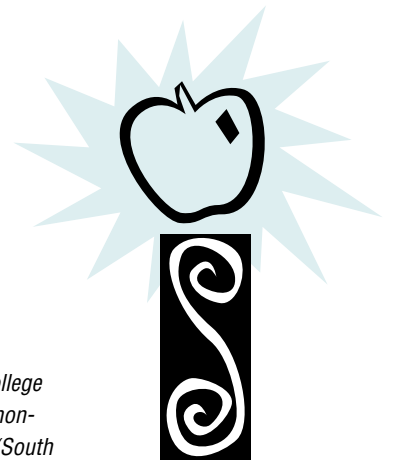
When Morton College changed an exempt confidential employee to non-confidential, the support staff union negotiated to bring the employee into the union in the last contract. ●

Help build your unit

Local 1600 urges all chapters to take the following steps to protect your bargaining units and members:

- ✓ Contact the personnel department to request job descriptions of all new positions and the number of hours worked by employees excluded from your bargaining unit.
- ✓ Check the contract to determine if any of the employees or job titles should be included in the unit.
- ✓ If there are eligible employees or titles, file a grievance to make sure they are included in the unit.

Trustees Association names Hartmann Teacher of the Year



THE ILLINOIS COMMUNITY COLLEGE Trustees Association honored **Erika Hartmann** (South Suburban) as the Outstanding Faculty Member of 2001. The Association recognized her for excellence in teaching and in developing innovative programs.

Accepting the award Hartmann said, "Community Colleges face special challenges in broadening the curriculum to promote an understanding of a diversity of viewpoints of various ethnic groups, minority groups or women."

Hartmann has taught English at South Suburban College for more than 20 years. She also has served as a union leader and delegate to the Local 1600 House of Representatives.

Harper Faculty honored

Each year Motorola awards a \$1,000 grant to an outstanding member of the Harper faculty. This year the award went to **George Evans**, coordinator of the criminal justice program. Harper faculty chapter chair Julie Fleenor described her colleague as a "most honorable man with high values as a professional colleague. We at Harper look to George for his understanding as well as his leadership."

Continued from page 8.

Personal glimpses

ience. One time I spoke at the Niles Public Library and was asked questions by a former teacher of Hillary Rodham Clinton. Her questions helped amplify my presentation."

Alter speaks several times a month and has traveled in every part of Illinois speaking on the first ladies of the United States.

To have Alter or one of the other Road Scholars speak at your function, contact the Illinois Humanities Council speakers bureau at (312) 422-5580 or on the web at www.prairie.org.

Triton Faculty honored

The Triton faculty selected **John Augustine** and **Al Wade** as recipients of its outstanding faculty of 2001. Augustine co-chairs the faculty assessment committee, serves on the library collection committee, and mentors new faculty. Wade taught for 30 years, served as chairman of the science department for seven years, and worked as the regional coordinator for the high school Academic Challenge Competition.

Outstanding Employees at Moraine Valley

The seven-member Board of Trustees of Moraine Valley College recognized two faculty members as outstanding employees.

The board named **Edward Devine** Professor of the Year in 2001 for his excellent teaching and writing. He has written several biology lab manuals and created instructional videos on dissection.

Doug Gehrke earned the Master Teacher Award for his innovative teaching methods. He gives students hands-on lessons in economics by helping them create their own companies and produce, promote and price products for competition in the world market. ●

Bill Lesus and **Rose Foleno** (Triton) attended the Community Colleges in Partnership with Illinois Employment and Training Centers regional meeting in Oglesby, IL.

John Wager (Triton) was a featured speaker at the WebCT Users Conference in Vancouver, BC.

Ray Lehner (Moraine Valley) was appointed chairman of the respiratory care board of the Illinois Department of Professional Regulation. Governor George Ryan appointed Leher to a three-year term. ●

Illinois Community College Trustees Association honored Erika Hartmann (South Suburban) as its Outstanding Faculty Member of 2001.



George Evans (Harper) received this year's Motorola award for outstanding members of the Harper faculty.

Notice of election

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.

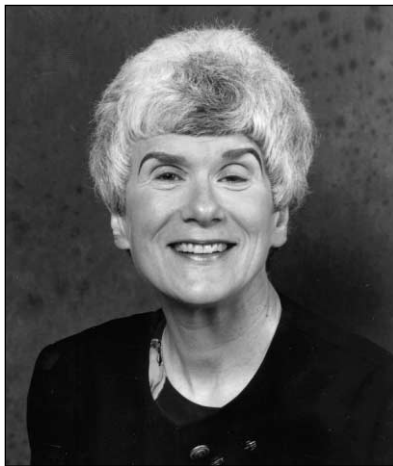
Eligibility: To run for local-wide office, a person must be a member in good standing for 2 years and have experience as a member of the House of Representatives or a standing committee. To run for delegate or alternate to the AFT and IFT Conventions or House of Representatives, a person must be a member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

Procedure: Local-wide officers can be nominated by a member of the House of Representatives at the January 18 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 23 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



Union member Sharon Alter (Harper) shares her expertise with audiences throughout the state as part of the Illinois Road Scholars Program.

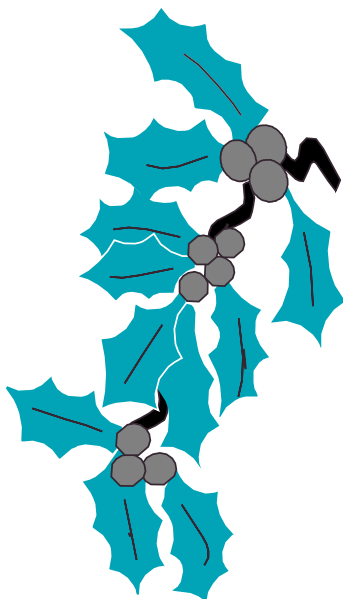
Sharon Alter (Harper) is a Road Scholar. Following the long tradition of itinerant teachers, Alter and 40 other scholars travel throughout the state offering lectures as part of the Illinois Road Scholars program.

Sponsored by the Illinois Humanities Council, the program gives non-profit organizations an opportunity to offer high quality humanities programs to local audiences free of charge. Members of the program include some of the finest writers, poets, historians, anthropologists and actors in Illinois.

Alter, a history and political science teacher at Harper, speaks on "First ladies as activists and leaders." In her presentation, she examines the roles and accomplishments of the women who inhabited the White House during the last 25 years, including Betty Ford, Rosalynn Carter, Nancy Reagan, Barbara Bush and Hillary Rodham Clinton.

"The six years I have worked as a Road Scholar have been very rewarding," Alter said. "I have spoken to many groups throughout the state and had many interesting and informative questions from the audience."

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