NEGOTIATIONS NOW are getting under way for six Local 1600 chapter contracts covering 850 faculty and non-faculty union members. Between the weak economy and the state’s decision to reduce funding to colleges, negotiators know they face tough challenges ahead. But all six teams are well prepared with bargaining strategies designed to win fair contracts that reflect members’ priorities.

Faculty chapters at Harper, Moraine Valley and Morton, and non-faculty chapters at Harper, Moraine Valley and Prairie State will negotiate contracts this year.

**Faculty bargaining**

Officers Julie Fleenor and Michael Harkins head the Harper faculty negotiating team. Union chapter chair Julie Fleenor told the *Voice*, “We are working toward limited negotiations and have had discussions with the administration, which have been very positive. We will be working toward a contract that reflects the change in the demographics toward a much younger faculty. The key issues will be initial placement on the salary schedule and health care benefits.”

Moraine Valley faculty negotiators Randy Southard, Hal Hackett, John Hein, Jan Hill-Matula, Keith Phillips and Troy Swanson have been collecting data, prioritizing issues, clarifying language and planning strategies for their negotiations. Faculty chapter chair Southard has called for limited negotiations to reach a settlement quickly.

“We have notified the Morton board that we are interested in starting negotiations early,” said faculty chapter chair Gus Kotoulas. “Our first meeting will be in February.” Other members of the team include Jerry Neadly and Diane Sarther.

Local 1600 president Norman Swenson advises all faculty negotiating teams and participates in negotiations.

*Continued on page 2.*
Arbitrator overturns five-day suspension

OLIVE-HARVEY FACULTY member Richard Reed recently won an important grievance when an arbitrator overturned a five-day suspension for lack of evidence.

College president Lawrence Cox suspended Reed after accusing him of various misdeeds, but failed to present any proof to back up his claims. At the arbitration hearing, Cox and the board recognized they had a weak case, so they attempted to bring in new charges against Reed.

The arbitrator refused to consider the add-on items, saying they were outside the scope of the original discipline issued against Reed. The arbitrator then ruled the charges against Reed lacked sufficient proof and reversed the suspension. Reed received five days’ pay, and had all material pertaining to the discipline removed from his file.

Do you know when your contract expires?

<table>
<thead>
<tr>
<th>Bargaining Unit</th>
<th>Size of Unit</th>
<th>Expiration Date</th>
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</thead>
<tbody>
<tr>
<td>Harper Pro-Tech</td>
<td>110</td>
<td>6/30/02</td>
</tr>
<tr>
<td>Moraine Valley staff</td>
<td>200</td>
<td>6/30/02</td>
</tr>
<tr>
<td>Prairie State</td>
<td>95</td>
<td>6/30/02</td>
</tr>
<tr>
<td>Harper faculty</td>
<td>200</td>
<td>fall 02</td>
</tr>
<tr>
<td>Moraine Valley faculty</td>
<td>180</td>
<td>6/30/02</td>
</tr>
<tr>
<td>Morton faculty</td>
<td>50</td>
<td>8/19/02</td>
</tr>
<tr>
<td>Oakton classified</td>
<td>320</td>
<td>6/30/03</td>
</tr>
<tr>
<td>South Suburban staff</td>
<td>150</td>
<td>6/30/03</td>
</tr>
<tr>
<td>Morton support staff</td>
<td>61</td>
<td>6/30/04</td>
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<tr>
<td>City Colleges</td>
<td>790</td>
<td>7/15/04</td>
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<tr>
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<td>6/30/04</td>
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<tr>
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<td>511</td>
<td>12/31/04</td>
</tr>
<tr>
<td>Triton mid-managers</td>
<td>60</td>
<td>6/30/05</td>
</tr>
<tr>
<td>Triton faculty</td>
<td>148</td>
<td>6/30/05</td>
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<tr>
<td>Triton classified</td>
<td>220</td>
<td>6/30/06</td>
</tr>
<tr>
<td>Total</td>
<td>3,215</td>
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</tr>
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</table>
JANUARY’S LIVELY House of Representatives meeting kicked off the official campaign season for Local 1600’s first contested election in more than 20 years.

Two slates contend for union officer positions and seats as delegates to the AFT and IFT conventions. Local 1600 president Norman Swenson heads one slate called the Independent UPC and Suburban vice president Dennis Dryzga tops the bill for the Democratic Independent UPC. (For complete slates, see table below.)

Prior to nominations, the delegates approved a new officer position, vice president for suburban classified staff. Both slates nominated candidates for the new post.

The House also approved a contract with Project Leap to conduct a mail ballot election. All union members should have received ballots in the mail in February. Returned ballots will be counted in March. The results will be announced at the March 22nd union meeting.

Legislative report

Delegates approved a new legislative program which focuses on the following bills:

- HB 2370: Establishes 30-years-and-out without penalty.
- HB 2990: Allows City Colleges employees to use 20 percent of accumulated sick leave pay for retirement.
- HB 655: Restores collective bargaining rights for City Colleges employees.
- HB 3066: Permits part-time faculty who teach six semester hours for two semesters to join unions.

Local 1600 legislative representative Marie Caronti reported on developments in Springfield. Unfortunately, the report included a number of bleak tidings:

- Governor George Ryan reduced the Higher Education budget by two percent for the current fiscal year. The cut represents a $50 million reduction in funds to higher education.
- Next year’s budget might not include an increase in state revenue to community colleges.
- The Illinois Supreme Court approved a new state legislative map, but the Republicans have challenged it in federal court in Rockford. Testimony on the Republican suit began January 14, but a decision had not been made by press time.

New post approved

House delegates agreed to hire Janie Morrison as the assistant to the president. Morrison agreed to a two-year contract to fill a vacant position. She will work closely with the union president on arbitration cases and other assignments.

The following chapters attended the meeting: City Colleges Security, Daley, Dawson, Harper faculty, Harper Pro-Tech, Kennedy-King, Malcolm X, Moraine Valley faculty, Moraine Valley staff, Morton faculty, Oakton, Olive-Harvey, Retirees, South Suburban faculty, South Suburban staff, Triton classified, Triton faculty, Triton mid-management, Truman, Washington and Wright.

Absent chapters were Morton staff and Prairie State.

Returned ballots will be counted in March. The results will be announced at the March 22nd union meeting.

**Slates for Local 1600’s 2002 union officer election**

<table>
<thead>
<tr>
<th>Office</th>
<th>Independent UPC</th>
<th>Democratic Independent UPC</th>
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</thead>
<tbody>
<tr>
<td>President</td>
<td>Norman Swenson</td>
<td>Dennis Dryzga</td>
</tr>
<tr>
<td>Vice president</td>
<td>Judith Armstead</td>
<td>No candidate</td>
</tr>
<tr>
<td>Vice president, City Colleges</td>
<td>Stewart Sikora</td>
<td>Marge Piotrowski</td>
</tr>
<tr>
<td>Vice president, Suburban faculty</td>
<td>Donna Stadermann</td>
<td>Gail Wiot</td>
</tr>
<tr>
<td>Suburban classified Secretary</td>
<td>Verna Anderson</td>
<td>Charmaine Childs</td>
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<tr>
<td>Treasurer</td>
<td>Dick Fritz</td>
<td>Julius Nadas</td>
</tr>
<tr>
<td>Legislative representative</td>
<td>Marie Caronti</td>
<td>Sammy Dortch</td>
</tr>
<tr>
<td>Grievance</td>
<td>Perry Buckley</td>
<td>John Wenger</td>
</tr>
</tbody>
</table>
Local 1600 salutes activists who practice what they teach

Kathleen Meany, candidate for Metropolitan Water Reclamation District Board, spends many a cold February mornings passing out leaflets at L stops or greeting passengers at Metro stations. Later in the day, she swaps hats and heads out to teach political science students at Harold Washington College. In the evening, she often attends political dinners and Democratic ward functions before finally heading home late at night.

“Sometimes I arrive home so tired, I can’t move,” said Meany. “But I enjoy politics and serving on the Board of Water Reclamation District. My practical experience as an elected official makes the study of political science more meaningful to my students.”

The Beverly resident represents a growing group of union members who teach and practice politics. Union members serve on park district and library boards, as trustees in municipal government, as mayors and as members of school boards.

Triton faculty members Carol Bibby and Lucy Smith hold political offices in the Village of Hillside. Currently a village trustee, Bibby previously served on the Hillside District 93 School Board. The three-term trustee went into politics to help shape her community and to enhance her own understanding of the political process. Bibby told the Voice, “Rewards are very personal to me. They include a chance to initiate change, set goals and get people excited about it. The excitement extends among trustees all the way to people in the community. When things happen, celebrate! Learn from the experience and move on to the next.”

Hillside residents elected Lucy Smith to the Public Library Board in 1995 and 2001. As president of the board, her current duties include presiding over the monthly board meetings, acting as the official spokesperson for the board, developing the annual budget and determining board policies.

“I am pleased when the board puts creative ideas into action to benefit library users, but I get frustrated trying to stretch the limited resources to fulfill all the needs of library patrons,” she said.

When voters in the Oak Lawn Park District elected Moraine Valley faculty member Donna McCauley to a six-year board term, she came thoroughly prepared for the job. With a BA and an MA in Parks and Recreation Administration, McCauley worked 15 years as a full-time professional employee in Alsip,

Continued on page 5.
Orland Park and Oak Lawn Park Districts. After amassing an impres- 
sive resume, she launched her bid 
for public office.

“I kept my campaign simple and 
direct,” said McCauley. “I handed 
out fliers, put signs on people’s 
lawns and met people face-to-face 
to explain to the community that 
my whole life is centered around 
recreation; it is my passion; it is 
why I teach.”

Now she and the other board 
members oversee three swimming 
pools, two community centers, an 
ice arena, and a tennis and racquet-
ball facility. They also set policy for 
all recreation programs.

School Districts 46 and 211 in 
northwest Cook County benefit 
from the knowledge and expertise 
of former Harper faculty member 
Phil Stewart and current Harper 
faculty member Susan Farmer.

“I ran for the school board to 
give back to the community my 
experience and knowledge in the 
field of education,” Farmer said. Set-
ting policy for the district and 
speaking at community functions 
are both rewarding and time con-
suming, she added.

Marianne Bendinelli, a mem-
ber of the South Suburban support 
staff, serves as an elected trustee in 
the Village of Burnham. She won 
her seat by going door-to-door to 
meet residents and by passing out 
fliers throughout the community. 
She served one term as the chair of 
the finance committee and now 
heads the ordinance and permit 
committee.

Union mobilizes to fight 
for counselors

AT THE RECENT City Colleges aca-
demic affairs committee meeting, 
vice chancellor Deidre Lewis 
announced the results of quality 
reviews of the business, computer, 
counseling, information systems 
and library departments. All of the 
departments but one received sat-
isfactory performance ratings. 
Lewis said the counseling depart-
ment’s performance was unsatis-
factory and announced the board 
would take steps to improve these 
services at its March meeting.

Just one day later, students and 
faculty protested that action at the 
February board of trustees meet-
ing, and demanded that the board 
keep current counselors.

Union president Norman 
Swenson immediately announced 
a series of actions the union will 
take to help protect the counselors 
from unfair treatment. The union’s 
plan includes:

➢ Holding planning meetings with 
counselors to develop a coordi-
nated campaign;
➢ Meeting with board chairman 
Tyree to call for an end to hos-
tile actions;
➢ Enlisting the support of the 
Chicago Federation of Labor, the 
Illinois College Board and the 
mayor to intervene on behalf of 
the counseling department;
➢ Launching a petition drive to 
the City Colleges Board;
➢ Conducting research on the ratio 
of counselors to students in the 
City Colleges compared to the 
suburban colleges and to profes-
sional staffing standards.
➢ Organizing mass pickets at the 
March board meeting.
Prairie State, Morton and CCC Security prosper with union contracts

This is the tenth installment in a series about the history of Local 1600.

IN MAY 1987, Prairie State support staff affiliated with Local 1600 by a vote of 41-4. Previously, the support staff was an independent local of the American Federation of Teachers.

Retiring chapter chair Guy Crepps and new chapter chair Paulette Lively supported affiliation. “Local 1600 has the strength and expertise to aid our chapter in securing and maintaining our contract,” Lively said.

A new contract in 1989 raised salaries by $1,105 in the first year, $925 in the second and third years, and $1,020 in the last year of the agreement. The union also negotiated triple-time pay for all hours worked on holidays.

The union bargaining team, made up of Sharyn Gerson, Rich Kiefer, Debby Bailey and Local 1600 assistant Bob Breviing, negotiated a three-year contract in 1993 with wage hikes of 5.5 percent in the first year, five percent in the second year and a wage reopener in the third year. The contract also included one additional day of vacation and an improved disciplinary procedure.

A contract extension in 1995 increased salaries 4.6 percent in the first year and 4.55 percent in the second year of the agreement.

The membership ratified the 1997 pact by a vote of 58-1. The agreement provided 5.5 percent in 1997 and 4.25 percent in the last year of the agreement. New contract provisions included a reduced summer workweek, from 40 hours to 36 hours with no loss in salary, and a progressive disciplinary policy.

Union negotiators for that contract included Debbie Wafford, Margaret Bell, Fran Enochs, Brenda Long and IFT representative Nicole MacLaughlin.

The 1999 contract provided for wage increases of 4.3 percent for each of three years, an IRS Section 125 to shelter health care co-payments and deductibles, and a tuition reimbursement plan for courses taken outside the college.

Currently, a new union team, headed by chapter chair Carole Van Kirk, prepares for negotiations that begin this spring.

Part-time employees help Morton support staff seal a deal

Part-time employees made the difference in the Morton support staff election in 1995.

Part-time employee Barb Porcellino spoke for most of these employees when she said, “part-time employees receive no health insurance, sick leave, vacation leave or personal leave. These issues need to be addressed in the contract.”

The union won three paid days off for part-time employees in the first contract. Other benefits included wage increases of 3.7 percent in each of the three years of the contract and upgrades for four employees.

After a seven-month struggle, the support staff won a new contract in 1998. Highlights of that contract included upgrades for 10 employees and employer-paid dental and vision insurance for individual employees. Part-time employees won an additional paid day off each year.

Union members enthusiastically ratified the 2001-2004 contract by a margin of 58-2. The contract granted wage hikes of 4.4 percent first year, 4.45 in the second and third years, and 4.8 percent in the last year of the agreement. A longevity plan provides yearly increases for all employees with 11 or more years of experience. Other benefits include stipends for educational degrees, a new tuition reimbursement plan and a freeze on all health care costs in the final year of the agreement.

City Colleges Security hang tough to win first contract

A gritty group of 250 part-time security officers in the City Colleges fought for two years to win their first contract. After winning a 1998 union election, chapter negotiators Charmaine Childs, Marjorie Bryant, Frank Irwin and Otis Love faced many obstacles before reaching an agreement in 1999.

First, City Colleges refused to bargain over wages for one year. Management later broke off negotiations for one month. The union was then dealt a severe blow when CCC vice president and chief negotiator Judge Watkins passed away.

But the determined employees pressed on. Months later, they won a four-year contract with salary increases of 16.9 percent for all security officers and 12.55 for all security aides. The contract also provides for paid breaks after four hours of work, protection against unjust discipline and paid uniforms.

“For the first time in all the years I have been employed in the City Colleges, I will receive a salary increase every year,” union leader Marjorie Bryant said. “Prior to the contract, I went four years without an increase in pay.”

**VOICES PAST**

MacLaughlin.

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Morton College support staff members Marie Griffin, Wendy Herrarte, and David Nissim-Sabat joined 40 other union members at a victory party after the successful contract negotiations in 2001.
Mixon wins Carnegie Award for teaching excellence

THE CARNEGIE FOUNDATION selected Daley College’s Constance Mixon as its Illinois Professor of the Year. The Carnegie Award salutes extraordinary undergraduate teaching by honoring educational leaders who inspire and motivate others.

Mixon was chosen from a field of 385 nominees. The judges particularly commended her for her Beyond the Soundbyte lecture series, in which area politicians such as County Clerk David Orr and State Senator Lisa Madigan are invited to speak to her class.

Mixon also serves as advisor to the political science club, which sends more than 300 students each year to the Illinois Model Government Competition. Students engage in simulated debates and can receive awards based on their performance. For the past two years, Daley students have won the Outstanding Small Delegation Award.

The political science teacher says she brings a hands-on approach to teaching students. “I try to make them think of how government affects their lives. The government makes the roads on which they travel to school and provides the water they use to take a shower. Usually students only see government as a body that taxes.”

Union allocates $20,000 for leadership training

THE HOUSE OF REPRESENTATIVES recently approved a $20,000 plan to help members develop the skills they need to become successful union leaders. Proposed by City Colleges vice president Judith Armstead, the new leadership plan is “an important step toward developing a new group of union activists to lead the union for the next twenty years,” she said.

“The future of the union is in the hands of people who do not currently serve as union officers,” Armstead said. “Over half the candidates on both slates will retire in the next five years. We need to develop their replacements.”

The program will provide yearly seminars on important union issues such as grievance handling, negotiations, duty of fair representation, political action and lobbying, and current educational issues.

Members may also take leadership classes offered by the Illinois Federation of Teachers, DePaul University Labor Center, the University of Illinois and the American Federation of Teachers.

Recently, 10 union members took advantage of the training by attending a one-day seminar on organizing part-time faculty. The workshop, which was conducted by Elgin Community College faculty union president Dave Sujack and IFT representative Bob Breving, focused on the benefits and pitfalls of organizing adjunct employees.

The Local 1600 members who attended the workshop included: Union officers Verna Anderson and Marie Caronti; chapter chairs Darnell Sanford (Kennedy-King), Pat Cooks (Olive-Harvey), Bill Naegele (South Suburban faculty), Donna Stadermann (Triton classified) and Maggie Hahn Wade (Triton faculty); and members Judy Darst and Stewart Sikora (Triton faculty) and Phil Stuckey (Harold Washington).
CHEERS FROM TRITON faculty members echoed through McCormick Place as faculty member Mark Robinson carried the Olympic torch into building. They came to honor Robinson, outstanding teacher, Vietnam veteran, marathon runner and church leader. He and 175 other runners carried the torch through Chicago. Robinson was nominated to carry the torch by fellow union member Stewart Sikora. “I heard an advertisement on radio that said they were looking for people who are inspiring to others. The first person I thought of was Mark.”

The ad prompted Sikora to write an essay to the Olympic committee describing his colleague’s achievements and leadership qualities. Clearly impressed, the Olympic committee chose Robinson to carry the torch.

Robinson called carrying the torch a once in a lifetime experience and a great honor. “I was especially appreciative that one of my colleagues thought enough of me to nominate me,” he said.

McGraw-Hill published the third novel of South Suburban faculty member Sally Beckman called No Place to Hide. Beckman told the Voice the book is a modern suspense novel. Intriguing...

Olive-Harvey faculty members Michele Graham, Paulette Pennington-Jones, Rochelle Robinson and Gail Upchurch attended the Guild Complex’s Women Writers Conference at the Harold Washington Library and Roosevelt University.