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HFCC MILLAGE PASSES

Dearborn voters approved HFCC's one-half mill renewal by a vote of 13,175 YES and 3,769 NO, thus securing over \$2 million in annual local support for the College for the next five years. Special appreciation is due the Friends of HFCC Committee Co-chairs, Hassan Jaber, Executive Director of ACCESS, and

Gary Kuhlmann, President of Park Place Catering, for their leadership in this effort.

Our campaign Co-chairs and the Federation leadership are deeply appreciative of the financial contribution of over \$25,000 by the Local 1650 membership to the campaign and the 57 members (page 2)

1650 POLITICAL ACTION FUND

As of October 20, 2009, 82% of the membership had responded to the Local's request for PAF contributions, donating a total of \$19,831 to Local 1650's Political Action Fund. Local 1650's Executive Board had recommended that each teacher contribute \$120 to our local PAF. The response so far is significantly lower than in the past, when up to 95% of the membership contributed. This is particularly worrisome given the costs of the recent College Millage Campaign.

Below is a record of contributions received so far.

| Area | # Contrib/# in Area | % Contributed | Area Rep |
|---|---------------------|---------------|---------------|
| Coun, Lib, PI Off, SOS, Assisted Learning | 11/11 | 100% | M. Webster |
| English | 37/38 | 97% | J. Wanless |
| Technical | 11/26 | 42% | T. Browning |
| Business, Math | 26/28 | 93% | S. Bazzi |
| Health Careers & Nursing | 19/30 | 63% | S. Shunkwiler |
| STAE | 0/5 | 0% | J. Knack |
| Science | 19/19 | 100% | L. Brandt |
| Social Science | 19/20 | 95% | M. Thornburg |
| Fine Arts & Fitness | 18/18 | 100% | R. Knight |
| Total | 157/195 | 82% | (page 2) |

HFCC Millage (page 1)

who worked at the polls on Election Day. If you have yet to contribute the \$120 requested for the Local 1650 Political Action Fund, there do remain outstanding campaign expenses.

The Federation also appreciates the strong support of Mayor John O'Reilly, Congressman John Dingell, the entire Dearborn City Council, State Senator Irma Clark-Coleman, State Representative Gino Polidori, and County Commissioner Gary Woronchak for their endorsements and prominence in our campaign literature.

Appreciation is also due the State and Metro Detroit AFL-CIO, UAW Region 1A, Michigan Teamsters Joint Council 43, and AFT-Michigan for their

endorsements and mailings to their members residing in Dearborn.

The support of the Dearborn and American-Arab Chamber of Commerce, ACCESS, the Dearborn Board of Realtors, American Arab Political Action Committee, and Yemeni Benevolent Association was equally important to our success and very much appreciated.

The Federation must also acknowledge the many contributions of Local 1650 Secretary JoAnne Dalton, HFCC President Gail Mee, Henry Morgan and his Graphics Department Staff, Sue Brown, Becky Chadwick, and Ed Cheilens.

1650 PAF (page 1)

How will your contributions be used? Local 1650 operates two PAF funds. The first, a "restricted" fund, is used only for local millage/bond elections, Board of Trustees' campaigns, and the campaigns of municipal and/or State legislative candidates whose decisions impact directly on HFCC revenues.

The Local uses the "unrestricted" fund to engage in political activity and to support candidates not so directly involved with the revenues of HFCC but whose decisions definitely affect Local 1650's ability to represent the interests of its members. Gubernatorial, State Supreme Court, out-state legislative races, and State ballot referenda fall into this category.

No Local 1650 PAF monies go to candidates for federal office or national political parties.

The Executive Board thanks those who have already contributed and thus supported Local 1650's political efforts to protect their bargaining rights and secure the local and State funding necessary to operate HFCC, maintain instructional quality, and compensate its employees. Additional checks should be made out to HFCC-FT PAF and forwarded to your Area Representative as soon as possible.

ADAMS AND BERRY ELECTED TRUSTEES

Eighteen year incumbent Pamela Adams was returned to the HFCC Board of Trustees, and Hussein Berry was elected to his first term as College Trustee. The vote totals for Trustees were: Pam Adams 7,367; Hussein Berry

6,284; Roxanne McDonald 5,174; John Corbin 4,790.

Given that the College was fortunate to have four excellent candidates seek Trustee seats, Local 1650, for the first time in

its history, supported the campaigns of four candidates for the two seats, hoping to build the name recognition of the unsuccessful candidates for future runs for the Board of Trustees.

MAYOR O'REILLY RE-ELECTED

Mayor John O'Reilly was overwhelmingly returned to office: John O'Reilly 14,150; Michael Prus 1,932. The Federation was pleased to support Mayor O'Reilly's campaign efforts, given his strong support of public education and HFCC throughout his many years in public office. In the College's millage campaign, Mayor O'Reilly was once again prominent in our

literature and newspaper ads.

The following City Council candidates who requested Local 1650 support were elected to office: Thomas Tafelski, Suzanne Sareini, George Darany, Robert Abraham, and Nancy Hubbard. Longtime HFCC Trustee Sharon Dulmage placed ninth

in the race for seven Council seats.

Local 1650 contributed nearly \$10,000 to the campaigns of Mayor O'Reilly, City Council candidates, and HFCC Trustee candidates. Each candidate has expressed deep appreciation of our support.

FEDERAL HEALTH CARE REFORM AND HFCC

The passage of federal comprehensive health care reform should be of concern to HFCC faculty for many reasons, among them: (1) the need of 47 million of our uninsured fellow citizens to have access to health care coverage and (2) the increasing number of insured employees and retirees who are losing health insurance coverage or experiencing significantly reduced coverage – two prospects from which HFCC employees, HFCC retirees, and their children/grandchildren are not immune.

While Local 1650 has been able to shield HFCC faculty from the cuts in and loss of health care coverage common across the nation, there is no guarantee that it can do so indefinitely. Moreover, the Michigan Supreme Court has ruled that health coverage for retirees in the State Retirement System (MPSERS) is not guaranteed by the State Constitution and therefore exists at the discretion of the Legislature.

How long will elected local and State politicians and taxpayers provide public sector employees insurance coverage that is disappearing in the private sector?

While there has been considerable heat and misrepresentation generated by opponents to health care reform, many of whom profit handsomely under the status quo, whatever shortcomings a federal health care program may or may not have,

it will prove vastly superior to having no insurance program – an increasingly likely prospect for those of us now insured and for our children and grandchildren.

Securing Federal Health Care Reform, which preserves employer provided insurance options, is all the more critical given the efforts of State Representative Dillon to put all active and retired Michigan public employees, including HFCC active and retired employees, into a common pool with coverage” (read reduced coverage) comparable to that typical in the private sector.

Sample letters to members of the U.S. House and Senate regarding Health Care Reform are available through the AFT website: www.aft.org. Go to the Legislative Action Center link in the left hand margin and then the Health Care Reform link. These sample letters can be forwarded to your U.S. Representative and Senators or you can edit the letters as you see fit on the website.

Thank you for supporting Local 1650's efforts to protect your wages, insurance benefits, and pensions.

John McDonald

SHARED GOVERNANCE CONCERNS

Local 1650 President John McDonald recently distributed, via e-mail and hard copy, the Federation's views on the concerns of faculty across the College regarding the state of shared governance at HFCC. Portions of the document follow. The entire document can be found on the Local 1650 website: www.hfccft1650.org.

“The point too often misunderstood is that shared governance at HFCC entails far more than simply the opportunity for input. At HFCC, shared governance requires: (1) the opportunity for input, (2) that the Administration report to the Senate and/or College Organization – well in advance of the implementation of a policy or initiative – its recommended disposition of that input and the reasoning underlying such, and (3) that Senate and/or College Organization – well in advance of the implementation of a policy or initiative by the Administration and/or Board of Trustees – have the opportunity to review, express, and forward its approval or disapproval of the policy or initiative. This process has traditionally applied to any policy or initiative affecting a Division, a component of the College's governance structure, as well.

In recent months, concerns have arisen that, while the opportunity for faculty input at the Divisional, Senate, or College Organization levels has occurred, there has not been an opportunity, or there has not been sufficient opportunity, for these entities to review and formally act upon the Administration's disposition of their input as reflected in policies and initiatives.

Many faculty believe that policies or initiatives are too often presented for consideration with very tight deadlines, when they could have been presented far earlier and received the consideration and exchange of views that they merit.

In such cases, a Division, the Senate, or the College Organization should express its procedural dissatisfaction and/or its disapproval of a policy or initiative to the Administration, up to and including the Office of the President. Should the matter not be satisfactorily resolved in that process, a Division, the Senate, or College Organization should address its concerns to the Board of Trustees.

Hopefully, the only problem before us is to assure sufficient notice for the shared governance to operate properly. Despite the contentions of some in Administration, the governance process has and does operate in a timely manner. Moreover, a culture of deliberation is far preferable to a culture of haste.

HFCC's culture of shared governance has been defined by the Constitution, by decades of practice, and by decades of sound institutional policies and initiatives deriving therefrom. Generations of faculty, administrators, and Trustees have fostered HFCC's culture of shared governance, and our College – as well as our students and community – have been well served by it.”

ADJUNCT FACULTY EVALUATION

The Federation recently distributed a paper in response to the request of some Associate Deans that full-time faculty assist in the evaluation

of adjunct faculty. Two paragraphs of that document follow.

When considering assisting in the evaluation of adjunct faculty, Local

1650 members should review the Federation's document in its entirety, at the Local 1650 website: www.hfccft1650.org (page5)

Adjunct Faculty (page 4)

“The sad irony in all of this is that the AFO’s efforts to enhance quality instruction with a meaningful evaluation process were resisted by the Administration and now the Administration is reluctant to utilize senior adjuncts in the minimal evaluation process the AFO was able to negotiate. One would think that after 10, 20, or 30 years of successful service at the College, adjunct faculty would possess the qualifications to assist in the evaluation process that the adjunct union brought into existence.

Many full-time faculty rightly

contend that to assist the Administration in the evaluation of adjunct faculty makes it all the easier for the Administration to refrain from adding full-time lines.

Other full-time faculty worry that if full-time faculty do not assume the evaluation of adjunct faculty, no one will and programs will suffer. One consideration here is that mentoring might address concerns about instructional and program quality, without alleviating the Administration from its obligation under the AFO contract to evaluate adjunct faculty.

The Administration can not compel full-time faculty to assist in the evaluation of adjunct faculty. However, should full-time faculty volunteer to participate in the evaluation of adjunct faculty, they ought to insist upon non-teaching extra-contractual (EC) compensation for doing so. **NOTE:** such EC work may put a member over the contractual semester or annual limits on EC work cited in the Local 1650 contract and preclude teaching an entire class of EC.”

John McDonald

FULL-TIME STAFFING NEEDS

The number of adjunct faculty now stands at 740 – a record number! Next year the number of full-time faculty will return to 205, twenty short of the 225 full-time lines when the College served 17,000 students, far less than the 18,000 now attending HFCC.

Given the many Administrative initiatives underway, which are redirecting full-time faculty from the classroom and ongoing curricular and governance responsibilities, the shortage of

full-time faculty lines has become all the more problematic.

The Federation is actively pursuing additional full-time lines at the College. Divisions can assist in this effort by letting the Federation know of their full-time staffing needs and requests – and by forwarding to the Administration requests that reflect their actual staffing needs and not a lesser number that a Vice-president contends is achievable.

John McDonald

1650 COMMITTEES

Few things set HFCC apart more as an exceptional place to work than the opportunities faculty have to participate in shared governance and shape the direction of the institution.

In fact, participation in governance work is a contractual responsibility for tenured teachers – and a primary focus of evaluation for probationary teachers starting in their third year. (page 6)

1650 Committees (page 5)

In addition to serving on college-wide or departmental committees, probationary teachers can fulfill their contractual responsibilities by serving on one or more of Local 1650's committees. Are you a political junkie, or do you simply want to learn more about local and state politics that affect our College and working environment? Then the Local 1650 Political/Legislative Committee is for you!

Are you especially concerned about insurance and tax sheltered annuity issues? Do you want to be involved in educating the membership about such issues? Then check out the Local 1650 Health Insurance Committee and sit in on some meetings.

Perhaps your interests lie in technology and its uses in teaching or instructional evaluation. Then the Local 1650 Technology Committee needs you!

Of course, Local 1650's welfare resides not just in such serious topics but in developing camaraderie as well. How about joining the Local 1650 Solidarity Committee and helping to plan the Local's social functions, such as its Annual Holiday Party or the Local's periodic Pizza Extravaganzas?

As you can see, no matter your interests, 1650 has a committee for you. To find out more about any of these committees, contact John McDonald or anyone on the Local's Executive Board. Make your mark! Join a Local 1650 Committee!

1650 MARCHES IN LABOR DAY PARADE

The largest contingent of Local 1650 members in several years joined their union brothers and sisters on Labor Day to demonstrate the strength and resolve of Metro Detroit's labor movement.

The Local 1650 and the AFT-Michigan Leadership very much appreciate the active

support of 1650 members, 1650 retirees, and their families on Labor Day: John Carroll, Elizabeth Cohn, Geraldine Grunow, Angela Hathikhanavala, Randy Knight, Janice Caie-Lawrence, Diane Mancinelli, Molly McCord, John McDonald, Eric Rader, Jennifer Roderique, and Carole Sloan.