Retirees “Cabaret” It at Drury Lane

Life is a cabaret, old chum, often if you are a retired member of the Cook County College Teachers Union, Local 1600. Chapter Chair Norm Swenson and the retirees were benefiting from the union-paid discount price both for the fine cuisine and the well-staged version of “Cabaret” at the Drury Lane Theater on Aug. 26.

Five tables of retirees and union officers of the local and the Retirees Chapter enjoyed a fine lunch under the crystal chandeliers of the Drury Lane Theater’s Grand Ballroom. President Perry Buckley; V. P. Suburban Jim O’Malley and wife, Cindy; Treasurer Don Radtke; Secretary Pat Wenthold; Retirees Chair Norm Swenson; and Past Retirees Chair Pat Dyra and wife, Ginny, enjoyed the company.

Table talk focused on summer activities and the near future. O’Malley won 4th place in a national bass fishing tournament. Bob Blackwood was hoping to catch his first salmon in Washington State in October or perhaps to catch more sharks.

Retirees from the suburban chapters and the CCC talked of grandchildren, the advantages of Medicare and their hopes for the public health insurance option. After the show, they all had something to whistle on their drives home.
Strategic Planning Retreat: A Vision for Local 1600’s Future

Local 1600, founded in 1966, held its first ever Strategic Planning Retreat on July 24 and 25. The main objective of the retreat was to see how the local could better serve its membership: improved and more modern communication, increased awareness of Union membership benefits, an updated Constitution and By-laws and analysis of the local’s growth in the 21st century.

Local 1600’s leadership, led by President Perry Buckley, convened a representative group of the union to evaluate the organization. Buckley saw the need to have frank discussion about current issues. As he said at the Oak Brook Doubletree Hotel on the evening of July 24, “We are here to do some work for the union. We have some problems. For example, we have anachronisms in our constitution. Most importantly, I want you to talk about the things that will help us to get where we want to go. In fact, you can suggest where we want to go.”

Buckley concluded: “Note that we have completely paid for the 208 W. Kinzie facility, the best buy this union ever made. We receive weekly requests to sell the building. We have no preconceived ideas about where we should re-locate our office, should we decide to move it.” After Buckley’s welcoming comments, Assistant to the President Randy Barnette spoke briefly on the agenda timelines and the committees’ responsibilities.

Buckley then introduced Tom Ryder, a lobbyist for the Illinois Trustees Association and the facilitator of the retreat, to the 30 members present. The next morning at the IFT Westmont’s headquarters, the committees met, made recommendations for further discussion, and prioritized their recommendations.

Legislative Chair Bill Naegele, chair of Membership Services, commented on internal organizing, a membership survey of perceived needs, a CCCTU-specific union card and other topics for future discussion. Treasurer Don Radtke, chair of Staffing and Facilities, commented on the need for a Facility Committee to consider rehabbing our present office or moving to other locations, the creation of various possible staff positions, a membership survey of perceived needs, and other topics.

Buckley opened the next session with the Governance and Policy Committee’s report. As committee chair, he suggested an Ad-Hoc Constitutional Committee to update the constitution, a fresh look at chapter structure, possible changes in elections, and other topics. The Communication and Training Committee recommended the expansion of the website’s services, suggested fall leadership conferences, alternative media connections and strategies, and new training projects plus the creation of CCCTU-specific promotional brochures.

After discussion, Buckley thanked the members for their efforts, praised Ryder for his actions to enhance communication, hailed Barnette for making the retreat possible and said good-bye to everyone by 3:00 P.M.

Weeks afterward, Buckley noted that IFT Field Representative Brenda Pryor and Webmaster Bob Blackwood’s combined summary notes were eight pages long. Four Ad Hoc committees were recommended: Organizing & Outreach for New Members, Facilities and Staffing, Constitution & Bylaws, on Training, and the existing Communications Committee was re-tasked.

continued on page 6
“When your neighbor loses his job, it is a recession. When you lose your job, it is a depression.”
— Harry S. Truman, April 1958

According to data from the Chicago Federation of Labor, since January 1, 2009 the average negotiated raise increase on union contracts has been 2% per year. And that is union-negotiated contracts. For non-union employees the number is a negative 4.3%. Non-union workers are receiving freezes and cuts in pay while many union members are not. Workers at the Chicago Sun-Times just agreed to an 18% cut in pay and other significant concessions. City workers have been forced to take “furlough days,” forced days off without pay. At our recent IFT Executive Board meeting we discovered the news throughout Illinois is also bleak. There are “ones” and “twos” and even freezes at many of the IFT locals in Illinois. Downstate has been especially hard hit.

Local 1600 negotiates 21 separate contracts at the 14 community colleges we serve in Cook County. Since June we have reached agreements with South Suburban Adjunct Faculty; Triton Faculty; and Morton Faculty and Classified. Both Morton units bargained five-year contracts providing 3.7%; 3.7%; 3.5%; 3.5%; 3.5% over five years for a compounded raise of 19.2%. At Triton and South Suburban their contracts provided 3% each year. Compared to what is being won both in and out of education these are good deals for our members.

Fortunately, at several of our colleges we had been able to secure long (five-year) contracts and, at others, “extensions” that have given us a safety net, in some cases, until as late as 2013. There were some who questioned the wisdom of long-term contracts and extensions. However, as all of these provided between 4.0% and 5.35% raises on average, no one is complaining now. I have often said, and not necessarily in jest, “give me 5% a year and I will give you a 20-year contract.”

We have some big ones coming up. South Suburban Faculty and Triton Classified are both up this year. Another five are up in 2011. I will continue the policy of having Local 1600 support all negotiations in any way the chapter sees fits. Whether we are asked to be the chief negotiators, or one of the team, or simply to act in support behind the scenes, we will do whatever we are called upon to do. Local 1600 has resources to help in many ways. When it comes to bargaining, “bigger is better.” Many of our resources are unavailable to small “stand alone” locals.

We have also been sending your chapter leaders to IFT and AFT conferences and training sessions over the past four years. I have sent my assistant Randy Barnette and field director Brenda Pryor to several workshops and conferences. Brenda has just returned from a two-week intense training session at the National Labor College in Silver Spring, Maryland. We recognize that negotiating solid contract for our members is our number one business and we take it seriously.

You do not need me to tell you that throughout America times have been, and continue to be, very tough on working men and women. We all have friends who have lost their jobs, who are deep in debt, and are even in danger of losing their homes. Others have had their savings and pensions wiped out overnight. Educators and school workers of every job description are not immune from these realities. We have had, albeit few, layoffs and reductions in force. The legislature continues to look at our pensions as a solution to the problems past legislatures have created.

Be assured, however, that our primary responsibility here at Cook County College Teachers Union is to protect your job, your paycheck, your pension, and the colleges we all serve. These are tough times in a tough political environment, but for 44 years Local 1600 has always been up to the task. That will not change now. We’ve got your back! As always, if there is anything you think I should know, contact me. I take every call.
**Morton Chapters Bring Home the Bacon**

On Aug. 26, the Morton College Board voted to approve five-year contracts for the Morton College Faculty Chapter, led by Dante Orfei, and the Morton Classified Chapter, led by Tim Visk. The old contracts expired on June 30, 2009. The ratification votes for the new contracts were unanimous from the faculty chapter and 41-4 for the classified chapter.

Some of the joint highpoints of the new five-year contracts are:

- **Potentially ambiguous language is cleared up:** For instance, contract language regarding differential pay for faculty and vacation time accrual for classified staff is easy to understand.
- **Increased released time:** Faculty chapter officers will receive 21 hours of released time per school-year and released time for conventions. Classified chapter officers will also receive increased released time such as released time for the AFT convention.
- **Sick bank:** Members will have the option to join a sick bank, which is established to help members who have exhausted all of their benefit days.

Other faculty chapter benefits:

- **Calculation time for differential pay** was changed to 10th day vs. mid-term calculation for oversized classes.
- Each year of the agreement, **overload classes** will be paid an additional $30 per credit hour.
- Each year of the agreement, **summer session** increases amount to $40 per credit hour.
- **English teaching load** is reduced from 27 hours to 24 hours per regular academic year.

- In addition, **science faculty** who prep labs for adjuncts will receive two (2) credit hours per semester; faculty who develop new courses will receive a financial incentive; and a **new salary lane**—Ph.D. + 12 hours of professional growth credit—was created.

Other classified chapter benefits:

- **Bereavement leave** changed from 3-days to 5-days depending on the closeness of family relationships similar to other classified chapters’ contracts.
- The classified chapter now will have a seat on any Morton College **presidential search committee**.

Orfei thanked “Professor Janet Crockett for her long hours of work during negotiations” and noted that President Perry Buckley gave him advice throughout the process.

Chapter Chair Tim Visk also was gracious in his victory. “We are very thankful for Dante Orfei and his negotiating team. They were helpful in achieving this settlement. And we thank Perry Buckley, our team chairman; our Asst. Chapter Chair Eric Porod and IFT Field Rep. Brenda Pryor, all of whom brought great expertise to the table.”

At the board meeting, Buckley noted: “The contracts we have negotiated here are examples of shared governance between administration, faculty and staff. Everyone acted in good faith to serve the students and the citizens of their community college district. Not only has this shared governance resulted in two fair contracts, but this also has established a solid working relationship for the next five years,” he said. Buckley also praised Morton College President Leslie Navarro both for her diligence on the board’s part as well as her ability to cooperate with both the faculty and the classified members.

At the conclusion of the Morton Board Meeting, Board Chair Frances Rietz thanked Buckley, Orfei and Visk by name for their efforts.
Triton Faculty Agree to New Contract

"The TCFA negotiating team worked tirelessly to achieve a fair contract.”
—Debra Baker

Some of the TCFA leadership who negotiated the contract are: Sandy Hughes, Lesa Hildebrand, Stu Sikora, Debra Baker and Michael Flaherty. Also pictured is Joe Dusek (second from left).

Given the economic times in which we live, another Local 1600 chapter came away from the table successfully. Where some colleges outside of our local are taking wage freezes, chapters in the CCCTU are doing well while protecting jobs.

The Triton College Faculty Association ratified a three-year contract by a vote of over 80% this past July. The TCFA negotiating team of Chapter Chair Debra Baker, Maggie Hahn-Wade, Stu Sikora, Sandy Hughes, and Lesa Hildebrand with resource personnel Ellen O’Connell, Michael Flaherty and Bill O’Connell spent close to 200 hours at the table to battle through what was supposed to be “limited” negotiations. Items that the administration wanted to remove from the contract or severely alter but were successfully rebuffed included:

- Elimination of the salary schedule. Salary schedules are sacred amongst the faculty. Not only do faculty want to know where they are going, it also assists in recruiting quality individuals to the profession.
- Elimination of “past practice.” This is near and dear to all Grievance Chairs. Most grievances are won (and our rights protected) by past, established practice.
- Conference hours. A compromise was made to go to ten (10) hours: seven for face-to-face and three virtual. A major “trade off” win was regarding the work week. Faculty members are no longer required to be on campus on days that they do not teach.
- Online courses. Faculty members can only teach a maximum of six LHEs online.
- Salary and welfare. Modest increases in health contributions. The Triton contract guarantees that no adjunct faculty member will receive more compensation that a full-timer. Raises provided to part-time faculty in previous years eliminated all overload steps save three. Overload and summer pay will be tied to base load increases.

Throughout negotiations, Baker kept in constant touch with President Perry Buckley. When negotiations became stalled, Buckley sent Legislative Chair Bill Naegele, V.P. Suburban Jim O’Malley and Asst. to the President Randy Barnette to the table. Following that meeting, negotiations picked up tempo and were soon completed.

Chief Negotiator Debra Baker stated, "The TCFA negotiating team worked tirelessly to achieve a fair contract for the faculty during extremely tough economic times. I’m proud of our accomplishments.”

Vasquez Elected to SURS Board

Professor Antonio Vasquez of Wright College was elected to the State Universities Retirement System Board on June 21. Vasquez, who was forced to resign his appointment to the SURS Board and run for the position, ran with a coalition of IFT locals, AFSCME and other unions to win his current seat on the board. Bravo, Antonio! You worked hard and were victorious. You represent us well.
Local 1600 a Player at Politicos’ Fundraisers

Editor’s note: Local 1600, through its COPE fund, donates money to political candidates who support our causes and interests. As a result of these donations, Local 1600 officers and constituent members attend numerous fundraisers throughout the year, especially during election-year cycles. Since the last Voice issue, Local 1600 was invited to many fundraisers. Below are photos of these events. For all the photos and full stories of each event, please visit the website at www.ccctu.com.

President Perry Buckley, Alderman Margaret Laurino (39th Ward) and Secretary of State Jesse White honored State Rep. John D’Amico (D, 15) at his fundraiser on June 17. Other CCCTU-endorsed politicians who attended were House Speaker Michael Madigan (D, 22), State Reps. Joe Lyons (D, 19) and Mike McAuliffe (R, 20) and aldermen, such as Laurino, Tom Allen (38th) and Pat Levar (45th).


State Rep. Connie Howard (D, 34; standing in middle) hosted her annual Sunday brunch at Harambee House on Sept. 20. Standing to either side of her are MXC Chapter Chair William Stewart and Legislative Chair Bill Naegele. Seated are Retirees’ Reggie Bishop, MXC’s LaTasha Johnson and friend China Doulis.

Legislative Chair Bill Naegele and OHC Chapter Chair Rochelle Robinson-Dukes catch a humorous remark from State Senator Donna Trotter (D, 17) at State Rep. Connie Howard’s (D, 34) fundraiser on Sept. 20.

Diane Blackwood, Legislative Dir. Linda Murphy & Anita Martinez at State Rep. Joe Lyons’ fundraiser at the Copernicus Center.

State Rep. John D’Amico (D, 15), Local 1600 intern Alexandra Gobielle, President Perry Buckley, State Treasurer and candidate for U.S. Senate Alexi Giannoulis, Legislative Chair Bill Naegele and Marlene Naegele at D’Amico’s June 17 fundraiser.
POLITICS

Buckley Mingles with the Movers and the Shakers at CFL Reception

President Perry Buckley and IFT Director of Political Activities Steve Preckwinkle take a moment to be highlighted at the COPE fundraiser on Sept. 22. Their talk was about the General Assembly and what the fall would bring.

The 23rd Annual Labor & Politics Reception was held at the Lakeview Rooftop Terrace of Navy Pier this year on Sept. 22. Before the sun set, there was a good view of Lake Michigan from atop the grand ballroom on the lake side of the pier. President Michael Carrigan of the Illinois AFL-CIO and Chicago Federation of Labor President Dennis Gannon co-hosted the event. It was a giant cocktail party to raise money for COPE (Committee on Political Education) with good food and a mix of labor leaders with political heavyweights.

President of the Metropolitan Water Reclamation District Terry O’Brien, a candidate for Cook County Board president, came in early and said hello to Bob Blackwood, an old supporter, as he worked the room. Illinois Attorney General Lisa Madigan saw Buckley walking through the crowd and embraced him. Madigan had not seen him for awhile, asked about Perry’s wife, Lillian, and suddenly it was homecoming weekend. Later, Buckley noted the CCCTU had supported her in the past, and Lisa Madigan has a very good memory. Our current governor, Pat Quinn, was having his picture taken by the entrance to the huge room.

The party ended with the sun setting. Many of the same faces will appear next year at the same party, but their agendas will have changed depending on the economy and the politics of Illinois, Cook County and Chicago. The CCCTU will probably be fighting the same battles: to find funding for the community colleges, to maintain our contracts, to protect our members, and to help our retirees face the continuing problems of survival and high medical bills.

Perry Buckley and Lisa Madigan share a moment in the crowded 23rd Annual Labor & Politics Reception on Sept. 22.

Strategic Planning Retreat (continued from Front Page)

Most Local 1600 officers and staff were active in planning and preparing for the retreat. Also participating were Triton’s Deb Baker and Bill O’Connell, SSC Adjuncts’ Mark Joseph, Harper’s Dave Richmond, Oakton’s Valerie Green and Krunal Patel, PSC’s Sue Braasch, MV’s Jan Hill, Morton’s Richie Pawlak, WR’s Linda Murphy, TR’s Tony Johnston, KK’s Arlicia Corley, OH’s Rochelle Robinson-Dukes, MX’s William Stewart, HW’s Maria Estrada, DA’s Todd Lakin and Retirees’ Bob Blackwood.

Early on Jul. 25 in the IFT’s Westmont headquarters, Treasurer Don Radtke (right) led his Facilities & Staffing Committee in a long discussion. From left: PSC Chair Sue Braasch, Morton Classified’s House Rep. Richie Pawlak, V. P. CCC Sonia Jean Powell and Secretary Pat Wentholt reached agreement on many issues in their discussion. Not pictured: Daley’s Todd Lakin.

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Speaker Madigan’s Fundraiser: Good Things Come to Those Who Wait

House Speaker Michael Madigan, chairman of the Democratic Party of Illinois, and his wife, Shirley, greet everyone before they enter the ballroom at the Chicago Sheraton Hotel, filled with some of the best food, wine and spirits available at any political fundraiser. That slows down the line, but gives folks the chance to press the flesh of the high and mighty.

This year, Assistant to the President Randy Barnette (Democratic Committeeman of Chicago’s 39th Ward) and Legislative Chair Bill Naegele led the CCCTU contingent to the Madigan fundraiser. They were accompanied by Malcolm X Chapter Chair William Stewart. Dawson Chapter Chair Rausan Tamir and Assistant to the President Chuck Mustari also came later.

Those who came earlier than the Barnette-Naegele coalition, such as Legislative Director Linda Murphy and Social Chair Hermine Krysa, had an opportunity for a good photo-shoot with the Madigans. Later, Murphy chatted with State Senator Lou Viverito (D, 11), a man whom Local 1600 has endorsed. Bill O’Connell, ace Voice photographer from Triton, stayed in the lobby and shot folks with the Madigans for most of the party, joining the lucky folks in the ballroom later. OH Chair Rochelle Robinson-Dukes and her husband, Mark; TR Chair Tony Johnston; and KK Chair Arlicia Corley were fairly early as well.

Morton Faculty Chair Dante Orfei and Harper Pro-Tech Chair Margie McGowan struck up a conversation with State Rep. Kevin Joyce (D, 35), and gave him a chuckle. Secretary Pat Wenthold talked with IPT Legislative Director Nick Yelverton.

Retirees Frank Pokin and Wendall Wilson, who joined up with Treasurer Don Radtke and his wife, Joan, were familiar faces who were well received.

Everyone knew Naegele, who chatted with newcomer State Rep. Will Burns (D, 26) and established maker and shaker State Rep. David Miller (D, 29). After 12 years as a lobbyist and board member in Springfield, Barnette was very busy. Krysa slipped away to get a photo with Governor Pat Quinn, who had a circle of admirers around him.

Finally, the evening came for a close. Everyone enjoyed the good food and drinks. Some liked what they heard; others planned for a better tomorrow.
COPE “ROAD SHOW”

COPE “Road Show” a Big Hit This Fall Across the CCCTU

As has become an annual fall tradition, President Perry Buckley, his staff and elected officers visit as many city and suburban campuses as possible during the start of the Fall semester. At the same time, another tradition has become established: the biennial pitch to raise money for the Committee on Political Education, better known as COPE. “We don’t hit you up for COPE contributions every time we visit,” Buckley has noted. “However, every two years there is a local election and your generosity has made us, Local 1600, the top COPE fund per capita in the entire AFT. Keep in mind that there are 1.5 million AFT members,” he stated.

At each campus, Buckley touched on both local and state-wide issues such as the lack of funding, the on-going budget crisis in Springfield and the state of each college. He also took questions from his constituents before pitching the COPE fund.

One question that is always asked is, “Why contribute to COPE?” First, Buckley said, “your COPE contributions are 100% voluntary. Not one single penny from your dues goes towards a political donation even though, legally, we can use your dues for political purposes.” Another reason is for political positioning and strength. Legislative Chair Bill Naegle noted at South Suburban College that Local 1600 has positioned itself as a political powerhouse within both Cook County and downstate in Springfield, “so, unlike the rest of the state, we are able to get more in this difficult environment than most. Our political strength comes from our leadership and our COPE fund,” Naegle said.

Before showing the new CCCTU-wear fashions, a small recognition ceremony was held at each campus for the most generous COPE donors. Each received a special CCCTU lapel pin. The highest contributor continues to be Truman’s Mike McCloskey at an amazing $95 per pay period.

Invariably, Buckley would note the presence of Asst. to the President Randy Barnette and IFT Field Rep. and Staff Attorney Brenda Pryor who would man the CCCTU-wear table. “It’s that time again,” Buckley would begin, “but, to entice you to contribute, we have taken a page from Channel 11’s playbook: goodies for varying levels of contributions.” At South Suburban College, Naegle and Barnette both performed an excellent routine of the "COPE Road Show," enticing SSCFA members to increase their contributions with new CCCTU wear like baseball caps ($1 per pay period), polo shirts ($3 and $4) and fleece sweatshirts ($5). "And, as a special for today only," Barnette added, "you can get all five items for just $10 per pay period!" Their tongue-in-cheek performance was appreciated by all.

Editor’s note: each campus’ story is available on the website at www.cctu.com. Every photo taken at each event is available through the same website; follow the links to SmugMug. Enjoy the scrapbook photos of the fall campus visits.

Wright members line up to sign COPE forms for new CCCTU shirts, including Rosamma Joseph, Norma Gulyas-Lugo, Richard Bazile, with Bill Naegle and Brenda Pryor (obscured) taking their orders.

Truman Cosmetologists Patricia Collins, Earline Jones and Irene Banister share some issues with Perry Buckley on Aug. 13.

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College Union Voice
Truman’s Mike McCloskey poses with new CCCTU cap, shirt and fleece jacket. And, yes, he upped his contribution $10 a pay period again to $95. “When you think about it, it isn’t that much versus what this union and the contracts have given me over my career,” McCloskey said. “It’s the least I could do plus I get this great CCCTU clothing every time I increase my contributions,” he added.

At Daley on Aug. 17 President Perry Buckley awards a CCCTU lapel pin to Felicia Baldwin for her C.O.P.E. contribution of $15 per pay period.

“When you think about it, it isn’t that much versus what this union and the contracts have given me over my career.”

—Truman’s Mike McCloskey

IFT Field Rep. Brenda Pryor and Asst. to the President Randy Barnett (at left) assist Daley’s Jo Ann Burnside in choosing the right CCCTU-wear. Legislative Chair Bill Naegle is in the background sporting the new shirt.

Yolanda Durán and OHC Chapter Chair Rachelle Robinson-Dukes listen to President Buckley discuss the many changes within the CCC.

OHC’s Roshid Carter tells Kristee Davis that she would look “really good” in a new CCCTU fleece jacket.

Local 1600 Secretary Pat Wanhold helps Harper’s Patty Ferguson fashion her new fleece Local 1600 jacket courtesy of her increased COPE contribution and commitment to political education.

The Harper Faculty Senate COPE Honor Roll members were recognized with a CCCTU lapel pin. They are: Colleen Burns, Jim Edstrom, Kris Piesenburg, Patty Ferguson, Helmut Puhl, Dave Braunswieig, Linda Campbell, Barb Njus, Jeff Przybylo and Harper Chapter Chair Tom Dowd.
"Not one single penny from your dues goes towards a political donation."
—President Perry Buckley

**COPE “ROAD SHOW”**

Bill Naegle and Randy Barnette were swamped with South Suburban Faculty members eager to get their hands on the latest CCCTU wear.

HWC’s J.L. Deher-Lesaint, Sarah Liston and Molly Turner are glad to be back for the fall semester.

Ellen Goldberg and Jessi Estrada discuss which CCCTU polo shirt to get with their increased COPE contribution at HWC.

MXC’s Claire Stuart-Quintanilla shows off her CCCTU lapel pin that she earned for being a star COPE contributor. Anyone who gives more than $10 per pay period to COPE should receive the pin.

V. P. Suburban Jim O‘Malley (right), regales all, including South Suburban Chapter Chair G.A. Griffith (standing), with fish tales from his recent bass tournament.

Perry Buckley assists Adrienne Reaves, Chair of the Medical Assisting Dept. at Triton, in trying on her new CCCTU fleece jacket.

Randy Barnette, the new Harper Pro-Tech Grievance Chair Mike VanLandingham and Perry Buckley enjoy a COPE shirt sale.

New MXC faculty hires Opal Jones (Math), Yoriel Marcano (Chemistry) and Alison Mastny (Math) were more than happy to join the union.

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College Union Voice
AROUND THE CCCTU

PSRP Conference Motivates Its Members to Mobilize

The Paraprofessional and School-Related Personnel held its 2009 IFT PSRP Conference at the Oak Brook Doubletree Hotel on October 9 and 10. Over 200 PSRP members from throughout Illinois attended the conference and were motivated to mobilize for action on a number of key political issues.

AFT Executive V. P. Lorretta Johnson, the first paraprofessional elected as an officer of the AFT, gave the keynote address during the opening session. AFT V. P. David Gray of Oklahoma City closed the conference the following afternoon. On Friday night special interest groups, such as the "Clerical and Medical" SIG, met to discuss issues germane to their job category. Later that same evening, members socialized at a reception.

On Saturday morning, participants attended workshops and networked throughout the early afternoon. One of the workshops was Local 1600 President Perry Buckley and IFT Legislative Director Sharon Teefey’s “Wake Up and Smell the Politics.” In his introduction of Teefey, Buckley asked: “Why do we spend so much time in Springfield? That is where the money is. What happens in Springfield has an effect on our daily existence.”

Teefey noted: “We must find a new revenue stream for public education, a tax increase. At the end of the day, it is about the kids. We need to get the right people into office.” Once they are into office, she observed, they need to make the hard decision to raise taxes.

Oakton's Terri Quam summed up the IFT’s PSRP Conference: "This conference has been very timely. The workshop topics were relevant to my job. I'm really glad that my Chair, Patty Lucas, nominated me to attend."

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208 W. Kinzie St., Chicago, Ill. 60654 or
e-mail your address to: tlakin@local1600.org
Brenda Pryor Receives Scholarship Award

Union Plus, an organization that gives benefits to union families, gave IFT Field Representative Brenda Pryor a 2009 Union Leaders of the Future Scholarship and Mentoring Program award on Sept. 29 in Washington, DC. This award is given to females or a member of a racial/ethnic minority who have been evaluated by a Union Privilege consultant with extensive experience in union scholarship programs.

Pryor met her mentor in Washington on Sept. 29 and used her award to defray expenses for classes in Arbitration Strategies at the National Labor College during September and October.

Four points in Pryor’s favor swayed the voting:
- Pryor is an attorney and currently serves as a part-time Cook County arbitrator.
- Pryor has worked as a staffer on the Illinois Community College Board.
- Pryor’s mother worked as a teacher in the Chicago Public Schools.
- As a child, Pryor joined her mother on the picket line.

On receiving the award, Pryor noted: “It was an honor just to be nominated for this award. I thank Perry Buckley, all of the elected officers, and Assistant to the President Randy Barnette for their support over the last two years.”

After an intense two years of work for the union, Buckley stated that Pryor has fulfilled his every expectation in providing service to the members and to the officers of the CCCTU. “She is not above putting down her laptop computer and picking up a bundle of CCCTU shirts to raise money for our political lobbying via COPE,” Buckley noted. “And she is a fine lawyer, whose advice has saved our union a substantial amount of legal fees.”

The most important thing you need to know about harassment is that gender doesn’t matter – men can harass women or men and women can harass men or women! Also, don’t assume that “friendly” or “funny” actions and gestures are acceptable to everyone you come in contact with in the workplace. Whether intended or unintended, you may be appropriately accused of sexual harassment if you indulge in such actions as:
- telling sexual jokes or making innuendoes of a sexual nature;
- making sexual comments about a person’s clothing or body (including your own);
- hugging, touching, or patting; or
- using lewd or offensive gestures.

If you are a victim of sexual harassment, or if you are accused of sexual harassment, you may contact your Union representatives for assistance, either on campus or contact the Downtown Office at (312) 755-9400.
AROUND THE CCCTU

Morton Classified’s Oktoberfest: Memories, Memories....

When Chapter Chair Tim Visk invited all the officers and staff of the downtown office as well as his Morton Classified membership to an Oktoberfest in Berwyn to celebrate a successful conclusion to its sometime acrimonious contract negotiations, I anticipated a Germanic get-together mit der Schnitzelbank und – that kind of stuff. Much to my surprise, The Sixteenth Street Bar & Grill reminded me of the neighborhood bar & grill that I used to visit while waiting for my father to drive me home from high school.

The interior was very similar, except there was a large open-air picnic area next to the bar proper. Most of the decorations in the bar and in the open-air area were beer signs or sports signs. Some things never change. The women who worked there were friendly. The bartender had a smile on his face. And everyone was happy to see us. What more do you want?

Visk and House Representative Richie Pawlak were there early. Everyone grew convivial quickly, except for the request that folks pose by the “Wrigleyville” sign. We north-siders had goofed again! Soon, Secretary Karen Piest had arrived as well as Asst. Chapter Chair Eric Porod, Assistant to the President Randy Barnette and V. P. Classified Jillian Verstrate. Shortly thereafter, Legislative Chair Bill Naegele arrived and livened up an already chatty affair.

PEOPLE YOU SHOULD KNOW

Patricia Rangel

It is rather difficult to sum up the talents of a woman like Patricia Rangel, our Hispanic legislative chair. She is not your typical big city success story. She grew up in small town between Kankakee and Champaign with a graduating high school class of just over 20.

She graduated from Northeastern Illinois U. with an M.A. in Reading and from John Marshall Law School with a doctorate in Jurisprudence. At Northeastern, she met her late husband, a professor with a private practice in law. She became a partner in Rangel, Rangel & Associates, where she is now the owner. Her firm covers all aspects of family and business law.

After earning her degrees, Rangel taught at Malcolm X College for 14 years. At MX, she helped develop its ESL Program with her colleagues. Then, she transferred to the Wright English Department where she teaches Reading, Paralegal, Criminal Justice, and Business Law courses. She served as co-chair of the English Department for five years and supervised as many as 45 adjunct faculty members. Whew!

She is constantly active with many community groups. She is president-elect of the Puerto Rican Bar Association and serves on the board of ASPIRA, Inc. of Illinois (an organization to prevent a high dropout rate of Hispanic students). The Puerto Rican Chamber of Commerce made her 2006 Businesswoman of the Year; the Chicago Bar Association gave her a 2008 Vanguard Award. And now, President Perry Buckley has asked her to help the union reach out to Hispanic/Latino legislators.

Patricia says, “I have always been active in the union on the college level. I serve on the Distinguished Service Professor Committee currently. I was glad to help; these days we all must pull together to face harsh economic times.”

So when you see an attractive, well-dressed woman speaking in English or Spanish to a legislator, you’ll know that Patricia Rangel is taking care of business. She always does good work for the people she cares for. We are fortunate; she is one of us.

For the full profile, please visit www.ccctu.com.
The Harper College Mentoring Program Helps New Profs

“Mentor” is a word that has been in the air lately. At Morton College on Sept. 18, Morton President Leslie Navarro said that Perry Buckley was a “mentor of college presidents.” That use of “mentor” caused a lot of ears to perk up. But the word has been actively used in one chapter every year for the last 10 years. The Harper College Faculty Chapter has been active with the administration in formulating the Harper College Mentoring Program for new faculty members.

Harper Faculty Chapter Chair Tom Dowd, who joined Harper College in 2000, went through an early form of the mentoring program. “The things that work well, we have kept in the program. The things that didn’t work as well, we have tried to improve,” Dowd says.

Dowd sees the program as a way to give new faculty a chance for success. As he notes, the expense of hiring faculty makes you want the process to be successful. In fact, Dowd and the New Faculty Committee Chair Roger House feel that the retention of new faculty has been an estimated 90 percent or better since the start of the program.

Dowd points out that each new faculty member is assigned a senior faculty mentor outside of the member’s teaching discipline. The mentor guides the newcomer to different facilities at the college outside a new professor’s department. She or he provides information on a relatively informal basis.

In addition to the free-flow of info from the mentor, the new faculty members meet as a group for eight programs during their first semester on Fridays. They have different instructors and specialists talking about issues of interest to them: their syllabi, academic services, personnel issues, union issues, board policies and shared governance, student services, classroom management and safety issues. Programs include special activities and independent assignments.

Dowd breaks it down as follows. New faculty learn:
• How the administration works
• How the faculty works as a union
• How shared governance works
• How to succeed in the teaching profession.
• How to walk and talk like a Harper professor via their mentors’ assistance.

House, who went through the Mentoring Program in January 2004, says: “The mentor talks about campus life, when to get all of your forms in and answers questions on them too, and don’t forget the social aspect—maybe the most important aspect. You get to see the whole campus by walking with your mentor and talking to people outside of your department. This mentoring also gives you information to share with other new faculty members.”

Well, it sounds good, but does it work today? I asked that question of new faculty member Tara Mathien. “I like having different people at each session talking about new topics. You can candidly ask questions. My mentor is great—we have lunch, share emails and have discussion in our offices. We get along well.”

The upbeat approach of the Harper College Mentoring Program is something that rings true, just like a half-full crystal wineglass when struck lightly by a spoon.

Visit the CCCTU website: www.ccctu.com
AROUND THE CCCTU

Barnette, Blackwood on CAN-TV

“Illinois Community Colleges Need Funding Now” was cablecast on Chicago Cable Channel 19 in mid-October. CCCTU Webmaster Bob Blackwood hosted. CCCTU Assistant to the President Randy Barnette, Harper Community College Professor James Edstrom and State Representative Will Burns (D-26) were guests. Edstrom noted the state had the "primary" responsibility for funding, but that seemed to encompass only the K-12 grades rather than the community colleges. Burns stated his support for community colleges, which both his parents had attended. Barnette made his views known on future action by the Illinois General Assembly.

PEOPLE YOU SHOULD KNOW

Patty Lucas

Lucas created a Main Distribution Frame (MDF) at each campus. There are 1,000 jumper wires at the Des Plaines campus and 300 jumper wires at the Skokie campus; each one is networked in its MDF. To create these frames, Lucas had to begin work at 5:00 AM to spend two hours before each campus opened for business, so that she could close ports while networking each wire.

Her work ethic is solid. That is one of the reasons why she became active in her union. “I wanted to help out. I was grievance chair for two years; I really liked that job,” Lucas said. Lucas now works as chapter chair, a very demanding position at Oakton and elsewhere.

When she is not at Oakton, Lucas tends a quite extensive floral garden around her house. She likes to read the murder mysteries of Nora Roberts and Roberts writing as J. D. Robb. When asked about travel, she says she and her family—a husband and two sons—like to travel to the Caribbean in the winter. Patty Lucas says, “Chicago is too beautiful in the summer to leave, and I have too much work to do then.”

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