MATC Vision

Milwaukee Area Technical College is committed to being a world-class educational institution that empowers students, faculty, and staff to realize their potential.

September 18, 2007

NOTICE TO RESIDENTS OF THE MILWAUKEE AREA TECHNICAL COLLEGE DISTRICT, WISCONSIN

A special meeting* of the MILWAUKEE AREA TECHNICAL COLLEGE DISTRICT BOARD, WISCONSIN, will be held in the BOARD ROOM, ROOM M210, of MILWAUKEE AREA TECHNICAL COLLEGE, 700 WEST STATE STREET, MILWAUKEE, WISCONSIN, on WEDNESDAY, SEPTEMBER 19, 2007, beginning at 1:00 P.M. The agenda** for said meeting is presented as follows:

A. Roll Call

B. Compliance with the Open Meetings Law

C. Comments from the Public

D. Collective Bargaining Update and Resolution (BD0002-09-07) to Approve Tentative Labor Agreement Between MATC and Local 212, WFT, AFL-CIO, Full-Time Faculty; Resolution (BD0003-09-07) to Approve Tentative Labor Agreement Between MATC and Local 212, WFT, AFL-CIO (Paraprofessionals); and Resolution (BD0004-09-07) to Approve Tentative Labor Agreement Between MATC and Local 212, WFT, AFL-CIO (Part-Time Faculty) ***

E. Board May Reconvene into Open Session to Take Action on Matters Discussed in Closed Session under Item D.

* This meeting may be conducted in part by telephone. Telephone speakers will be available to allow the public to hear those parts of the proceedings that are open to the public.

** Action may be taken on any agenda item, whether designated as an action item or not. Agenda items may be moved into Closed Session for discussion when it becomes apparent that a Closed Session is appropriate under Section 19.85 of the Wisconsin Statutes. The board may return into Open Session to take action on any item discussed in Closed Session.

*** It is anticipated that this item may be discussed in Closed Session pursuant to Section 19.85(1)(e) of the Wisconsin Statutes since it involves discussions related to collective bargaining and as further referenced in Section 19.82(1) of the Wisconsin Statutes.

Reasonable accommodations are available through the ADA Office for individuals who need assistance. Please call 414-297-6221 to schedule services at least 48 hours prior to the meeting.
RESOLUTION (BD 0002-09-07) TO APPROVE LABOR AGREEMENT BETWEEN MATC AND LOCAL 212, WFT, AFL-CIO (FULL-TIME FACULTY)

WHEREAS, the Milwaukee Area Technical College District Board has entered into negotiations with Local 212, WFT, AFL-CIO (hereinafter “Local 212”); and

WHEREAS, the Board representatives have reached a tentative three-year agreement (2006-2009) with representatives of Local 212; and

WHEREAS, Local 212 (Full-time Faculty) has ratified the tentative labor agreement on September 13, 2007; and

WHEREAS, the Board has reviewed the terms and conditions of said agreement as summarized in the attached Package Settlement Proposal, Local 212 (Full-time Faculty); therefore,

BE IT RESOLVED, that the Milwaukee Area Technical College District Board hereby accepts and approves the agreement reached by MATC and Local 212 (Full-time Faculty) bargaining unit, and authorizes signatures representing the MATC District Board and the Administration on the approved agreement, at which time said agreement shall be incorporated by reference to this resolution.

Attachment
I. Wages and Benefits
   A. Provide salary increase of:  
      - 2.75% July 1, 2006  
      - 3.25% July 1, 2007  
      - 3.25% July 1, 2008
   B. Provide effective increases for FY 2006-07: 4.21% wages and step
   C. Provide effective increases for FY 2007-08: 4.72% wages and step
   D. Provide effective increases for FY 2008-09: 4.72% wages and step

II. Healthcare & Dental- Active Full-time Employees
   A. Employee premium sharing (effective 11/1/07)
      i. High Level PPO Plan: $27.50/mth (single plan); $55.00/mth (family plan)
      ii. HMO Plan: $32.50/mth (single plan); $65.00/mth (family plan)
   B. Plan Design Changes (effective 1/1/08) – As set forth in attached chart.
   C. Domestic same sex partner healthcare and dental coverage (dependants excluded) for those meeting benefit program requirements effective 1/1/08.
   D. Discontinuation of the Humana Advantage HMO Plan effective 1/1/08.
   E. Implement Patient Advocate Program effective 1/1/08 (Quantum Health)
   F. Healthcare opt-out option- $525 per year effective 1/1/08.
   G. No new members to Care Plus Dental Plan after 9/13/07.
   H. Dental benefit cap increased to $2,500 effective 1/1/08.
   I. Vision Coverage – One routine eye exam and up to $125 for hardware per year effective 1/1/08.

III. Healthcare & Dental- Retirees
   A. Current employees giving notice by 10/15/07 and retire on or before 12/31/07- no plan design changes or premium sharing prior to age 65; at age 65 pay one-half cost of Medicare supplement
   B. Current employees giving notice by 1/1/08 and retire on or before 6/30/08 – subject to plan design changes; no premium share prior to age 65; at age 65 pay one-half cost of Medicare supplement
   C. Retiree domestic same sex partner coverage for employees (dependants excluded) retiring on or after 7/1/06, prospective coverage only during next open enrollment.
   D. Retiree dental coverage (self pay) for full-time employees who retire(d) on or after 7/1/06 for 36 months, with understanding union will not seek any premium contribution from the college in any future contracts. Current
retirees must be covered under dental plan to receive additional months of COBRA coverage beyond 18 months.

IV. **Other Terms and Conditions**

A. Intro to Writing Course limited to enrollment of 20 students.
B. Office of Corporate Learning language modified as per agreement.
C. School year calendar to be evaluated by subcommittee of the bargaining teams.
D. Joint Committees: OPEB Liabilities, Online Teaching, Staffing Levels, Post-65 Retiree Health Insurance options.
E. Term of contract- July 1, 2006 through June 30, 2009
F. All tentative agreements previously agreed upon; status quo on balance of the contract.
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The effective date of a Patient Advocate/Community Care Coordinator provision will coincide with the effective date of other plan design changes. Plan design modifications needed to achieve program effectiveness are as included on the attachment.

Co-pays, deductibles, and out of pocket maximums to be administered as presently required.
RESOLUTION (BD 0003-09-07) TO APPROVE LABOR AGREEMENT BETWEEN MATC AND LOCAL 212, WFT, AFL-CIO (PARAPROFESSIONALS)

WHEREAS, the Milwaukee Area Technical College District Board has entered into negotiations with Local 212, WFT, AFL-CIO (hereinafter “Local 212”); and

WHEREAS, the Board representatives have reached a tentative three-year agreement (2006-2009) with representatives of Local 212; and

WHEREAS, Local 212 (Paraprofessionals), has ratified the tentative labor agreement on September 13, 2007; and

WHEREAS, the Board has reviewed the terms and conditions of said agreement as summarized in the attached Package Settlement Proposal, Local 212, (Paraprofessionals); therefore,

BE IT RESOLVED, that the Milwaukee Area Technical College District Board hereby accepts and approves the agreement reached by MATC and Local 212 (Paraprofessionals) bargaining unit, and authorizes signatures representing the MATC District Board and the Administration on the approved agreement, at which time said agreement shall be incorporated by reference to this resolution.

Attachment
I.  **Wages and Benefits**

   A.  Provide salary increase of:  
       - 2.75%  July 1, 2006  
       - 3.25%  July 1, 2007  
       - 3.25%  July 1, 2008  

   B.  Provide effective increases for FY 2006-07:  4.74%  wages and step  

   C.  Provide effective increases for FY 2007-08:  5.25%  wages and step  

   D.  Provide effective increases for FY 2008-09:  5.25%  wages and step  

II.  **Healthcare & Dental- Active Employees**

   A.  Employee premium sharing (effective 11/1/07)  
       i.  High Level PPO Plan:  $27.50/mth (single plan);  $55.00/mth (family plan)  
       ii.  HMO Plan:  $32.50/mth (single plan);  $65.00/mth (family plan)  
       iii.  Part-time Paraprofessionals:  College to pay 41% of a single plan, employee to pay remainder plan cost.  

   B.  Plan Design Changes (effective 1/1/08) – As set forth in attached chart.  

   C.  Domestic same sex partner healthcare and dental coverage (dependants excluded) for those meeting benefit program requirements effective 1/1/08.  

   D.  Discontinuation of the Humana Advantage HMO Plan (effective 1/1/08).  

   E.  Implement Patient Advocate Program effective 1/1/08 (Quantum Health).  

   F.  Healthcare opt-out option- $525 per year (full-time employees only) effective 1/1/08.  

   G.  No new members to Care Plus Dental Plan after 9/13/07.  

   H.  Dental benefit cap increased to $2,500 effective 1/1/08.  

   I.  Vision Coverage – One routine eye exam and up to $125 for hardware per year effective 1/1/08 for employees and eligible dependants covered by an MATC health insurance plan.  

III.  **Healthcare & Dental- Retirees**

   A.  Current full-time employees giving notice by 10/15/07 and retire on or before 12/31/07- no plan design changes or premium sharing prior to age 65; at age 65 pay one-half cost of Medicare supplement.  

   B.  Current full-time employees giving notice by 1/1/08 and retire on or before 6/30/08 – subject to plan design changes; no premium share prior to age 65; at age 65 pay one-half cost of Medicare supplement.  

   C.  Retiree domestic same sex partner coverage for full-time employees retiring on or after 7/1/06, prospective coverage only during next open enrollment.
D. Retiree dental coverage (self pay) for full-time employees who retire(d) on or after 7/1/06 for 36 months, with understanding union will not seek any premium contribution from the college in any future contracts. Current retirees must be covered under dental plan to receive additional months of COBRA coverage beyond 18 months.

IV. Other Terms and Conditions

A. **Part-time Seniority Credit** – Employees with 125 hours to accrue seniority for the semester.

B. **Notification of Reduction of Work Year** – The District shall notify the employee and union of a reduction in an employee’s work year 60 days in advance if reasonably practical, but no less than 30 days in advance.

C. **Shift Premium** – Additional $.20 shift premium for second and third shifts.

D. **Vacation Use** – Allow employees scheduled to work less than one year to used accrued vacation outside their work year. Vacation requests during direct student contact time subject to supervisory approval.

E. **Transfer** – No transfer to a position within same job title within first six months of employment, all new transfers given departmental orientation to facilitate smooth transition.

F. **Term of contract**– July 1, 2006 through June 30, 2009

G. All tentative agreements previously agreed upon; status quo on balance of the contract.
### APPENDIX I
MATC Plan Design Changes
Local 212- Paraprofessionals
September 17, 2007

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The effective date of a Patient Advocate/Community Care Coordinator provision will coincide with the effective date of other plan design changes. Plan design modifications needed to achieve program effectiveness are as included on the attachment.

Co-pays, deductibles, and out of pocket maximums to be administered as presently required.
RESOLUTION (BD 0004-09-07) TO APPROVE LABOR AGREEMENT BETWEEN MATC AND LOCAL 212, WFT, AFL-CIO (PART-TIME FACULTY)

WHEREAS, the Milwaukee Area Technical College District Board has entered into negotiations with Local 212, WFT, AFL-CIO (hereinafter “Local 212”); and

WHEREAS, the Board representatives have reached a tentative three-year agreement (2006-2009) with representatives of Local 212; and

WHEREAS, Local 212 (Part-time Faculty) has ratified the tentative labor agreement on September 13, 2007; and

WHEREAS, the Board has reviewed the terms and conditions of said agreement as summarized in the attached Package Settlement Proposal, Local 212 (Part-time Faculty); therefore,

BE IT RESOLVED, that the Milwaukee Area Technical College District Board hereby accepts and approves the agreement reached by MATC and Local 212 (Part-time Faculty) bargaining unit, and authorizes signatures representing the MATC District Board and the Administration on the approved agreement, at which time said agreement shall be incorporated by reference to this resolution.

Attachment
Summary of Proposed FY 2006-09 Labor Agreement  
MATC & Local 212, WFT (Part-Time Faculty)

I. Wages and Benefits

A. Provide salary increase of:  
   2.75% July 1, 2006  
   3.25% July 1, 2007  
   3.25% July 1, 2008  

B. Provide effective increases for FY 2006-07:  3.78% wages and step  

C. Provide effective increases for FY 2007-08:  4.28% wages and step  

D. Provide effective increases for FY 2008-09:  4.28% wages and step  

II. Healthcare & Dental- Active Employees

A. Employee premium sharing (effective 11/1/07)  
   i. Part-time Faculty: College to pay 41% of a single plan, employee to  
      self-pay remainder of healthcare plan.  

B. Plan Design Changes (effective 1/1/08) – As set forth in attached chart.  

C. Domestic same sex partner healthcare and dental coverage (dependants  
   excluded) for those meeting benefit program requirements effective 1/1/08.  

D. Discontinuation of the Humana Advantage HMO Plan (effective 1/1/08).  

E. Implement Patient Advocate Program 1/1/08 (Quantum Health).  

F. No new members to Care Plus Dental Plan after 9/13/07.  

G. Dental benefit cap increased to $2,500 effective 1/1/08.  

H. Vision Coverage – One routine eye exam and up to $125 for hardware per  
   year effective 1/1/08 for employees and eligible dependants covered by  
   MATC health insurance plan.  

III. Other Terms and Conditions

A. Class Cancellation Renumeration – Minimum of $125.  

B. Written notice to part-time instructors who have not submitted a preference  
   sheet (request for assignment) for 18 consecutive months; if no affirmative  
   response within 30 days, instructor is removed from seniority list.  

C. Term of contract- July 1, 2006 through June 30, 2009  

D. All tentative agreements previously agreed upon; status quo on balance of  
   the contract.
### APPENDIX L
MATC Plan Design Changes
Local 212 - Part-time Faculty
September 17, 2007

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