Proposal # 1

**Article II**

**Section B – Implementation**

2. The Union and the Board agree that the Union, through its President, shall

select such teacher representatives for any committee, established by the Board

and/or the College President, calling for teacher representation. In the event

the Union President fails (within 20 school days of receipt of written notice) to

select such teacher representative, the College President will make such appointment.

3. The Union shall, upon its advance written request, be entitled to appear on

the Board agenda and have a representative speak on any issues of said agenda.

4. The Board shall provide the Union with a copy of the agenda for each

meeting in advance of the meeting and a copy of the approved minutes following

each meeting of the Board. This obligation as to minutes shall not apply to

closed (executive) sessions.

6. Copies of all agreements and supplements between the parties shall be

distributed by the Union to each employee covered by this agreement. Representatives of the Board and the Union will meet within a reasonable period of time following the signing of this agreement to arrange for the printing of the

agreement. Any costs associated with such printing shall be shared equally by

the parties.

7. Bargaining unit members who are scheduled by the administration and the

Union to participate, during hours in which they are otherwise scheduled to

teach, in grievances, mediation/arbitration investigations, or negotiations respecting the collective bargaining agreement, shall be granted the necessary

time and shall suffer no loss in pay.

Proposal # 2

**Article II**

**Section D – Use of Facilities**

1. The Union shall have the right to hold meetings within any building owned

by the District during normal business hours, subject to availability.

2. The Union shall have the right to use the District mail system (including

reasonable use of E-Mail) and/or mailboxes for the purpose of communicating

with teachers regarding Union related activities.

3. The Union may use the bulletin boards provided in the Local 243 full-time

faculty contract for the purposes described therein.

4. The Board shall provide an office and an office telephone for the use of

the Union.

5. The Union shall be permitted to use school equipment such as duplicators,

typewriters, computers, etc., for Union related activities. The Union agrees to

pay normal District charges for such use.

Proposal # 3

**Article II**

**Section E – Union-Management Committee**

1. The parties to this Agreement recognize a need for an alternative forum to

collective bargaining and grievances to address issues which may arise from

time to time or to examine issues of common interest during the term of the

collective bargaining agreement. Therefore, at a mutually agreed upon time

and place, at the request of either party, but at least bimonthly unless mutually

agreed otherwise, four (4) representatives of the Union, which shall include

the Union President, will meet with four (4) representatives of the District

which shall include the College President. If the College President is unable to

attend, the College President shall appoint a designee and so notify the Union.

In such event the Union shall have the option of canceling or rescheduling the

meeting. The purpose of such meetings shall be to:

a. Discuss issues relating to the implementation and/or administration of

the Agreement;

b. Disseminate general information of interest to the parties;

c. Give the parties the opportunity to meet and confer on subjects of

interest to the District and employees, including, but not limited to, facilities, accommodations, and supportive services.

This Committee shall be empowered to make recommendations to the respective

governing bodies. Such recommendations shall be in writing and include

supportive rationale. Any member of the Committee shall have the right to file

a minority report. However, it is agreed that any such recommendation shall

be non-precedential and nonbinding in any collective bargaining or arbitration

process. Prior to issuing any recommendations, the Committee shall endeavor

to conduct any necessary investigation.

2. It is agreed that no additional compensation shall be requested or required

and that the parties voluntarily enter into this process for the mutual benefits

that will result there from.

3. The Committee Chair shall be rotated between the Union and Management

every six (6) months.

4. The Part-time Faculty Union shall be entitled to have a representative present at each meeting of the College Council, the Executive Administrative Committee or any successor body performing the same essential functions.

Proposal # 4

**ARTICLE VI- Section C**

2. Up to ten (10) bargaining unit members who are selected as delegates to

the AFT-Wisconsin Convention shall be released, with pay, for any hours the teacher is scheduled to teach on the two days of the convention. Such teachers shall meet with their supervisors to make advanced arrangements.

4. **Release Time for Union Officers (new language)**

1. Part-time faculty members serving as union officers shall be entitled to release from teaching assignments for the purpose of fulfilling union responsibilities. The total amount of release time available shall be 240 classroom contact hours per semester to be divided among a maximum of four (4) people.

2. Before the Union determines the allocation for its officers, representatives of the Union shall meet and confer with the Provost for a reasonable exchange of ideas. The final decision for allocation shall be the Union’s. The District shall pay the Union officers’ wages for the released time as provided in the contract.

3. The Union officers who receive release time under this side-letter shall retain their status as part-time faculty, even if their release time coupled with their course assignments would put them over a 50% load.

Proposal # 5

**ARTICLE VI- Section F**

6. A teacher may authorize, in writing, a representative of the Union or his/her counsel, to have access to his/her personnel file and to copy or make copies of any documents to which he/she would have a right to have access in person.

8. Grievances filed by any teacher, under this Agreement, shall neither be made a part of his/her personnel file, nor be used or mentioned in any recommendation for job placement on behalf of the teacher.

Proposal # 6

**APPENDIX C**

**Wellness Committee**

If a Committee is established by the College to study and promote wellness

and includes Local 243 and/or Local 3872, Local 6100 shall be allowed to

participate. Participation on the Committee (one 6100 Union representative)

shall be paid at the meeting pay rate.