

"They Did the Right Thing"

*"We have
to get the
truth out."*

—Rochelle
Robinson-Dukes



Linda Murphy welcomes the Wright Chapter back after the winter break. Seated are **Rochelle Robinson-Dukes**, **Chuck Mustari**, **Henry Herzog** and **Perry Buckley**.

President **Perry Buckley** visited a number of City College campuses during January to both celebrate the positive outcomes of the "Lame Duck Session" and reinforce the message that labor and education were still under attack in Springfield. He spoke with faculty and professionals at Wright, Malcolm X and Truman College and had been invited to Daley on Jan. 11 but, as indicated in the story, he was caught in Springfield and was unable to attend.

At each campus the discussion was much the same: the "Lame Duck Session" yielded very positive results for the state's finances in general and education and pensions specifically; "Endorsement Squads" were making the rounds to find aldermen and aldermanic candidates "friendly" to education; and CCC-specific issues, particularly the increase in inspectors general and the "Reinvention" campaign. The story that follows is from the Wright College visit from January 12.

Wright Chapter Chair **Linda Murphy** opened the meeting at 1:00, following a hot Italian luncheon from La Villa. Murphy dealt with details of the semester's end Union Scholarship Banquet and other housekeeping details before introducing Vice President CCC **Rochelle Robinson-Dukes**.

Robinson-Dukes reminded the members she represented them on the City Colleges of Chicago Reinvention Initiative, and she would be updating them on future proposals.

Robinson also announced that the Truth Squads had met to discuss how they would get out the union membership's perspective on CCC issues before the candidates for the offices of Chicago mayor as well as candidates for Chicago aldermen in the Feb. 22 election. The first decision was to change their name to "Endorsement Squads," as they would be endorsing candidates for aldermen. "We have to get the truth out," Robinson-Dukes said. "We'll be asking questions such as: 'Do you think the residents of your ward should be taking a nursing curriculum in your nearby City College, or do you think they should travel half-way across town to another City College to take that curriculum?'"

Special Asst. to the President **Chuck Mustari** and Local 1600 Facebook manager **Jennifer Visk** are working on compiling a list of other questions and positions to present to the political candidates. Mustari later presented a map with nine wards colored in as the Wright College Chapter's responsibility. Mustari noted: "We're putting our prime effort on the members of the Education Committee,

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It was a full house at Truman College on Jan. 27th as Chapter Chair **Tony Johnston** reviews the agenda.

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Perry J. Buckley

**“Odds and Sods”:
An occasional column of varied and
sundry topics.**

The Illinois Income Tax Raise

“Christmas is a time when kids tell Santa what they want and adults pay for it. Deficits are when adults tell the government what they want and their kids pay for it.”

—Richard Lamm,
former Colorado Governor

“What is not getting reported in the press is that Illinois was a low-taxing state before this raise and still is a low-taxing state even after the raise.”

—President

Perry Buckley

As we all noticed last pay period, we are now getting less in our pay checks. Phone calls received at the Union office made clear that not everyone “got the memo” concerning the raise of the Illinois State income tax from 3% to 5% in spite of the efforts of outlets like the Chicago Tribune to bash and stop it. Not only did Local 1600 approve of this raise, we lobbied for it! Why? Because we had so much to lose without it.

These new revenue streams will secure our pensions, bring new funds to our community colleges, assure health care for us and others now and in retirement, to only name a few. It will make our job at the negotiating table much easier. The contracts at Triton Classified, Moraine Valley Faculty and Staff, South Suburban Faculty, and Prairie State Police are all up in 2011. Seven additional contracts are up in 2012. Without this tax increase we were looking at very grim negotiations.

What is not getting reported in the press is that Illinois was a low-taxing state before this raise and still is a low-taxing state even after the raise. The income tax is 10.55% in California; 8.97% in both New Jersey and New York; it is 7.75% in Wisconsin. I have heard the governors of both Wisconsin and New Jersey propositioning Illinois businesses to move to their states. Why? Two more examples of people ignoring the “inconvenient truth.”

Attacks on Pensions, Teachers, and Unions

You will find stories in this *Voice* and on our website concerning these attacks. Succinctly, however, in both the November “Veto Session” and again in the January “Lame Duck Session” in Springfield pensions, teachers, and unions were the target of self-interest (to say nothing of self appointed) groups targeting: tenure; collective bargaining; the right to strike; seniority; as well as our pensions and retiree health care. While we were successful in “killing” all these proposed bills and laws, as with Hollywood vampires and zombies, “death” can be short-lived. The eyes pop open again, and we need to hurry back down to Springfield to “kill the beast” all over again.

Legislative Chair **Bill Naegele**, my assistant **Randy Barnette**, and I went to Springfield during the “Lame Duck Session” to fight these horrific proposals. We were also very well served by the IFT’s legislative department, especially Director **Steve Preckwinkle** and Higher Ed Liaison **Nick Yelverton**. To say it took considerable and arduous efforts would be an understatement of the highest order. In the end, however, our most loyal and dedicated friends in the legislature came through.

City Colleges and “Reinvention”

As you may have read, if you are not one of our City Colleges members, the new Chancellor of the City Colleges, **Cheryl Hyman**, has created a massive “reinvention” initiative, with seven separate task forces, to see how the City Colleges can do a better job of serving our students. The stated goal of this “Reinvention” is, in part, to help better serve the large numbers of incoming students needing remediation; to increase the numbers of students seeking degrees to get them; and to better serve and deliver credit, adult ed., and continuing education. Over half of the participants are Local 1600 members.

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

- President.....Perry Buckley
- Vice President, City Colleges Division.....Rochelle Robinson-Dukes
- Vice President, Suburban Faculty.....Jim O’Malley
- Vice President, Suburban Classified.....Jillian Verstrate
- Secretary.....Patricia Wenthold
- Treasurer.....Donald Radtke
- Legislative Representative.....Bill Naegele
- Grievance Chairman.....Tom Kodogeorgiou
- Special Assistant to the President.....Randy Barnette
- Editorial Chair.....Todd Lakin
- Publicity Chair.....Bill O’Connell
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The Right Thing (continued from Front Page)

such as Alderman **Margie Laurino** (39th Ward), who has been pro-union, as well as pro-faculty and staff.”

“And as Perry Buckley noted, the best member of the Endorsement Squad to talk to an alderman is a member who lives in her or his ward and also works at a City College in her or his community. If you want to help out, get in touch with your chapter chair, Linda Murphy, or with me,” Mustari said.

Buckley, fresh back from Springfield after a 4 1/2 hour drive through snow-clogged highways, was cheerful in his upbeat report. A two-percent state income tax increase, along with a corresponding corporate increase, passed at about 1:00 a.m. Buckley was in Springfield with his assistant, **Randy Barnette** and Legislative Chair **Bill Naegele**.

This much-needed increase gives the Illinois community college teachers and staff three things:

- Secure pensions (about \$3.8 billion in new borrowing for this year’s required pension contributions, plus helping funding for future payments),
- Secure healthcare, and
- Assurance that colleges will have needed funding.

At least three of the community colleges in Cook County were in dire straits after the State of Illinois did not pay them the money it had promised to pay them.

Buckley took the time to thank those “lame duck” state legislators who had either resigned from office or had been defeated in running for other offices, yet came in and voted for the income tax increase. Buckley stated: “State Representative **David Miller**, who had run for higher office and had been defeated, sat through the entire veto session and spoke out in favor of our issues. We won’t forget him.”

As for the attack on teachers, college staff members, and education unions throughout Illinois, Buckley noted the well-funded out-of-state groups who came into Illinois—such as the Taxpayers Bill of Rights—spent over a million dollars electing state representatives and state senators to do the following:

- Attack educators and their unions with a list of half-truths and outright lies,
- Called for the elimination of collective bargaining,
- Called for denying the right to strike,
- Called for elimination of tenure,
- Called for the elimination of seniority,
- Provided language that would have handicapped all unions governed by the Illinois Labor Relations Act—which would include all public community colleges and public universities.

There appears to be some movement toward enrolling CCC active faculty and staff plus retired faculty and staff in the College Insurance Program (CIP). In the past, Local 1600’s CCC contracts have



Local 1600 Legal Counsel **Brenda Pryor** watches as **Chuck Mustari** explains how the Endorsement Squads will work to Wright’s **Hermine Krysa**.

given retirees 10 years of reduced rates for health-care insurance, but, after 10 years, they must pay the full cost. CIP is less expensive and more desirable for retirees. Earlier in his term of office, Buckley noted the CCC had refused to fund a \$600,000 fee for adding active faculty and retirees to CIP. The new CCC administration, however, is now working with Local 1600 and is offering up to \$10 million to have the members included in the healthcare program.

As far as the Reinvention Initiative in the CCC, Buckley said: “If there is something there that will help our students, we’re for it. We want to make the City Colleges a better place, but we should proceed slowly. As Shakespeare said: ‘Wisely and slow, those stumble who go fast.’”

The meeting closed with Mustari urging members to call the CCC Human Resource Department if they did not receive in early January their new Blue Cross healthcare membership cards for treatment and prescriptions. “If you did not get one, please call them at 312-553-2895 or 312-553-2894. Be ready to leave a phone message. They’ll help you get one.”

After the meeting, Buckley and Murphy stayed for about a half-hour answering questions and talking to the members.



Truman’s **Matt Ciavarella** is glad about some good news from Springfield.

Morton Classified Chapter Meets to Discuss and Resolve Issues

The Morton College Classified Association met over lunch in the college's board room on Monday, October 25. Prior to the meeting, President **Perry Buckley** chatted with Morton President Dr. **Leslie Navarro**. Chapter Chair **Tim Visk** thanked Local 1600 Legal Council Brenda Pryor for attending and noted that, with Governor **Patrick Quinn** on campus with stimulus money in hand, he and Buckley would head to the cafeteria for the reception shortly.

Visk expressed concern over the classification of some proposed new employees who would be non-union quasi-administrators instead of members of the classified bargaining unit. *[Editor's note: This matter was settled at Step Two of the grievance level by a Memorandum of Understanding signed by Navarro and Visk on Oct. 28.]* Navarro has gone on record to protect positions and not R.I.F. employees and is working with the chapter chairs.

Morton delegate **Richie Pawlak** summarized his experiences at the IFT Convention in St. Louis, discussing the amendments and resolutions and informed everyone that their chapter had 100% membership.



Morton Classified members with their officers, **Richie Pawlak** and **Ruben Ruiz** (sitting), dressed in their CCCTU yellow shirts.



Perry Buckley enjoys a lighter moment as Morton College President Dr. **Leslie Navarro** peruses the latest edition of the award-winning College Union *Voice*.

From the President's Desk (continued)

I have toured the facility where the task forces meet; have interviewed our members on the teams; and have spoken with faculty and staff. So what do I think? As a 35-year career teacher, I support anything that will help us serve our students better. If there is a way to help, enhance, and improve what we do and how we do it... I wholeheartedly support the effort. As Union president I have a responsibility to our faculty and professionals to make sure any changes are done "with us and not to us," and that our contracts are followed and respected.

Academic freedom must remain sacrosanct. I always adhere to the Shakespeare adage, "Wisely and slow; they stumble who go fast." What I have seen so far, however, I like. Every single person and group working at the site were engaged and dedicated. It is a good place for ideas to nurture. Some of our best faculty and Union members are part of this process. They just might shock the world and do good things!

Election Year!

March 1-3 will be the dates for the Local 1600 (and chapter) elections. I humbly ask that you vote and be part of the process of selecting your Union leaders. The best way to be part of the process is to vote. Oh yes... There is a Chicago mayoral and aldermanic election as well! Please consult our endorsements found in this *Voice* on the back fold. Next edition we will discuss our activist plans in the Chicago City Council... First, however, let's get our friends elected!

Hey Union Member – I’m Talking to YOU!!!



By
Brenda D. Pryor, Esq.

Dear Union Brothers
& Sisters,

I am writing to you today to make you aware of a phenomenon that keeps occurring, in hopes of eradicating it. What I’m talking about is members

not being proactive in protecting their jobs: not availing themselves of their right to representation; members providing damaging evidence, and then afterwards asking for union representation; and members who make questionable workplace decisions.

RIGHT TO REPRESENTATION

I know, I know! You’re tired of hearing about Weingarten rights. But since this is the most important right you have as a Union member, I CANNOT emphasize it enough. When you’re called into a meeting with an administrator, it’s on you to request Union representation. The College is under no duty to inform you of your rights; they might not even know that you get representation. I don’t care if you think administrators are your friends (they aren’t!) or that the matter isn’t serious (it is!). I know that administrators sometimes say that the matter isn’t disciplinary, so you don’t need to get the Union, but it’s not their decision. The right of representation kicks in when you want it, so make sure to request it!

DAMAGING EVIDENCE

In that same vein, please note that it doesn’t help to request Union assistance AFTER you’ve talked to administration about an incident. Another facet of Weingarten is the right to respond to an inquiry after speaking with the Union (the right to remain silent). If you’re with an administrator and he/she is asking questions, requesting an explanation, or telling you to write a statement of events – don’t do anything until you’ve talked to the Union first! Please be aware that CCCTU members are being seriously disciplined and even terminated after meetings where they spoke or wrote first and then asked for Union representation. Don’t be one of these people! The Union can’t “put the genie back into the bottle.” Once you’ve damaged your case by talking, we rarely can fix it.

QUESTIONABLE WORKPLACE DECISIONS

This is a sensitive topic because everyone believes that they make good judgment calls about what they should and shouldn’t do in the workplace. Unfortunately that’s really not true. In my three years as your field representative we have had members steal from students, arrive at work intoxicated, pressure co-workers and students to join their churches, make offensive statements about administrators or students disguised as humor, sell drugs, and download pornography while on college computers. Now while some of these people knew what they were doing was wrong, a few did not, which makes me realize that a “refresher” course on workplace behavior is due.

PLEASE NOTE: you cannot ever view pornography on College property. You should never ask a student out on a date (and I would prefer it if you did not Facebook “friend” them or text them either – this is routinely misinterpreted as sexual in nature); you can’t sell anything on campus during work hours: tickets to the gospel concert, Noni juice, Mary Kay, or Mary Jane. It is a breach of your fiduciary duty to the college; and be cognizant that off-campus behavior can be used against you on-campus.

In closing, I believe that Local 1600 members can, and will, be more proactive in the workplace. Let’s all do our best to stay out of trouble, and if somehow you end up in trouble, contact the Union for assistance.

SAVE THE DATE:

February 18: Executive Board

March 1-3: CCCTU Elections

March 18: House of Representatives

April 15: Executive Board

May 13: CCCTU Banquet at Sox Park – tickets now available at the union office

HOLIDAY PARTIES

Editor's note: There were a record fourteen(14) holiday parties this season, beginning with Oakton's Annual Pizza Party on October 29, 2010 and ending just recently with Morton College Classified chapter's post-holiday-season party on January 28, 2011. All photos of the parties are available on SmugMug: <http://local1600.smugmug.com/Parties>. Enjoy the photo album!



HOLIDAY PARTIES



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Local 1600 Leaders Discuss New Strategies and New Techniques

On the heels of the IFT Convention in St. Louis and the Executive Board meeting downtown, Local 1600 leaders convened at the IFT campus in Westmont on October 23, 2010, to address issues that its members face today. Three seminars led by the future leaders of the CCCTU were not only informative, but emotionally moving in the interest of protecting your chosen profession. Never has the message been louder and clearer: ‘solidarity’ is the word of today.

The first order of business involved the City Colleges’ “RIF” list. There were originally 25 Local 1600 Professionals designated to be reduced in force at the November CCC Board meeting. Acting Grievance Chair **Chuck Mustari** researched the CCC contract and seniority list and found seven full-time professionals who had bumping rights, including Daley College Chapter Chair **Mel Anderson**. Mustari and President **Perry Buckley** were also able to save two jobs outright and negotiate retirement for six others. In the end the RIF list was reduced to 11. Local 1600 continues to work to find positions at all 14 of our colleges in Cook County.

A capacity crowd heard Asst. to the President **Randy Barnette** open the session by thanking the chapter leaders for their dedication by giving up their Saturday in the interest of the members whom they represent. Barnette introduced Buckley who recognized the dedication of those willing to sacrifice time away from their families to represent their constituency.

Buckley also highlighted why we need to be more vigilant in our duties, stating, “When did we become the enemy? We are Classified, Support Staff, Mid-Managers and Pro-Techs, Security, Professionals and Faculty.” He recognized conference attendee **Lonnie Hall** as one of the RIFed Professionals. Hall is a Nursing Lab Professional at Kennedy King College and a Registered Nurse.

Barnette introduced the presenters of the first session, Mustari and Legal Counsel **Brenda Pryor**. During the seminar, “Bringing Old School Grievance Strategies to the New School of Technology,” Mustari and Pryor summarized their plan to have an archival system for CCCTU grievances. In the past when researching a potential grievance, Mustari would “call the phone number on the back of the Local 1600 calendar and [founding President] **Norm [Swenson]** would say, ‘We won that grievance at Truman College in 1972.’” As the leadership evolves, a more formal paper trail would benefit the future leaders.



David Richmond (Harper) and **Debra Baker** (Triton) enjoy a chuckle prior to presenting "Negotiations Handbook and Contract Maintenance."

“The CCCTU has a great history of winning grievances and arbitrations” Mustari added. However, as time has elapsed, some of the institutional knowledge has been lost and not passed on to the next generation. In that light, a grievance form is available on the website. The form helps identify if the complaint is a gripe or a grievance. Pryor then gave some examples of rights and wrongs when documenting the concern. “Cite articles from the contract where your rights were violated,” Pryor stated. “The purpose of our presentation is to discuss where we are as a union and where we need to go, the value of our history of grievances and arbitrations and how best to utilize technology to make that information accessible to the grievance chairs.”

Two dynamic future leaders, Harper’s **David Richmond** and Triton’s **Debra Baker**, led the second session on the “Negotiations Handbook and Contract Maintenance.” Attendees split up into groups and discussed various techniques to prepare for negotiations. Triton MidManager Chapter Chair **John Cadero** discussed the importance of a chapter survey to get the members involved in the process from the beginning. Harper Chair **Tom Dowd** suggested cleaning up ambiguous contract language prior to entering negotiations formally. Other items included updating the chapter member list, setting ground rules like the number of limited negotiated items and a time-line to finish, picking a team with broad representation and identifying outside allies.

New Strategies and New Techniques (continued)

The final session was on future planning and training, titled “Union Solidarity.” Moraine’s long-time Support Staff Chapter Chair **Rose Sakanis** gave an excellent presentation on how she brings in new members. The process includes “a discussion as to why the union was formed, chapter history and member benefits like the sick bank,” she said. Sakanis also talked about mentoring and how intimidated she was when she became first involved. Her mentors helped her become an important leader in Local 1600.

The afternoon concluded with a luncheon and much camaraderie. “The overall mood was positive, despite the challenges that lay ahead,” V.P. CCC **Rochelle Robinson-Dukes** said. “The future of Local 1600 looks strong.”



MV Support’s **Rose Sakanis** and V.P. CCC **Rochelle Robinson-Dukes** co-chaired “Union Solidarity.” Harper’s **Tom Dowd** looks on.

PSRP Recognition Day

The State of Illinois recognizes the third Wednesday of each November as Paraprofessional and School-Related Personnel (PSRP) Day. At Morton College this year, the Morton College Classified Chapter had a pizza luncheon to celebrate their solidarity and the good work that they do.

At the IFT Convention in St. Louis this past fall, the following resolution was passed unanimously:

Resolved, that the Illinois Federation of Teachers promote awareness of PSRP Recognition Day by providing a prominently displayed permanent link on the IFT website and IFT LeaderNet to information about the Recognition Day and suggestions for locals, councils, school districts and colleges of activities and events to honor and recognize PSRPs on their day and throughout the year; and be it further

Resolved, that the IFT stress the importance of PSRP Recognition Day by publicizing the day in all of its publications and calendars, and be it finally

Resolved, that the IFT develop and implement activities and events to honor its PSRPs on the third Wednesday of each November.



MV Support’s **Rose Sakanis** voted for the PSRP Recognition Day Resolution at the IFT Convention.



Sue Braasch’s Prairie State Chapter represents a wide variety of PSRP positions.



Morton Classified Chapter Chair **Tim Visk** (standing) states, “The camaraderie is strong at Morton. We work hard and when we get together, we enjoy each other’s company.”

Morton Classified Chapter Delivers Food for the Hungry

By *Richie Pawlak, Morton Classified*

Every year, usually during the holiday season, the Morton Classified Chapter makes a contribution to a local charity. Local charities such as the Berwyn Public Library or Youth in Crisis – serving Berwyn, Cicero, Stickney, among other communities – have benefited from its efforts. This year, the chapter officers, led by Chapter Chair **Tim Visk**, followed the suggestion of **Gene Suire**, the bookstore manager at Morton College, and decided to contribute to the CBS (Cicero-Berwyn-Stickney) Food Pantry.

On Dec. 13, the officers trekked out to Aldi's to buy \$150 of food for the CBS Food Pantry which provides food weekly for 200 families. Visk joined **Eric Porod**, **Karen Piest**, and **Richie Pawlak** in making selections. They transported their purchases to the college, put it on a cart and with the help of **Ruben Ruiz**, rolled it into the bookstore, where the food would be held until its delivery. Suire was happy to receive the donation. "I can always count on our chapter," he said. The food was delivered to the pantry in time for holiday celebrations.

All of the communities served by Morton College are working and middle class. Each community has felt the effects of the downturn in the economy. In their own way, the Morton Classified members made an effort to set an example. For more information about the CBS Anti-Hunger Foundation, visit the website at www.cbsantihunger.org.



Morton Classified officers and members pick up food to donate to the CBS Food Pantry. From left to right are: **Eric Porod**, **Tim Visk**, **Ruben Ruiz**, **Karen Piest**, **Gene Suire**, and **Richie Pawlak**.

Chicago Mayoral Candidates Debate Educational Issues

By *Sean Noonan, Harper Faculty*



The CCCTU was represented by **Diane** and **Bob Blackwood** (not-pictured), Truman's **Tony Johnston** with Adjunct Prof. **Ken Touff**, Truman's Prof. **Christine Aguila** and Harper's **Sean Noonan**.

On Thursday, Dec. 16, the Chicago Teachers Union hosted a Mayoral Candidate Forum at the Operating Engineers Local 143 Hall at S. Grove Street. The event was co-sponsored by the Cook County College Teachers Union Local 1600, Operating Engineers Local 143, SEIU Local 73 and Access Living, the disability rights organization.

An audience of four hundred, plus several TV stations, packed the hall. Additionally, CAN-TV, recorded the event for broadcast in the near future.

The mayoral candidates in attendance were ex-Senator **Carol Moseley Braun**, Chicago City Clerk **Miguel De Valle**, former President of the Chicago Public Schools and Chairman of the Board of the City Colleges of Chicago **Gery Chico** and **William**

"Dock" Walls, director of the non-profit Committee for a Better Chicago. Former mayoral candidate State Senator **James Meeks** also participated while **Rahm Emanuel** was not present. WVON's **Cliff Kelley** served as the moderator, introducing the candidates and reading out questions for the office seekers.

On the issue of appointing or electing CPS and CCC boards, all the candidates, except for Moseley Braun, supported having the CEO, Chancellor and both boards be democratically elected. Moseley Braun suggested that the CEO of CPS and Chancellor of City Colleges should still be appointed by the mayor but added that there should be a public nomination process.

Another key question involved the so-called "Education Reform Committee" in Springfield, which has its sights set on weakening and restricting tenure and prohibiting teachers' strikes. Moseley Braun and Walls spoke clearly in opposition to the agenda of the Education Reform Committee. Chico and Del Valle objected to the fast-track approach of the committee but did not speak to the merits or demerits of the proposed reforms.

Regrettably, the scapegoating of CPS teachers and attacks on their democratic rights to tenure, to organize unions and to strike are probably a harbinger of things to come for community college teachers.

Union House Meeting at Morton College: Politics and a Play



Morton Faculty Chapter Chair **Dante Orfei**, standing between Local 1600 officers, welcomes the House delegates to Morton.

The Union House meeting on Jan. 21 within Morton College's Jedlicka Performing Arts Center was a busy one. Nominations were accepted for the upcoming CCCTU, Local 1600, officers' and delegates' and alternate delegates' elections; voting will take place during Mar. 1-3, 2011. Discussions of the new income tax hike from Springfield with its impact on business and the educational community filled much of the meeting.

Tim Visk, chair of the Morton Classified Chapter, welcomed the Union House members on behalf his chapter. Morton Faculty Chapter Chair **Dante Orfei** urged members to attend the Broadway musical "Grey Gardens" following the dinner. Orfei also introduced his new Asst. Chapter Chair **Luis E. Sanchez**.

Then, Orfei introduced President Dr. **Leslie Navarro**, wearing a Local 1600 cap. She said, "I believe it is people like you who keep this country moving." President Navarro then called for President **Perry Buckley** to take the podium.

Buckley's first major order of business was the calling for nominations for Local 1600 union office, and for the delegates and alternate delegates for the 2012 AFT Convention in Detroit, Michigan, and the 2013 IFT Convention in Chicago. The only slate for all officers was presented by the Union Progress Coalition, which is headed by Buckley:

- President: Perry Buckley (Wright College)
- V. P. CCC: Rochelle Robinson-Dukes (Olive-Harvey)
- V. P. Sub. Fac.: David Richmond (Harper)
- V. P. Sub. Class. & Support:
Rose Marie Sakanis (Moraine Valley)
- Secretary: Debra Baker (Triton)
- Grievance Chair: Charles Mustari (Wright)
- Treasurer: Donald Radtke (Daley, retired)
- Legislative Chair: William Naegele (South Suburban)

The only contested office as of this printing is for an individual office: Jillian Verstrate (Oakton) is running to retain the office of V.P. Sub. Class. & Support.

The UPC slate also presented candidates for all delegates and alternate delegate positions to both conventions with representatives, apparently, from every chapter; Verstrate was the sole candidate at this time to challenge the slate.

Legislative Chair **Bill Naegele** thanked the members for their many phone calls and emails to their legislators to pass the income tax hike and to defeat the opposition who would strip active faculty of: the right to collective bargaining, effective seniority, and tenure.

Naegele said, "We played defensive 'football' all this last session; as you know, a strong defense can take you to the Superbowl." He expected attacks on teachers and teachers' unions to continue. He then received endorsements from the House of three Chicago aldermen who had supported our union in the past:

- Alderman **Ricardo Muñoz** (22nd),
- Alderman **Matt O'Shea** (19th) and,
- Alderman **Jim Balcer** (11th).

V. P. CCC **Rochelle Robinson-Dukes** will be working with the chapter chairs of each CCC chapter to create "Endorsement Squads" who would endorse candidates in each ward of Chicago. Robinson-Dukes stated the chapter chairs had met once, and squads were already going out to talk with candidates for aldermen throughout Chicago. She called on all members who live in Chicago to contact the chapter chair of their nearest CCC chapter to visit with their alderman.

Legal Counsel **Brenda Pryor** urged CCC members to talk with the officers of their local chapter first before attending any private meeting with CCC administrators and before filling out any form. As she said, "Don't write something down for the administration, and, then, call us."

For the full story, please visit www.ccctu.com.



Perry Buckley and **Norm Swenson** addressed the Retiree Chapter representatives before the Jan. 21 House Meeting began.

You Should Know Andy Kidwell



Although Harper College's **Andy Kidwell** has only been a full-time faculty member in the Chemistry Department since 2005, it seems as though he's been an active member of the union chapter at Harper College for years. "My colleague and good friend in the department, [Faculty Senate President] **Tom Dowd**, encouraged me to get involved in the union early in my tenure at Harper College," Kidwell remarked. "I believe that it's my responsibility to be active and to give back to those who came before me."

With that kind of attitude it isn't surprising to note that Kidwell is not only the Treasurer of the Harper Faculty Senate but also the 2011 CCCTU Election Chair. "When the leadership approached me to help the Local, I didn't hesitate," he said. "Becoming the Election Chair was another way that I could give back to the union," he added.

The Lovington, Illinois, native took a circuitous rout to get to Harper College. After receiving his B.S. in Chemistry from the University of Illinois, he

began his M.S. in Synthetic Inorganic Chemistry at Indiana University but soon followed his mentor to the Ohio State University, from which he ultimately received his M.S.

Shortly thereafter, he accepted a job in the food science industry near his hometown in Decatur, Illinois. "I ran instrumentation for bulk and industrial processes," he said, "but soon it became clear to me that, after teaching part-time at Parkland College [in Champaign], I had a passion for teaching and was becoming less interested in an office job," he continued. "The opportunity to teach full-time at Harper College and to live in a major metropolitan area was all that I needed to resign my job and begin my teaching career. I really do love happy endings," Kidwell said.

Aside from his teaching and union duties, Kidwell keeps himself busy playing tennis three days per week and walking his three-year-old chocolate lab, Dr. Pepper. He's also a fan of many television shows, including "The Wire" and "Arrested Development."

When asked about Kidwell, Faculty Senate Vice President **Sean Noonan** stated that "he spends a ton of time working. Andy is extremely diligent doing the work of the union and being an excellent teacher. He was the Co-Chair of the Master Plan Steering Committee and represented the faculty very well."

Kidwell returned the compliment: "We have an excellent team in the Harper Faculty Senate leadership. I'm the new kid on the block, so to speak, and they have been very supportive of me. They're a great group to learn from," he replied.

SCHOLARSHIPS

CFL Offers 10 College Scholarships to Graduating Seniors



MV's **Troy Swanson**; **Perry Buckley**; MV's **Jan Hill**; CFL President **Jorge Ramirez**, and MV's **Kevin Navratil**. Photo by *Nick Kaleba*.

The Chicago Federation of Labor will once again offer the **William A. Lee** Memorial Scholarship Awards to ten graduating high school students who are members of union families. The CFL will offer five academic-based scholarships and five random-drawing scholarships in the amount of \$2,000. *Students may only submit applications for one of the two categories.*

The Cook County College Teachers Union, Local 1600, is affiliated with the CFL. President **Perry Buckley's** signature must be on the application. Don't delay! The period for submitting applications is through March 1. Please see the application for more complete rules. Applications are available online at <http://www.chicagolabor.org/content/view/515/233/>

You Should Know Debra Baker

Debra Baker has served as Triton Faculty Chapter Chair since 2008 and has had big shoes to fill since the retirement of **Maggie Hahn-Wade**. Her “talk softly and carry a big stick” approach has worked well at Triton, an institution that, in the past, has had more than its share of grievances.

Born and raised in Clinton, NY, Baker’s original career goal was to be an English teacher. Given the surplus of educators at the time, Baker’s high school counselor suggested a career re-assessment. She considered health care but wasn’t interested in nursing, the field her sister pursued. Her ophthalmologist recommended a career in ophthalmic technology. Upon graduation in 1976, she attended Fisher College in Boston and graduated with an Associates Degree in 1978. A self-described college radical, she “unionized” some fellow students and was successful in overturning some antiquated college dorm policies.

Upon graduating from college, Baker worked in private practice and was a member of the United Optical Workers Union. Baker met her husband **John** who was also interested in eye care. They moved to Philadelphia, so John could attend the Pennsylvania College of Optometry. Deb was a technologist at the University of Pennsylvania’s Scheie Eye Institute during her time in Philadelphia.

Baker moved to Chicago when John was offered a professorship at the Illinois College of Optometry. She worked in private practice until a Triton College Advisory Committee member suggested Baker as a candidate for a vacant position. She rekindled her early career desire to teach and joined the Triton faculty in 1986.

Baker was an office partner with the Triton College Faculty Association V.P. at the time, the late **Judy Bohn**. Judy got Deb involved in the election committee and post-contract Coordinator Compensation Committee, and soon she was off and running doing volunteer work for the union. New TCFA V.P. **Bill O’Connell** encouraged and asked Baker to run for the Member-At-Large position on the Executive Committee. She was unanimously elected and eventually became chapter chair.

Along with her union duties, Baker is active in professional activities related to Ophthalmic Technology. She is a Past President and Fellow Member of the Association of Technical Personnel in Ophthalmology and is currently serving on the Board of Directors of the Commission on Accreditation of Ophthalmic Medical Programs.



Union leadership at Triton is quite a challenge. Reprimanded for its “shared governance” violations by the North Central Association, there is a constant battle between administration and all union groups. Earning a good contract in bad times was a real feather in her cap. In her words, “We are tireless in protecting our people even when the administration attempts to wear down our resolve. Though we have been able to improve some of the relationships that we have with administration, some obstacles still exist. I like the work and the challenges it brings more than I expected to.”

With the assistance of Local 1600, Triton has an excellent grievance record. When adjunct faculty pay increases were in excess of what the full timers were being paid for their overload, the grievance went to mediation. “That mediation win was exhilarating,” Baker states.

In what little free time there is, the Bakers enjoy family and friends. She likes theater, music and travel. Baker’s son **Alex**, a law student at SIU, was an intern for Local 1600 over the summer. Baker enjoyed sharing union life with him, and they often find themselves discussing grievances and contract language during his phone calls home.

Baker’s dedication and light-hearted demeanor suits her well for union leadership. She is honest, open and, above all, and is respected by her peers. You should know Debra Baker.

CCCTU ENDORSED CANDIDATES

For the most up-to-date list from the "Endorsement Squads," please visit the CCCTU website.

City-wide Office

Susana Mendoza – City Clerk of Chicago
Stephanie Neely – City Treasurer

Aldermanic Races

Leslie Hairston (5th)
Fredrenna Lyle (6th)
Sandi Jackson (7th)
Jim Balcer (11th)
Latasha Thomas (17th)
Matt O'Shea (19th)
Ricardo Muñoz (22nd)
Ariel Reboyras (30th)
Ray Suárez (31st)
Richard "Dick" Mell (33rd)
Tim Cullerton (38th)
Margaret Laurino (39th)
Pat O'Connor (40th)
Brendan Reilly (42nd)
Marina Faz-Huppert (45th)
Tom O'Donnell (47th)
Debra Silverstein (50th)



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