RAISE YOUR VOICE
Increasing activism at our colleges
From Service to Organizing, Increasing our Activism

When you look through this issue of the Voice, you will see that in the past few months, our union accomplished some great things. You and your union leadership working together have made it happen. Please take a good look at what we’ve done. This increase in our activism is part of our overall strategy for the success of Local 1600.

The ultimate goal of any union is to create economic and political power for members so their livelihood improves, and their voice is heard by both their employer and elected officials. Since our leadership team took over in June 2014, we have set CCCTU on course from being a “service union” to an “organizing union”. What exactly does that mean for you as a member of Local 1600? When unions were first created, organizing was vital to recruit and sign up new members, gain recognition of the union, negotiate contracts, and call successful strikes. Union leaders faced threats and barriers to signing up members and keeping the unions going. They depended on rank and file members to help in signing up members and persuading their co-workers that the union cause was just and would help them earn a better living.

After the expansion of organized labor from the 1930s to the 1970s, after unions were firmly established and accepted by employers, many unions turned inward to focus on serving members. This service included traditional roles of the union such as negotiating contracts, guiding the grievance procedure, etc. The general philosophy was that elected representatives and staff, the leaders, were the ones who should be doing this work, servicing the rank and file.

Following this model put unions in a position in which we did not see the forces forming against us over the decades: 1) Globalization and loss of the manufacturing base in the case of private sector unions; 2) Decreasing investment in public education and attacks against public sector workers; 3) The corporate model of education and an increase in contingent (adjunct) labor for college teaching.

Moreover, the service model of unionism tended to take member engagement out of the equation. Members were not part of the grievance process. They were not expected to be politically active, except to vote for the endorsed candidates recommended by the leadership. Union representatives and staff were supposed to do all the work. Unfortunately, that mindset made unions unprepared to handle these new social and political forces and molded a membership that was not ready to be part of the solution.

This is where the organizing model comes in. An organizing union involves rank and file members in as much of the union activities as possible. It seeks to build power through member-to-member engagement so that the rank and file has a stake in the direction of the union. An organizing union seeks to build coalition with union allies and community partners to tackle the bigger social and political challenges.

Recently, in the political field, this has meant Local 1600 taking direct political actions rather than the more traditional lobbying. For example, our members took two trips to Springfield this spring to protest Governor Bruce Rauner during his budget address and the April 20 protest for funding with our higher education labor and community partners. We joined the Chicago Teachers Union on April 1 for its Day of Action and massive street demonstration. Working within this broad coalition put pressure on the governor and the legislature to pass two stop gap measures to fund our community colleges.

In terms of internal organizing, we can point to our member-to-member Blitz around HB 4312, the bill that Local 1600 introduced for an elected school board for the City Colleges. We were able to have 1,200 conversations among our members to garner support for the bill and we collected postcards to deliver to legislators to demonstrate support for an elected board. The bill passed overwhelmingly out of the house and now we will be pushing it through the senate. Soon, we will be organizing another blitz with our higher education union allies that will focus on adequate funding of community colleges in Illinois.

The organizing model cannot work without your engagement and your activism. It holds tremendous potential for our union to expand its power so that our members are empowered in the workplace, making us stronger at the negotiating table. We can also channel that activism outward to fight the political battles necessary to make public higher education not just survive, but thrive in Illinois. Help us organize for a more powerful Local 1600!
Advocating for a City Colleges of Chicago Elected Board

HB 4312 is a bill introduced by State Representative Robert Martwick, Jr. that would allow for an elected school board in City Colleges and give our communities a say in how our colleges operate.

Currently, City Colleges of Chicago is the only community college district in Illinois that does not have an elected school board. The board for the City Colleges must be elected so board members can be held accountable for their decisions. A democratically elected board will make our board members think twice before continuing policies which harm our students and colleges.

The bill already sailed through the House of Representatives with a huge victory of 112-2 votes. Now, it is awaiting a vote in the Illinois Senate.

We want to thank everyone who called and emailed their house representative to ask for their support. Your voice was certainly heard. Now, we need you to call your state senator and ask them to support HB 4312.

Be sure to look out for our calls to action in the future, we will surely need all of you in order to achieve an elected school board in City Colleges.
**Fighting for Funding**

Over the past several months, Local 1600 has been making frequent trips to Springfield in order to make its voice heard. These trips range anywhere from meeting with state senators and representatives to participating in demonstrations. We have also joined funding rallies here in Chicago to highlight the problems caused by the failure of Rauner to fund our schools.

**April 1st Day of Action**

On April 1st, Cook County College Teachers Union joined thousands at the Thompson Center in downtown Chicago to rally for state funding and voice disapproval of the policies of Rahm Emanuel and Governor Bruce Rauner.

Speakers from Fight For 15, Black Lives Matter, and Chicago Teachers Union spoke about their concerns with the lack of funding in Illinois and how the budget impasse is affecting them.

Following the speeches, the crowd marched through the Loop to Lake Shore Drive. The streets were filled with red and signs and banners detesting the policies of Rahm Emanuel and Bruce Rauner. Thousands chanted in unison for justice and adequate funding.

The rally and march was a tremendous show of solidarity. It not only expressed a multitude of concerns from a variety of groups, but showed the diversity of those impacted by the lack of a state budget. This funding crisis is state-wide, affecting everyone from teachers to fast food workers. The rally showed that we are in this fight together, and in order to win, we must stand together.
April 20th Day of Action

Cook County College Teachers Union, along with other community groups, locals, colleges, and organizations from across the state, held a day of action in Springfield on April 20th. Thousands gathered at the state’s Capitol Building to rally for a balanced budget, adequate funding, and a fair tax.

A massive protest was held inside the Capitol, packing the center of the building and the floors above. A roaring crowd was centered in the rotunda, chanting for fair tax on the rich, expressing their disdain for Governor Bruce Rauner, and demanding funding for essential programs. From the second floor, a banner disparaging Rauner was dropped, depicting a wicked image of the governor with a message reading: “Rauner’s Greed Hurts Illinois.”

Following the banner drop, the crowd moved outside the Capitol Building, and marched to the Governor’s Mansion. Outside Rauner’s home, several thousand people continued the protest. Signs were hung on the gate demanding a fair tax, funding for programs and colleges, and a balanced budget. We took the protest to Rauner’s mansion because Rauner’s cuts are personal. These cuts affect human lives, and if he wants to make it personal, then we’ll bring the fight to his front door.

Both of these Days of Action were a massive show of force for the unions and organizations around Illinois. They showed the discontent that so many are feeling across the state, still without a sufficient budget. An emergency stopgap budget was passed on June 30 which provided some of the funding our colleges desperately need, but it’s not a full solution. More must still be done. We must keep pushing back.
On Monday, March 28, more than 200 people packed Grace’s Place Church in downtown Chicago. Members from different locals, including 1600, 1708, and CCCLOC, as well as community members and students, three aldermen, three state representatives, and one state senator-elect were in attendance to listen to our concerns and learn more about what is really happening at the City Colleges. It was a powerful evening of solidarity as students and union members took their turn at the microphone, explaining the devastating consequences of Reinvention.

Featured speaker Chicago Teachers Union Vice President Jesse Sharkey spoke about the similarities between Chicago Public Schools and the City Colleges. He stressed that often the same students that go through CPS will go through City Colleges, and that the aspiration of the teachers at both of these locations should be the same: to unlock the human potential.

Following the speakers, the floor was open for comments from the audience. The night emphasized the necessity to maintain a sense of community within our colleges, and the neighborhoods they occupy. How the harmful effects of Reinvention, like program relocations and tuition hikes, hurt individuals was echoed by those who spoke. Many explained the burden that was placed on them by their program relocating to a campus across town—increasing travel time, and making balancing work or being a single parent an impossibility.

Students, faculty, and staff, current and former, spoke about what the colleges used to be, what they are, and, most importantly, what they should be. This forum gave those most affected by the egregious policies of Reinvention a chance to speak to those most capable of alleviating the situation.

The town hall event proved to the politicians and news reporters in attendance that what is happening at City Colleges impacts everyone in our communities. If we really want to turn things around, it is going to require more actions like this, working together, striving for the same goals.
Over the past several months, Local 1600 has taken a more aggressive stance in voicing concerns about Reinvention at the City Colleges. We are opposed to policies such as the tuition hikes, which disproportionately affect part-time and international students, and program relocation, which increase the travel time for some exponentially and add unnecessary obstacles for students. The many rallies, actions, and press conferences we have held have not fallen on deaf ears.

Sending a Message to the Board of Trustees
Members of Local 1600 have been attending the City Colleges monthly board meetings to address our concerns with policies implemented by the board. Time and time again, Local 1600 President Tony Johnston has spoken about the lack of dialogue between the Board of Trustees and the union. While similarly, Faculty Council President at Daley College Jennifer Alexander has mentioned the Chancellor’s unwillingness to meet with her, or any of the faculty council. Our voices will be heard. If the board will not meet with us, they will continue to hear our concerns voiced publicly through board meetings, rallies, and the press. You can find some of the speeches made by Johnston and Alexander on cctu.org.

Changing the Narrative through Press Coverage
Many media outlets, including the Chicago Tribune, Sun-Times, and WBEZ, have been responding positively to Local 1600’s efforts. Strong labor and education allies, such as Catalyst and Labor Beat have been following Local 1600 for the past several months and have provided extensive coverage of our efforts. As Local 1600 has held more press conferences and spoken publicly at more board meetings, the harmful effects of Reinvention have come to light. Where Reinvention was once heralded in the media, it is now seen being portrayed more critically, especially in regards to program relocations. Most recently, Local 1600 leaders attended the City Council on Education and Child Development committee hearing to testify against the decision to move Child Development from six campuses to Truman. The hearing was outstanding with nearly every alderman in attendance seeming to favor Local 1600 and Faculty Council’s case. Over the last five months, dozens of articles critical of City Colleges and Chancellor Hyman have been printed. You can join our press effort by writing a letter to the editor expressing your concern for the City Colleges’ policies. Contact our office if you would like assistance writing a letter.
We have been reaching out and supporting more progressive candidates. Aldermen from various wards attended our hugely successful town hall in March. Several aldermen spoke at the June 2nd press conference held outside City Colleges District Office and, most recently, aldermen John Arena and Scott Waguespack protested City Colleges’ defense of program relocation at the City Council on Education and Child Development committee hearing.

Challenging the Chancellor
Perhaps the most shocking news over the last couple of months has been regarding Chancellor Cheryl Hyman's contract. After some deliberation, City Colleges chose to extend her contract by one year. Between the press conferences, board meetings, and Faculty Council’s vote of no confidence, Local 1600 has made it clear that Cheryl Hyman is an unfit leader. We have effectively given the Chancellor an ultimatum: work with us or leave City Colleges. We, and Faculty Council, have demanded that the board include faculty in the search for a new chancellor. We need a leader with a background in education, who understands our colleges and the importance of shared governance. During this transition, we must continue our activism so we can ensure the City Colleges are the system our students deserve.

We need more people to become activists in our continued fight against policies in the City Colleges of Chicago. Being an activist means helping coordinate rallies and attending demonstrations. If you are interested, contact Legislative Chair Sean Noonan at noonan.cctu@gmail.com.
City Colleges Security Officers Approve Contract

On April 18th, Dennis Fitzgerald, Cheryl Jackson, Louis Soto, and Steve Jackson counted the ballots to determine the ratification of the tentative City Colleges of Chicago Security Officers contract proposal.

The proposal was approved overwhelmingly, favoring the contract 237-8 with two blank ballots. While you never get everything you want in a negotiation, the negotiating team has created a solid base to work on for the next negotiations. Additionally, our officers have received the retroactive pay they deserved.

A tremendous thank you to Dennis Fitzgerald, Rochelle Robinson-Dukes, and the negotiating team for putting in an enormous amount of time and hard work.
SCHOLARSHIPS

Celebrating Student Achievement

Norman G. Swenson Scholarship Ceremony and Harold Washington Spring Banquet

On Friday, May 13, Local 1600 in conjunction with Harold Washington College Chapter held the annual Norman G. Swenson Scholarship ceremony and chapter awards banquet. The Swenson Scholarship is named after the first president of Local 1600. It is a $1,500 award given to a student from every college represented by our union.

Local 1600 President Anthony Johnston addressed the audience and praised each student for their tremendous achievements. He expressed his delight that this scholarship will be used to further these students’ educations. He also encouraged the awardees to return to their schools and update their professors on their progress.

Following President Johnston was former Local 1600 President Norman Swenson. Swenson mentioned his days in the union and the struggle of forming Local 1600. He emphasized the importance of unions in today’s society as giving those that need a little extra a helping hand.

The Harold Washington Chapter also presented awards to outstanding students who were selected through a rigorous interview process.

Truman College Scholarship Luncheon

Truman College held its annual Student Scholarship Luncheon on April 27th. The ceremony celebrated the academic excellence of Truman’s students by awarding more than 50 scholarships to students.

Students received scholarships for having outstanding grade point averages, excelling in mathematics and life sciences, successfully completing ESL courses and English 101 and 102, as well as those that have demonstrated a mastery of Spanish, French, and/or Arab languages.
Kennedy-King’s 2016 Union Book Scholarship Awards Ceremony

On April 28th, Kennedy-King College had their annual Union Book Scholarship Awards Ceremony. The day featured music, performances, and speeches from the various recipients of the awards.

A brief introduction was given by Professor Corey Hall before Local 1600 President Tony Johnston and Vice President of Academic and Student Affairs Dr. Catherine Lisle spoke. President Johnston talked of the importance of unions in the future and the equalizing factor they play in the job market. Dr. Lisle spoke of Kennedy-King’s recent success with the Aspen Award and encouraged future successes of a similar vein.

The Keynote presenter was Professor Emeritus Bernard Shelton, who spoke about overcoming oppression and trusting oneself to accomplish great things. Following the Keynote presentation, the scholarship winners were awarded their prize. Lena Edwards, Antonia Pilot, and Christopher Young were each given a scholarship. The event concluded with a song performed by the Curtis Prince Trio.

Wright Student Scholarship Awards Luncheon

Wright College’s 44th annual Student Scholarship Awards Luncheon at LaVilla Banquets was held on April 29th. The afternoon included faculty and staff recognition, student awards, and music provided by Omar Akhtar, Sean Carey, and Jason Leather.

Many of the scholarship recipients were selected by professors for their outstanding performance in class. In addition to the student scholarships, Maritza Cordero received the Distinguished Service Professor Award.

We hope these scholarships are an incentive for students to continue their education or assist in their transition from education to the workforce.
Retirees –
Getting Involved

By Don Radtke,
Retiree
Chapter Chair

Our Retiree Chapter members have been getting involved in protecting your benefits by participating in Lobby Day and demonstrating in Springfield and Chicago against the Illinois Budget impasse. We have supported our Local by attending the CCC Alliance Town Hall meeting and picketing against Academic Program consolidation before a CCC Board meeting. Our members have reached out to our CCCTU students through committee involvement, donations, and attendance at the Norman G. Swenson Scholarship Awards Program. From the comfort of our homes, retirees have sent emails supporting collective bargaining rights, gun control legislation, and CCC Child Development programs. In the future, we will be working for a Union Victory in the 2016 Presidential Election by presenting union and pension issues and getting our members to vote.

To strengthen our Retiree Chapter, we have joined the Northern Illinois Retiree Action Committee (NIRAC). This committee represents and organizes Retiree events for the IFT Retiree Chapters representing K – 16 in the Chicago area. We met on May 18th to plan future events. Below are the NIRAC Events that have been planned for the next 12 months. The events cover entertainment, political issues, and other topics important to our retirees. Events held at the Westmont Offices include a buffet lunch and cost only $10! Drury Lane Theater cost is to be determined.

Upcoming Retiree Chapter Social Events

<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>August 11th</td>
<td>Arlington Park Racetrack Luncheon/Races $34/person</td>
</tr>
<tr>
<td>August 31st</td>
<td>Alliance of Retired Americans Political Report at IFT Westmont Office</td>
</tr>
<tr>
<td>September 22nd</td>
<td>“Smokey Joe’s Cafe” at Drury Lane</td>
</tr>
<tr>
<td>October 18th</td>
<td>“10 Signs - Early Detection” by Alzheimer Assoc. at IFT Westmont Office</td>
</tr>
<tr>
<td>December 8th</td>
<td>“Crazy for You” at Drury Lane</td>
</tr>
<tr>
<td>February TBA</td>
<td>Financial and Estate Planning at IFT Westmont Offices</td>
</tr>
<tr>
<td>March 16th</td>
<td>“Saturday Night Fever” at Drury Lane</td>
</tr>
</tbody>
</table>

Our Annual CCCTU Retiree Chapter Lunch is coming on September 14th. The planning committee will send out details in an August mailing. SURS Director’s news and Political Updates will be heard.

So you can stay current and get involved with our union actions, activities, and events, we need your email address. Please send it to your Retiree Chair, Don Radtke, at dradtke2133@gmail.com.
Deb Baker’s Resignation

At the June 17, 2016 Executive Board Meeting, Debra Baker resigned as Secretary of Local 1600. An election to choose a new secretary will be held during the July house meeting. Although we will miss Deb’s leadership here at Local 1600, we are beyond happy for her to take this next step in her career and wish her all the best.

The most important lesson I learned along the way is that the only thing that really matters are relationships. To the EDU caucus, thank you for your friendship and support. I admire each of you for your dedication to our union and to our students. To David, who taught me that quiet confidence and strength will prevail. To Tony, who showed all of us that answering the call to duty demonstrates great leadership. To my friend Rose, who is the strongest, most powerful woman I know. I am grateful to have had the opportunity to learn at her knee. Most of all to Stu, who has shown me time and again that his heart is true and his determination is mighty.

Best of luck from your friends at Local 1600, you’ll be greatly missed.

UPCOMING UNION DATES

August 19th Executive Board
September 16th House of Representatives Meeting
October 21st Executive Board Meeting

All meetings will be held at the CTU, Merchandise Mart
Dear Union Sisters & Brothers,

I am writing to you today regarding an issue that keeps coming up – despite multiple admonitions from myself and other union reps not to do it – people talking to College administrators during an investigation without a Union representative present. As such, I have devised the following to help you to K.N.O.W. what to do if you are ever in this situation:

1. Keep your mouth shut about the issue (until you have consulted the Union).

2. Next, ask if this is an investigation that could lead to discipline.

3. Object to meeting alone if the answer is yes or I don’t know.

4. Weingarten Rights – ask the administrator for a Union rep and say you cannot continue in the meeting without one.

These four steps are important to know, as the law has made it clear that you (the worker) must take the initiative to ask for union representation during an investigation. This advice also applies if your College is asking you to sign something or write a statement about what happened that they will keep “for the record.”

One hazard of participating in an investigation without union representation is that you, caught by surprise and perhaps subjected to tricky and misleading questions by a supervisor/investigator, may not only admit to workplace rule violations but add other damaging facts that were previously unknown. Additionally, representation is important because your chapter officers can try to find out from the administrator what the meeting is about and what “evidence” will be presented against you, which would help you prepare. Likewise, the rep can meet with you to see what you know about the situation and help to devise a strategy for the meeting. During the meeting, the representative can also act as a witness, take notes as to what transpired, and object to confusing or misleading behavior, all of which will help you better survive an investigatory meeting intact.

Please know that the Union is not counseling you to be untruthful or obstruct an investigation at your College, as that can have negative ramifications for you as well. This advice is designed to make sure that you understand that you have rights throughout the entirety of the process, not just at a disciplinary hearing. As GI Joe so rightly said, “KNOWing is half the battle!”
Summer Social: 1600 Sets Sail

On Saturday, June 18, Local 1600 held its annual union social. This year, the union decided to host a cruise around Lake Michigan. We were treated to blue skies, beautiful weather, and views of a gorgeous skyline.

Aboard the Mystic Blue was a fully stocked bar, delicious lunch buffet, DJ, and a dance floor. Despite the offerings inside, most of the guests chose to spend the majority of the cruise on the bow of the boat where they could take in the perfect weather and scenery.

Events like this are always a nice way to unwind from the pressures of day-to-day. Between daily class preparations, negotiations, grievances, or whatever else may be thrown at us, it can be difficult for us to find time to simply enjoy each other’s company. The cruise around Lake Michigan was a refreshing chance to be outdoors, catch our breaths, and spend some quality time with our union brothers and sisters.

We hope everyone who joined us had an amazing time and we look forward to next year!
Stay Connected to the CCCTU

facebook.com/CCCTU
twitter.com/CCCTU_Local1600

LOCAL 1600
College Union

VOICE

- Increasing activism and union power
- Celebrating student scholarship
- Fighting for funding for our colleges