

V college union Voice

Cook County College Teachers Union, Local 1600, AFT, AFL-CIO
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CCCTU wins agreement to restore CCC bargain rights

On August 27, after many meetings during the summer of 2002, the coalition of the Cook County College Teachers Union and the Chicago Board of Education unions reached a tentative agreement with management to restore their bargaining rights. All of the Chicago teachers unions lost their bargaining rights over non-economic issues in 1995 when Republicans controlled the Illinois legislature.

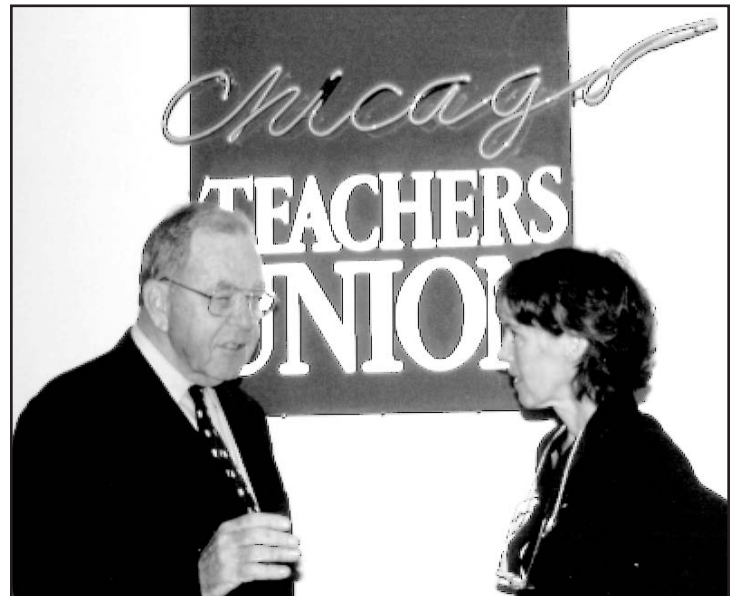
A “shell” bill, House Bill 1871, has already passed the Illinois House but is stalled in the Illinois Senate. The sponsor will take the text of the tentative agreement and will rewrite it in statutory language and amend it into the body of House Bill 1871. This bill will be placed before the Illinois Senate during the November legislative session.

CCCTU President Norman Swenson said, “We have made a great step forward to restoring our collective bargaining rights. We now need the support of our members to enact this legislation into law. We will be going down to Springfield to urge passage of this legislation.”

The agreement contains two basic provisions:

- **First**, the “prohibited” subjects of bargaining, such as layoffs, privatization, class sizes, teaching schedules and the calendar will be on the table as permissible subjects of bargaining if management agrees. In the past, management simply said that the 1995 School Reform Act prevented them from ever considering entering negotiations on these issues.

- **Secondly**, the CCCTU can now bargain for employees who have been laid off, or who lost their jobs to outsourcing. If this agreement had been in place a year ago, the union would have been able to negotiate to retrain the counselors in the City Colleges and,



President Norman Swenson and Deborah Lynch, President of the Chicago Teachers Union discuss details of the new agreement.

perhaps, to assign them to other duties that they could perform in the system.

President Swenson urged all union members, “Please call or write your state legislators. Ask them to support House Bill 1871 in the November legislative session.”

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From the President's Desk Norman G. Swenson

How "Right to Work" affects you

Many union members think a so-called "right to work" law might be a good idea.

What is a "right to work" law?

A "right to work" law prohibits a union from negotiating a "fair share" clause in its contract. A fair share clause requires non-members to pay the union a service fee for union representation.

Why should you support a service fee for non-members?

• The U.S. Supreme Court declared fair share clauses to be legal. Our highest court said, since unions must bargain for all employees in their contracts and represent all employees in grievances, unions should have the right to collect a fee for their services from non-members.

• But the Republican Congress in 1947 passed the Taft-Hartley law allowing individual states to exclude themselves from the U.S. Supreme Court decision. The Republicans wanted to weaken unions by denying them the right to negotiate a service fee for non-members.

• Since Taft-Hartley became law, 25 states (most recently Oklahoma) have passed "right to work" legislation. In those states, mostly in the South and West, unions are weak, wages are low, and less than half of those employees covered by a union contract become members. Why join a union, when you can freeload? So the bosses run the show.

Local 1600 members would not have the strong union, the good wages, and the strong contracts we enjoy if we had a "right to freeload" law in Illinois.

How can you make sure your legislators don't enact a "right to freeload" law in Illinois?

• Ask your legislators if they support "right to freeload" laws. If they support "right to freeload" laws, vote for their opponents.

• Contribute to Local 1600's COPE Fund. Our CCCTU-COPE Fund supports legislators who vote for fair share laws. Help your union remain strong! Reward our union friends in the legislature and defeat our enemies!

NEGOTIATIONS UPDATE: Prairie State College Classified

Negotiations are continuing at Prairie State College for the classified unit. Future meetings are in the process of being scheduled.

At this point, almost all the unresolved issues deal with money. They include severance pay, salaries, health insurance, shift differential and promotional pay increases.

So far, the parties have resolved the following issues: retirement, tuition reimbursement, testing for promotions, seniority, vacation carry-over, reclassification of pay increases, the sick leave bank and other non-salary issues.

CCCTU would like to acknowledge the hard work of the Prairie State Classified Negotiating Team: Carole Van Kirk, Sue Braasch, Donna Collesel and Mary Hampton.

Correction!

We are sorry to report that we forgot to list Irene Brown (Moraine Valley Support Staff) in an article on Moraine Valley Negotiations ("Voice," September 2002 Issue, Vol. 39 No. 1).

Irene Brown was a member of their negotiating team, which included Chapter Chair Rose Sakanis, Darlene Kaeding and Renee DeGasso-Skotnik.

We apologize for the error!

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

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Vice President, Suburban Faculty.....	Stu Sikora
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EXECUTIVE BOARD REPORT

Executive board gears up for election year

At the August Executive Board Meeting, Local 1600 announced its election strategy. Senators and representatives who the Union endorses will be invited to the September 13th House Meeting. The Local's COPE Fund is earmarked for candidate endorsements, volunteers (for phone banks, neighborhood canvassing, etc.) and school board candidates. Currently, the COPE Fund is at a little over \$100,000.

The Union is endorsing six Illinois senator candidates: Edward Maloney, 18th; Maggie

Crotty, 19th; Robert Steffen, 22nd; Susan Garrett, 29th; Don Harmon, 39th; and Debbie Halvorson, 40th; and four representatives: Robert Bugielski, 20th; Kevin McCarthy, 37th; Karen May, 60th; and Jack Franks, 63rd. Local 1600 intends to give \$10,000 to each senator candidate and \$5,000 to each representative candidate.

The Union is still working diligently on the CCC counselors issue. One counselor who re-applied as a counselor was not rehired, yet he had been originally hired as a qualified counselor.



Harper College Faculty prepares for possible strike

On Friday, September 13th, the Harper Faculty Senate filed a notice of intent to strike with the Illinois Educational Labor Relations Board. The possibility of picket lines draws closer every day. The Faculty Senate can legally walk out of their classrooms 10 calendar days after the notice is filed. They have been working without a contract since August 19, 2002. During the summer, a federal mediator was brought into the process to help resolve disagreements about salary increases and health care costs.

"You can't have a college without students, and you can't have a college without faculty," said Dom Magno, one of the union negotiators. The faculty union at Harper has gone through intense contract negotiations many times in the past.

The faculty union has asked for a three-year agreement with increases in salary over three years. Other financial issues include overload and substitute pay. Unresolved language issues include professional development, health benefits, the academic calendar, and many others.

Whatever the faculty union finally settles for could have implications for the other unions at the college. They all have included in their present agreements a "me-too clause." This clause gives them a chance to reopen negotiations up to 120 days after they ratified their particular contracts if the faculty members get a better deal in their contract.

The negotiating team at Harper College includes Jim Edstrom, Patti Ferguson, Julia Ann Fleenor, Michael Harkins and Dom Magno. They anticipate hard negotiations before winning a new contract.

Morton faculty settles for three year contract

After nine months of negotiations, the Morton College Faculty Union successfully settled and ratified a new three-year contract. Provisions of the contract call for a 2.5% increase for faculty members and step for those between steps 1-19. Each step is worth 2.9% for a total increase of 5.4%. Faculty at the 20th step will receive a 3% increase and one-time stipend of \$1,000. The stipend will not be counted towards the second year salary.

Year two calls for a 2.5% increase in pay plus step and the addition of a 21st step for those at the highest step. All faculty will average a 5.4% increase in the second year of the contract.

The third year of the contract calls for a 3% raise and the addition of a 22nd step. All faculty will average a 5.9% raise in the final year of the contract. In addition to the percentage increases, the contract includes a \$50 per credit hour increase in overload and summer pay.

Chief Negotiator Gus Koutoulas said, "This is an excellent contract with many increases. Plus, the faculty did not have to give up anything that had been earned in previous contracts."

The faculty negotiating team consisted of Gus Kotoulas, Jerry Neadly, Dante Orfei and Diane Sarter. President Norman Swenson served as a consultant at every meeting during the negotiating period. With compounded salaries and additional overload, the agreement approaches increases of 18% over a three-year period.



President Norman Swenson congratulates Chapter Chair Gus Kotoulas on the settlement.



CCCTU COPE (Committee On Political Education)



LOCAL 1600 Endorsements:



SENATE

(District)

18 th	EDWARD MALONEY (D)
19 th	MAGGIE CROTTY (D))
22 nd	ROBERT STEFFEN (D)
29 th	SUSAN GARRETT (D)
39 th	DON HARMON (D)
40 th	DEBBIE HALVORSON (D)

HOUSE OF REPRESENTATIVES

(District)

20 th	ROBERT BUGIELSKI (D)
37 th	KEVIN MC CARTHY (D)
60 th	KAREN MAY (D)
63 rd	JACK FRANKS (D)

Endorsements are based on the candidates' votes and/or full support for these principles:

★ PUBLIC EDUCATION

Guarantee the right of employees to organize. Guarantee the rights of employees to have unions, negotiate contracts and work collectively. Work for educational reform.

★ THE RIGHT TO NEGOTIATE CONTRACTS

Restore to all public educational employees the right to bargain for such conditions as class size, lay-offs, teaching qualifications and privatization.

★ EQUAL PAY FOR EQUAL WORK

Adopt legislative measures to further the principle of equal pay for equal work.

★ QUALITY HEALTHCARE FOR ALL

Support legislative measures to protect patients and ensure health insurance for all.

Remember One Vote Does Make A Difference!



In making your decisions we hope that you'll give serious consideration to our endorsed candidates.



COPE — Committee On Political Education ... Why?

- ★ Is voluntary money for political funding by union member contributions;
- ★ Prohibits or restricts the use of union dues for various political purposes;
- ★ Is the proven vehicle for representing members in the political process;
- ★ Protects and advances our professional and economic interests;
- ★ Has a direct impact on our paychecks, pensions and many of the resources available for us to do our jobs effectively;
- ★ Lobbies on key issues with voters from the districts, car pooling to Springfield, political campaign activities, mailing letters and postcards, phone banks, board elections, political functions, visits to legislators, support for friendly politicians and candidate's opposition to hostile politicians.

We need to fight on every front and show that we are committed to education and ARE a critical part of the solution.

COPE empowers us and gives us the power to fight for our members!

Swenson names new communications director



JANIE MORRISON,
Director of Communications.

Beginning with this issue, Janie Morrison has been named the new Director of Communications for the "Voice." She comes to this new position with years of AFT experience.

Morrison graduated from Central College in Pella, Iowa, with a BA in Rhetoric and Communication Arts. She attended graduate school at Trenton State College in New Jersey. After receiving her M.Ed. in Speech Pathology, she worked for ten years as a coordinator for speech and hearing services, and organized the speech pathologists in the county.

Since that time, she has spent

twenty-three years organizing, negotiating contracts and communicating with union members. In her last job, she served as the executive director of the Temple Association of University Professionals (AFT Local 4531) at Temple University in Philadelphia, PA.

President Norman Swenson hired Morrison in January as assistant to the Local 1600 president. Swenson said, "Janie comes highly qualified and ready to add her expertise to Local 1600."

In addition to her role as Director of Communications, she will work with the CCC Security Chapter and other chapters handling grievances and negotiating contracts.



Time to unionize CCC part-timers

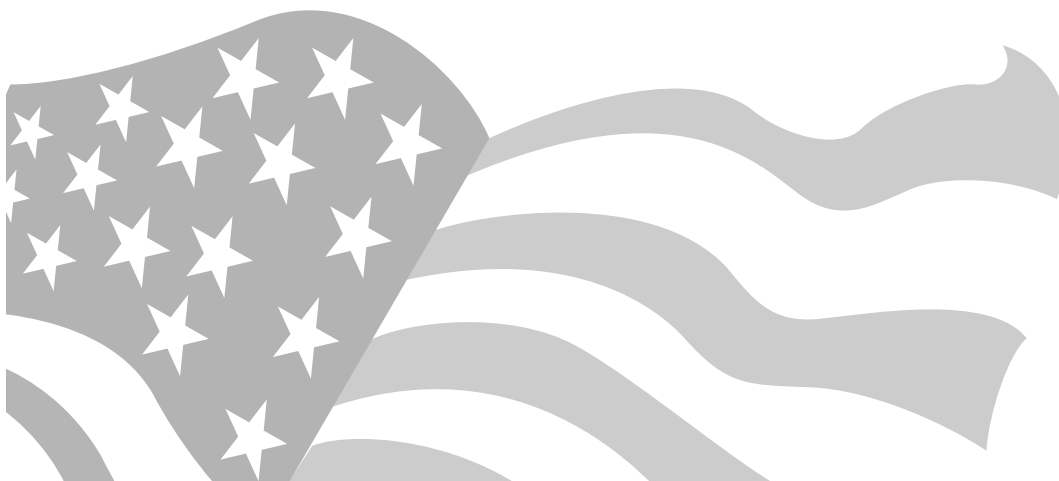
Chairperson Perry Buckley of the Committee on Adjunct Faculty Organizing stated, "We're hitting this issue real hard because we have fierce competition." Buckley noted that his competition is the National Education Association/Illinois Education Association, which is also trying to recruit the City Colleges' part-time instructors through a front group called the City Colleges Contingent Labor Organizing Committee (CCCLOC). Buckley notes, "CCCLOC was created by the IEA just to steal part-time faculty from our union that already represents the full-time faculty."

Currently, 50% of all part-timers have agreed to join the CCCTU. However, the union needs only 30% of the required projected unit to organize under Illinois law. Part of the problem in organizing part-timers is the requirement that prospective members of the projected unit must have spent two consecutive semesters teaching at least two courses each semester.

"We are shooting for 80% of the unit," stated Buckley. The union is going to petition for an election in order to represent the part-time instructors in all of the City Colleges of Chicago.



Our endorsed candidate for Governor, ROD BLAGOJEVICH.



CCCTU WINS ENHANCEMENT of salary for CCC retiring faculty

On August 29, CCCTU Grievance Chair Perry Buckley requested expedited arbitration with the City Colleges of Chicago regarding an error in formulating the enhancement of retiring City Colleges' faculty. A worksheet that was attached to the application/contract form that a faculty member filled out to receive salary enhancement contained an error. Instead of reading 20% payment of the early retirement sick pay for each of the last two years, the form read only 10% each year for two years.

President Norman Swenson immediately got on the phone with the Board negotiators.

As the deadline for faculty to apply for this enhancement of their salary was September 27, 2002, there was a need for fast action. By September 10, Executive Director Beverly Schwiesow of CCC Employee Benefits had revised the application/contract forms for both faculty and professional employees. Employees who had previously submitted application/contracts were not required to submit revised contracts. Their contracts will be modified with the correct formula.

The 20% enhancement will enable retiring faculty and professional employees to earn a larger pension during their retirement years. Their pensions are based on their highest four years of salary; the enhancement makes a big difference in the annual pension payments.

In fact, as President Swenson noted: "A number of the

AFT Higher Education locals have asked for our contract language regarding enhancement. They want to negotiate for their membership this excellent benefit.



On September 12th, CCCTU retirees met at Drury Lane in Oak Brook for an afternoon of food, fun and a show. Pat Dyra, Chapter Chair welcomes two new retirees to the chapter — Frances Brantley (Harper); Pat Dyra, (Wright) Chapter Chair; Jennifer Anderson (Moraine Valley).

CALENDAR OF UNION EVENTS

OCTOBER 26

Union Leadership Training Workshop
Holiday Inn — Mart Plaza
9 a.m.

NOVEMBER 1-2

IFT Community College Conference
Hyatt Regency
Oak Brook

NOVEMBER 5

Election Day
Don't Forget to VOTE!

Local rewards house members for hard work

Local 1600's House of Representatives meeting, on September 13 at Moraine Valley College, passed a new compensation plan.

All officers, except the president, shall be paid an annual salary equal to 18% of the highest academic year salary step of any faculty contract negotiated by Local 1600. The president shall be paid an annual salary equal to the highest academic year salary step of any faculty contract negotiated by Local 1600 plus 36% of the highest step. Chapter chairs and house delegates will receive \$240 for attending each executive board and house meeting; house delegates will receive \$60.

Present at the meeting to meet the membership and to receive their CCCTU endorsements were Illinois Senators Edward Maloney, 18th; Maggie Crotty, 19th; Robert Steffen, 22nd; Susan Garrett, 29th; Don Harmon, 39th; and Debbie Halvorson, 40th; plus Representatives Robert Bugielski, 20th; Kevin McCarthy, 37th; Karen May, 60th; and Jack Franks, 63rd.

PAST-PRACTICE:

The stealth assault against contract rights

The contractual rights provided and protected through Union negotiated agreements are sacrosanct and unassailable ... right? A college board cannot change any of the working conditions or provisions unless agreed upon by the Union ... right?

For example, the administration could not: increase the clinical hours a nursing faculty teaches; require teachers to teach on a Sunday for **no pay**; institute a fee for parking on campus; mandate faculty sign in and sign out when on campus ... right?

Wrong! Under the principle of “past-practice,” if faculty acquiesce to a policy or procedure, and this practice goes unchallenged by the faculty and unseen by the Union, **it can become policy!** Even more frightening, in a system such as the City Colleges, a practice at one campus becomes a practice at another. There have been actual attempts by college administrations to circumvent the Union negotiated contracts.

Three years ago the Malcolm X faculty were told of a new “modest” five dollar per semester parking fee.

Employees were told these funds were to be used for improvements to the lighting and security. Few objected, and the Union was not immediately informed. For most this seemed an unimportant, perhaps even benign, change in working conditions. Unknown to the Malcolm X community, however, was the plan of all City Colleges to institute a \$60 per semester fee the following year. The five-dollar fee was designed to create a precedent. If Vice President Judith Armstead had not brought this to the attention of the Union Executive Board, they might have gotten away with it.

This August, at several City Colleges, and at several of the system-wide mandated curricula meetings, faculty were “required” to sign in and sign out during professional development week. This is a clear violation of the contract. The Union grieved, and the requirement was dropped.

The lesson is clear: **ALL** union members, whether faculty, professional, mid-management, or security, must know their rights, know their contracts and remain vigilant. If you see **any** violation of the contract or any change in working conditions, report it immediately to your Union leadership.

After the pouring rain, the sun was as bright as our spirits!

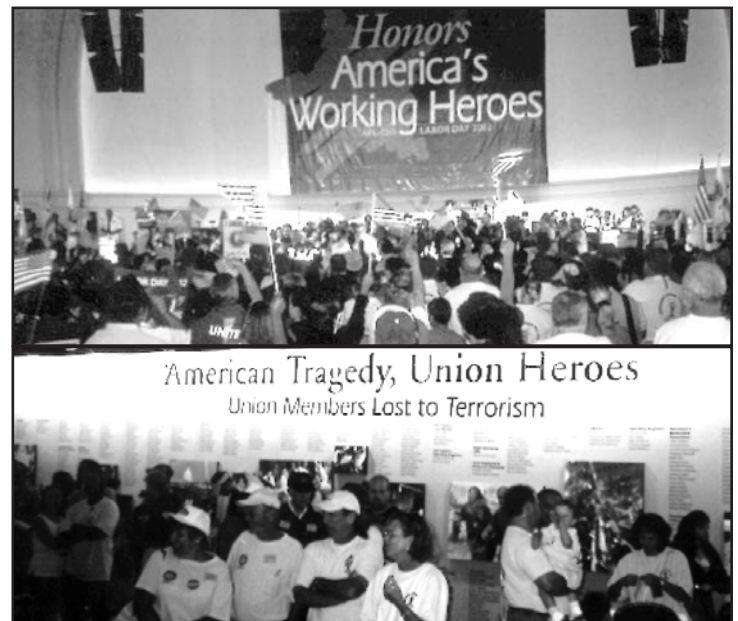
We thank all our members, family and friends, who braved the torrential rains in the morning, but who enjoyed a great Labor Day Rally at Navy Pier! In the afternoon the sun came out, just in time to enjoy the food, rides, shops and great “union” company.

The Labor Rally featured National President John Sweeney of the AFL-CIO, along with various politicians running for election in November.

Hats Off To All Who Attended!



(Left to right) Bob Sakanis, Verna Anderson, Paul Janus, Janie Morrison, Rose Sakanis, Marie Caronti and Judith Armstead.



On Labor Day, the AFL-CIO displayed a traveling tribute to our many brothers and sisters who lost their lives on September 11, 2001. They were ordinary people: firefighters, police officers, flight attendants, office workers, civil servants, pilots, janitors, military personnel, kitchen workers and bankers. They were just doing their jobs, like any other day. We honor their memory.

— Your friends and colleagues at CCCTU.

Personal glimpses



Hermine Krysa, Wright College.

• **HERMINE KRYSA**, the computer support manager at Wright College, was a finalist for the Annual Kathy Osterman Award this year. This program honors outstanding metropolitan area government employees for their diligence, superior performance and achievements in service to the public. **CONGRATULATIONS, Hermine!**

• **MARLA MUTIS**, Daley College Director of Facilities and the Chair of Daley College Chapter's Social Committee, has won the Robert G. Porter Award from the AFT for 2002-2003. Marla will use the scholarship for her doctoral studies. Only four of these awards are made in the U.S. annually. We are *very proud* that a Local 1600 professional has won this award.

• **MICHELLE CLEARY** (Olive-Harvey) presented a paper entitled "Telling It Like It Is — Using Oral Histories from Students in the Composition Classroom" at the Conference on College Composition and Communication, which was held last March.

• **ROCHELLE ROBINSON** (Olive-Harvey) was the featured poet for the Cinnamon Dog Reading Society on July 18, 2002 at the Future World Café. An article was written about the poem in the July 24 "Hyde Park Herald." Rochelle is also the editorial chair for the "Voice."

• **KEN GRIFFIN** (Oakton) is the 2002 recipient of the 2002 Oakton Community College Classified Staff Award. Ken serves at our Skokie branch as one of our Public Safety Officers. A plaque and a check for \$1,000 are presented annually at the All College Brunch the week before the opening of fall classes. A committee of Oakton Community College's Educational Foundation Board members makes the final selection.

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