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COOK COUNTY COLLEGE TEACHERS UNION



208 West Kinzie Street • Chicago, IL 60610 • (312) 755-9400 • Fax (312) 755-1030

October 5, 2000

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Norman Swenson

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Judith Daylie Armstead

Vice-President, Suburban

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Verna J. Anderson

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John Wenger

Legislative Representative

Maire Caronti

Dear Board Members

Thank you for the privilege of speaking to you at this meeting.

Our members are here today to protest the snails-pace progress of negotiations, the inadequate board salary proposals, and the board demands for contract concessions.

Since bargaining is under an agreed news blackout, I will not discuss the specifics of the union's or board's positions.

But the union does object strenuously to the lack of progress in bargaining and the inferior board offers on the table. Consider these facts:

Chapters

Chicago City Colleges

Daley

Dawson

Kennedy-King

Malcom X

Olive-Harvey

Truman

Washington

Wright

Harper

Moraine Valley

Morton

Oakton

Prairie State

Retirees

South Suburban

Triton

- Bargaining began over a year ago and the Chancellor assured our members contract settlements would be reached early. Instead, in November 1999, he proposed a list of takeaways which would have decimated 35-years of contract gains.
- In March 2000, the faculty and professional employees voted down (by 95% margins) the Chancellor's offers (see Exhibit #1.).
- Earlier, the Chancellor recommended and the board approved substantial salary and fringe benefit improvements for top administrators. These included payment of administrators eight percent pension contribution, a reduction to zero for administrators' health insurance payments, lifetime health insurance after retirement for top administrators and their dependents, and new costly coverage of administrators' dependents dental and vision insurance (see Exhibit #2.).
- The Chancellor recommended and the board approved not paying the training specialists for the week of spring vacation.

Affiliations

American Federation of Teachers

Illinois Federation of Teachers

Chicago Federation of Labor

Illinois Federation of Labor

AFL-CIO

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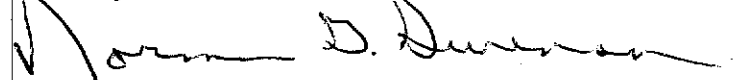
- The Chancellor recommended and the board approved a policy of not replacing the 87 faculty who retired or left the City Colleges for other reasons in the past year (see Exhibit #3.). By contrast, virtually every administrator who left City Colleges in the past year has been replaced. Over the last 18 years the number of full-time faculty fell by 791 (from 1380 in 1982 to 589 today). During the same time, the number of full-time administrators rose by 58 (from 125 to 183).
- Although most City Colleges faculty teach a 24 contact hour load each academic year (new faculty teach 27 contact hours), our larger class sizes (see Exhibit #4.) generate more student contact hours. Our average class size this semester as of August 31 was 25.6 versus an average class size of less than 20 at suburban community colleges.
- The average salary increase granted by suburban colleges this year was 5%. We expect the City Colleges board to match or better this offer. If funds are available to pay for substantial salary and fringe benefit increases for top administrators, we expect similar increases for the faculty, training specialists and professional employees.

We have requested the Board give us its best offer by tomorrow. If the board fails to improve its offer, we will vote to accept or reject the offer the board has on the bargaining table.

We will make every effort to avoid a strike. But we will not recommend an offer which will be rejected again by our membership.

If you have any questions, I would be pleased to answer them.

Sincerely,



Norman G. Swenson
President

NGS:lmw

Attachments

COOK COUNTY COLLEGE TEACHERS UNION

208 West Kinzie Street • Chicago, IL 60610 • (312) 755-9400 • Fax (312) 755-1030



March 23, 2000

Officers

- President
Norman Swenson
- Vice-President, City Colleges
Judith Daylle Armstead
- Vice-President, Suburban
Dennis Dryzga
- Secretary
Verna Anderson
- Treasurer
Jay Singelmann
- Grievance Chairman
John Wenger
- Legislative Representative
Maria Caronti

Dear Union Member

The results of the voting on the City Colleges Board unilateral contract offers are:

Faculty and Training Specialists

Accept	26	Reject	551	Abstain	8
Total votes:		585			

Professional Employees

Accept	2	Reject	170
Total votes:		172	

Chapters

- Chicago City Colleges
 - Daley
 - Dawson
 - Kennedy-King
 - Malcolm X
 - Olive-Harvey
 - Truman
 - Washington
 - Wright
- Harper
- Moraine Valley
- Morton
- Oakton
- Prairie State
- Retirees
- South Suburban
- Triton

I phoned the results to Chancellor Wayne Watson and proposed we resume bargaining to resolve our differences and reach agreement.

He replied the Board will consider the union's rejections and make its decision on the next steps to be taken in negotiations.

The Chancellor said he would call me in the near future to let me know the Board's position.

In Solidarity,

Norman G. Swenson
President

Affiliations

- American Federation of Teachers
- Illinois Federation of Teachers
- Chicago Federation of Labor
- Illinois Federation of Labor
- AFL-CIO

NGS:lmw