

V college union Voice

Cook County College Teachers Union, Local 1600, AFT, AFL-CIO
December 2002 • Volume 39 • Number 3

Harper College Faculty Chapter strikes and wins

At 5:30 AM on a cold Wednesday morning, October 9, the Harper College Faculty Senate, a chapter of the Cook County College Teachers Union, AFT Local 1600, went out on its first strike in 34 years. The Harper Board's offer that prompted the strike included huge increases in health care costs and a wage offer that amounted to three percent after deleting increases in insurance costs.

Having shown their strength on the picket line with 100 percent solidarity, the Harper faculty chapter members voted by 152-12 on Sunday, October 20, to accept a vastly improved contract offer. They were back to work by Monday, October 21.

New contract highlights include:

- a pay increase of five percent per year for four years, excluding the cost of faculty promotions (The new top salary will be over \$108,000.)
- the maintenance of a 20 percent cap on the faculty's contribution for health insurance (Other Harper unions had agreed to lift the cap.),
- the retention of due process protection for non-tenured and tenured faculty,
- a \$90 per credit hour increase in the overload rate.

Members from almost every chapter in Local 1600 joined the strikers to swell the numbers on the picket line. President Norman Swenson, the Local 1600 advisor to the negotiating team, praised the chapter for its solidarity: "This is the first Local 1600 strike that was 100 percent effective."

In turn, Harper chapter's Chief Negotiator Julie Fleenor noted that Swenson's shutting down the construction sites on the campus was "the most important element that led to the settlement." Noting the struggle they had won, Senate President Michael Harkins stated on October 20: "You are stronger now and are aware of your real need to support each other and to move as one."

Harper's Board tried to break the strike on the second day by canceling the faculty's health insurance. In response, the CCCTU filed an unfair labor practices charge with the Illinois Educational Labor Relations Board. The IELRB said it would consider seeking a court injunction to restore the faculty's health insurance. It was



At 6:30 a.m. on Oct. 9, Harper faculty strikers and members from other Cook County College Teachers Union chapters join the picket line.

scheduled to make a decision on the injunctive relief two days after the strike ended.

The board also tried to break the strike by ordering that picketing be limited to only one of the three campus entrances, leaving two of them open--one for construction, the other for Harper employees who wished to continue working. Despite a written order by Harper's security unit, chapter members and Local 1600 supporters defied campus security and picketed all three entrances.

In addition, Swenson and Harper coordinator Jim Edstrom went to the construction sites repeatedly to talk to workers. After talking, Swenson would phone the business agents of the workers' locals. Soon, all the construction workers of the IBEW, the Teamsters, plumbers, crane opera-

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From the President's Desk Norman G. Swenson

During the recent Harper College faculty strike, construction union members honored the picket lines and closed down \$30 million of new construction. By honoring Local 1600 picket lines and refusing to work during the 12-day strike, construction workers lost eight days of pay (about \$2,000 each). And they went without health insurance from their employers.

I was asked by the business agents of the ironworkers, the cement masons and the electrical workers to remind Local 1600 members of their sacrifice. The ironworkers' business agent angrily asked me: "Will your members remember what we are doing? Will they honor our picket

lines? Will they buy union made products and shop at union stores? Teachers want our help, but they forget about us when the strike ends and they get their salary increases."

All of which leads me to ask, will you shop at union grocery stores like Jewel and Dominick's?

Or will you shop at anti-union stores like Costco, Walmart and Sam's Club to save a few dollars?

Will you buy American-made, union-made automobiles like Ford, General Motors and Chrysler? Or will you buy your next car from anti-union companies like Toyota, Honda and Nissan? Toyota, Honda and Nissan have fought and defeated all union organizing efforts.

David Richmond, our Harper labor union liaison, told me, "Our ability to shut down all of the construction broke the back of the Harper Board's resistance."

How long will you remember the importance of labor solidarity? How soon will you change your buying habits? Happy holidays! Buy union-made products and services!



Getting out the vote for our union's candidates in 2002

CCCTU Legislative Representative Marie Caronti coordinated our union's campaigns for the six state senator and four state representative candidates endorsed by the CCCTU. As Caronti explained, endorsement means a campaign contribution of \$10,000 for each state senator and \$5,000 for each state representative. In addition, each campaign receives a coordinator to get out the CCCTU vote for the candidate in a variety of ways. In the 2002 election, Caronti acted as coordinator for senate candidates Robert Steffen (22), Don Harmon (39) and Debbie Halvorson (40) plus house candidates Karen May (58) and Jack Franks (63). For the Illinois Senate, Grievance Chair Perry Buckley coordinated for Edward Maloney (18), CCCTU Classified Vice President Gail Wiot for Maggie Crotty (19), and IFT Staffer Bob Breving for Susan Garrett (29). For the Illinois House, Janie Morrison coordinated for Robert Bugielski (20) and CCCTU Suburban Vice President Stu Sikora for Kevin McCarthy (37).

2002 ELECTION RESULTS:



☆ 8 OF 10 WINNERS ☆

ILLINOIS SENATE:

- Edward Maloney (18) and Maggie Crotty (19) won by 2:1
- Susan Garrett (29) won a hard-fought race with a 12% margin
- Don Harmon (39) & Debbie Halvorson (40) ended their races unopposed.

ILLINOIS HOUSE:

- Kevin McCarthy (37) won by 2:1
- Karen May (58) won by 3:2
- Jack Franks (63) won by 2:1

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

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Vice President, City Colleges Division.....	Judith Armstead
Vice President, Suburban Faculty.....	Stu Sikora
Vice President, Suburban Staff.....	Gail Wiot
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EXECUTIVE BOARD REPORT

Swenson praises Harper Chapter

At the Executive Board meeting on October 11, President Norman Swenson:

- congratulated the Harper College chapter on its 100 percent solidarity in its strike,
- congratulated the Prairie State College Support Staff Negotiating Team on its tentative new contract,
- started working on legislation to restore collective bargaining rights for the CCC and the CPS,
- noted January 17-23 are the filing dates for suburban community college board elections.

April 3, 2003, is Election Day in the suburbs.

Vice President CCC Faculty Judith Armstead:

- announced the CCC counselors' termination arbitration is set for Jan. 16-17, 2003, and
- noted 82 CCC employees applied for retirement enhancement. Though the stated limit was 60, 73 people will receive enhancement.

Retiree Chapter Chair Pat Dyra asked all chapter chairs to name a contact person for fitness courses on campus and another contact person for the Retiree Bereavement Committee.



continued from page 1 Harper strike

tors, bricklayers and ironworkers — 24 locals in all — gave up their wages to support the strike. In turn, the building contractors put pressure on Harper's board to end the faculty strike.

The effectiveness of faculty picketing and organizing the construction workers led to Harper's security unit making a coordinated attack on some of the strike leaders. After warnings about walking on public property to the construction site, Swenson and Edstrom were arrested on October 15 by Harper security for "trespassing" and ticketed for a court appearance. On the very same day, at the behest of Harper security, the Palatine police arrested and charged Unity Committee Co-chair Jacque Mott for alleged "battery" of a Harper security officer on October 10.

Mott, according to four eyewitnesses, did not commit any battery. She did suffer a sprained wrist from attempting to maintain her car keys, however, when a security officer tried to seize and move her car when she was bringing coffee to the picketers.

Part of the back-to-work agreement states that Harper College will make "every effort" to dismiss all court actions. Local 1600's attorneys will represent Swenson, Edstrom and Mott if the court refuses to dismiss the charges.

Members of the Harper Negotiations Committee who won this victory included Julie Fleenor, Michael Harkins, Jim Edstrom, Patti Ferguson, Jan Phillips, Dom Magno, George Evans, Duane Sell, Sunil Koswatta, Minhua Liu and Norman Swenson.

Union files for part-timers with IELRB

Local 1600 filed with the Illinois Educational Labor Relations Board to represent part-time faculty and part-time professional employees. For the adjunct faculty, CCCTU Grievance Chair Perry Buckley filed 410 authorization cards in October. For the part-time professionals, IFT Staffer Bob Breving filed cards for over 70 percent of the bargaining unit in November.

Local 1600's organizing has been done in the face of fierce opposition from the Illinois Education Association's front group, the City Colleges Contingent Labor Organizing Committee (CCCLOC). To counter IEA solicitations, Buckley met with 30 part-timers and department chairs at the Jolly Inn Banquet Hall near Wright College on October 8. Across town on October 9, Daley Chapter Chair Wendall Wilson met with 20 part-timers at the Tatra Inn.

Buckley believes that the part-time faculty has chosen Local 1600 for representation for one reason: "The strong leadership of the CCCTU." CCCTU contracts show that when both full-timers and part-timers bargain in Local 1600—such as at Moraine Valley, Prairie State and Oakton — both groups earn better contracts. Buckley expects to hear from the IELRB before Jan.



Perry Buckley with adjunct faculty at the Jolly Inn.

AFT blueprint for part-timers

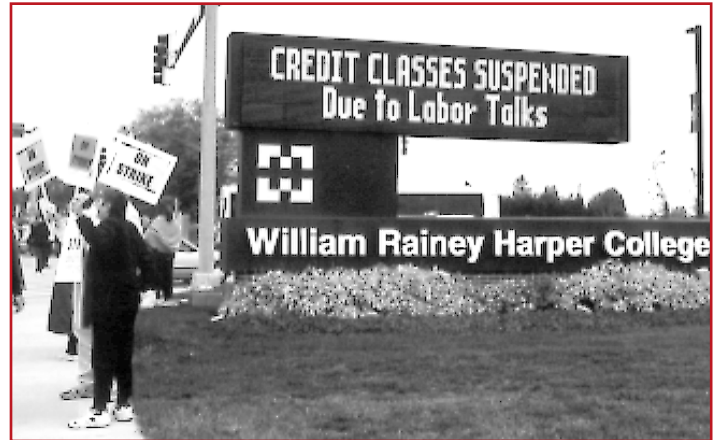
At last summer's AFT convention, the delegates created a "blueprint" of standards for part-time faculty, including fair treatment, equitable pay scales, evaluation procedures, a seniority system, etc. AFT Assistant Director of Higher Education Craig Smith says, "Today, we are organizing part-timers from coast to coast." He suggests part-timers should go to the AFT Web site www.aft.org/higher_education and select information on part-time faculty as well as professional staff.



THE HARPER COLLEGE STRIKE AND SETTLEMENT IN PICTURES



CCCTU V. P. Stu Sikora, AFSCME's Tom Edstrom, Chief Negotiator Julie Flenor and CCCTU Pres. Norm Swenson begin the battle of Rochelle Road on Oct. 9.



The message was clear to everyone by Oct. 11.



Harper College picketers face the cold dawn on Oct. 9.



Harper and other Local 1600 picketers on Oct. 11 do the right thing.



Senate V.P. Paul Guymon, Senate Pres. Michael Harkins, and Pres. Norm Swenson confer on Oct. 20.

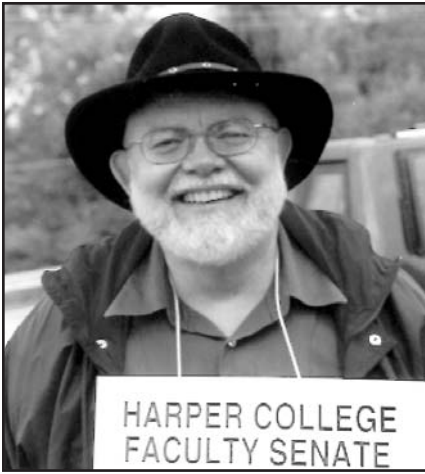


Chief Negotiator Julie Flenor leads the applause for those who supported the Harper strike on Oct. 20.



When buying gifts for the holidays, remember to look for the union label. It means we're able to make it in the USA.





Blackwood on the Harper picket line.

Blackwood new managing editor

Bob Blackwood is the new managing editor of the *Voice*. In the late 60's and 70's, he was the assistant editor under Jack Swanson. In the late 70's, he edited a monthly CCCTU newsletter. Over the years, he has contributed stories and photographs to the *Voice* and has done some pro bono public relations work for the union. Since 1989, he has worked as a correspondent and photojournalist for *Fra Noi*, Chicagoland's Italian American newspaper. He has also been a host of "Political Forum" on Chicago Access

Network Television from 1993-today.

"Dr. Bob," as his students call him, has done PR work for political figures, has written film reviews for publications, and taught English, Literature, Photography and Film Study for 33 years at Wright College before early retirement in 2000. He serves as secretary of the Retiree Chapter.

"Bob Breving has set a high standard in editing the *Voice*," Blackwood said. "Janie Morrison has found time to give me a hand, and Norm Swenson has shown confidence in my work."

Prairie State College Classified wins new contract

The Prairie State College Classified Chapter and its board have approved a two-year contract retroactive to July 1, 2002.

The new contract features a 3.3% pay increase the first year and a 3.9% pay increase the second year. In addition, workers employed for 10-14 years earned a \$160 longevity bonus. Those with 15-20 years earned \$230; those with 20 plus earned \$410. Members who earn an associates degree receive a permanent \$250 stipend added to their base pay. Those who earn a bachelor's degree receive another \$250; those who earn their master's get another \$500.

Other contract highlights:

- Negotiators reduced the summer work week from 36 hours to 34 hours.
- The health insurance package was retained.
- Single members with an HMO will see their monthly premiums rise \$30.
- Family HMO premiums will rise \$67.00.
- Single PPO members' monthly premiums will rise \$25 monthly.
- Family PPO premiums will rise \$56.

After the negotiations, Local 1600 IFT Staffer Bob Breving reported, "The negotiating team of Carole Van Kirk, Sue Braash, Donna Collesel, Mary Hampton and I were very pleased to be able to bring such a fine contract to the members of the Prairie State unit. These are hard economic times. Not only did the membership like the salary increases, they liked the 34 hour summer work week."

CCCTU Leadership Training Conference

On October 26 at the Holiday Inn Mart Plaza, the CCCTU held its first Leadership Training Conference. President Norman Swenson and Vice Presidents CCC Faculty Judith Arnstead, Suburban Faculty Stu Sikora and Classified Gail Wiot welcomed the 50 participants.

Participants then attended morning workshops on understanding faculty contracts with Norm Swenson and Randy Southard, on organizing new chapters with Nicole MacLaughlin and Bob Breving, and on understanding suburban classified contracts with Alice Barnhart and Gail Wiot.

Following a hearty lunch, participants attended afternoon workshops on grievances presented by Perry Buckley and Jim O'Malley, on employee rights led by Ben Schutzenhofer and Jon Nadler, and on Local 1600 endorsements and COPE offered by Marie Caronti and Stu Sikora.



CCCTU officers and workshop leaders.

For news you can use www.ccctu.com



Union battles for students at Triton College bookstore

When the Triton College Board met on September 24, an action item, which had been pulled from the agenda, would have attempted to privatize the Triton College Bookstore in favor of Follett Higher Education Group, Inc. The alleged excuse for privatization was to stop financial losses.

CCCTU Grievance Chair Perry Buckley spoke to the board opposing privatization: "Work with the union; work with the employees. Why? Because it's good for your students."

IFT Staffer Bob Breving stated that our union had done a survey that indicates that every student will pay up to 10-20 percent more for each book if the bookstore is privatized. Triton Classified Chapter member Pat Corrigan

states the students are very supportive of the bookstore's employees. She says, "Triton College Student Senate President Patrick Creedon publicly praised the staff before the board on September 24."

Triton Chapter Faculty Chair Maggie Hahn Wade, who addressed the board, said she had requested comments from the entire faculty via voicemail: "I received many praiseworthy notices and no negative ones."

Breving is in a 60-day negotiating session with the board, a Triton College Classified contract provision that the board must follow before making any attempt at privatizing. The bookstore staff, faculty and students are now conducting a save-the-bookstore campaign and a postcard mailing to influence the board members.



Among the 53 members at the Oakton College Classified Chapter's annual Fall Pizza Party at Riggio's Restaurant in Niles on Oct. 23 were (from left, top row): Secretary Loretta Fivizzani, Treasurer Steve Cohn, Chapter Chair Alice Barnhart; (from left, bottom row): Assistant Chair Jillian Verstrate and Membership Chair Tony Schimel. The chapter of about 280 members was founded in 1986.

American workers pay more, get less health coverage

As employers pass on the growing costs of medical care to employees, workers are paying more for health coverage with fewer benefits, according to the 2002 Annual Employer Health Benefits Survey from the Kaiser Family Foundation and the Health Research and Education Trust, both nonprofit research organizations. The attempt to enlarge the 20 percent cap on faculty contributions to health care at Harper College was one of the key elements in provoking the 12-day strike there in October 2002.

While 56 percent of 2,000 employers of all sizes, surveyed between spring 2001 and 2002, say they had increased workers' share of health costs this year, 78 percent say they are likely to increase workers' share next year, according to the Survey, which was released on September 5, 2002.

Health insurance premiums rose an average of 12.7 percent between 2001 and 2002--the biggest increase since 1990. Single employees now pay approximately \$454 toward premiums, up \$95, while families pay \$2,084, a \$283 increase.

Sounding an alarming note for retirees, who often depend on employer-based care to pay for prescription drugs — currently not a Medicare benefit, nine percent of large firms (200 or more workers) eliminated retiree health benefits for new hires or existing workers in the past two years.

The full survey report is available at www.kff.org or by calling 800-656-4533.

(Data taken from October 2002 America @ work.)

CALENDAR OF UNION EVENTS

FRIDAY, JANUARY 24, 2002

House Meeting
Merchandise Mart

FRIDAY-SUNDAY, FEBRUARY 21-23, 2002

IFT Convention
Hyatt Regency Hotel (downtown)

SATURDAY, MAY 3, 2003, 6:00 P.M.

Annual CCCTU Banquet
Holiday Inn — Mart Plaza (downtown)



\$\$\$\$\$\$\$\$ UNION OFFERS SCHOLARSHIPS \$\$\$\$\$\$\$\$\$

Local 1600 will award twelve Norman G. Swenson Scholarships at its annual banquet next spring. Six scholarships will go to students from suburban colleges and six to city colleges students.

To be eligible, an applicant must be enrolled as a full-time student in a Cook County community college and have completed at least 12 hours in the last semester. In addition, the student must be attending a college that has employees represented by the Cook County College Teachers Union.

Other eligibility requirements include:

- Certified involvement in school and/or community activities. Certification shall be a written statement from an official from each activity or organization listed;
- A cumulative college grade point average of at least 3.0. The applicant is required to submit an official transcript with the college seal along with his/her application.
- A statement explaining why the scholarship is important to them.

Completed applications with all documents (certification letters, transcripts and statements) must be sub-

mitted to Local 1600 no later than April 1, 2003.

Also, one student will be honored with a \$500 Activist Award Scholarship for his/her efforts on behalf of labor or student issues.

The scholarship is funded by the Student Defense Committee, which was established by CCC union members in 1994 to fight class cutbacks. The committee raised funds and filed a court case to prohibit the reduction of classes offered to students. The surplus is used to support student activist scholarships.

Eligibility requirements for the Activist Award Scholarship include:

- 1) Part-time or full-time study in one of the colleges represented by Local 1600;
- 2) Demonstrated involvement in aiding the cause of labor or students;
- 3) A letter from a faculty member describing the student's relevant activities.

All applications must be received by the union **on or before April 1, 2003**. Contact your chapter chair or call the union office by 312-755-9400 for scholarship applications.

Retirees lunch and see "Annie" at Drury Lane Theater

The Retiree Chapter of Local 1600 held a luncheon meeting at noon on Thursday, November 21, at the Drury Lane Theater in Oak Brook Terrace. Following the luncheon, the crowd-pleasing musical "Annie" was performed. The cost for each retiree was \$20; the cost for each guest was \$30 (maximum of three). Retirees who joined the chapter this year received free tickets.

At the retirees' previous September 12 theater event at Drury Lane, Chapter Chair Pat Dyra distributed data urging members to contact their senators and representatives in Washington to repeal the Social Security offset and windfall elimination provisions via SB1523 and HR2638 (Feinstein/McKeon). A fallback position, should this effort fail, would be the revised, long-standing legislation, HR664 and SB2638 (Jefferson/Milkulski) that reduces somewhat the punitive aspects of these discriminatory laws.

Thanks are due to Social Chair Cas Kotowski, Virginia Dyra, Frank Pokin, Louise Winfrey, Marie Caronti, Paul Janus and Janie Morrison for their respective roles in making the September event a success.

The social committee is planning a spring architectural tour of downtown Chicago. The *Voice* will provide more information as it becomes available.



The South Suburban Support Chapter's Social Committee — from left: Marianne Bendinelli, Marge Horan, Karen DiPrizio, Debbie McAdams and Bob Pinkerton — planned a luncheon for Oct. 9 in the Performing Arts Center that was attended by Chapter President Berdy Kuiken, CCCTU Vice President Classified Gail Wiot, Bob Breving, Janie Morrison, and many happy chapter members.



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Ganschow and Wade

PERSONAL GLIMPSES

- Triton Classified member Connie Ganschow and Triton College Faculty Chair Maggie Hahn Wade walked 62 miles this June from Kenosha, WI, to Chicago, IL, in the Avon-sponsored Breast Cancer 3-Day Walk. Each walker raised a minimum of \$1900 apiece. The 6300 walkers raised over \$11 million for research and prevention programs for women with limited incomes. The walkers traveled over highways, byways, sidewalks and through the centers of towns in their three-day journey.

- Moraine Valley Support Chair Rose Sakanis and Chair Darlene Kaeding of the chapter's Safety Committee spent Nov. 11-13 touring the worker/management partnership organization of a Saturn plant in Springhill, TN. The Saturn Awards are given jointly by the Saturn Division of GM and the United Auto Workers Union. The awards are administered through the American Federation of Teachers to educational unions with good working relationships with management.

- Dr. Romero Munoz's "Filipino Americans: Journey from Invisibility to Empowerment" was published this September in a limited first edition. The book examines important Filipino cultural values that have influenced the successes of immigrants in the U.S., both in Hawaii and on the mainland. Munoz is a CCCTU Retiree Chapter member from Olive-Harvey College.

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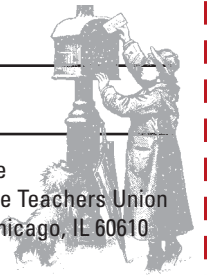
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