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2025 STATE OF THE UNION AFT LOCAL 1650, HFCC-FT

Introduction

The Constitution and Bylaws of Local 1650 require the president deliver an annual message to the membership on the State of our Union. This year's message is my fourth as president of Local 1650.

Achievements in 2024

Parental Leave

As is always the case, the past year has been one of both challenge and opportunity. Perhaps our greatest achievement in 2024 was the approval of an expanded parental leave benefit for members. This was a leftover piece of unfinished business from our contract settlement in 2023. It's also an example of the power of solidarity and collective action, since this issue was brought to the negotiating team by members when we went to the table in 2022. It took many months of negotiations in late 2023 and early 2024, but we finally achieved agreement with the College last spring.

My thanks to Dr. Courtney Matthews and Mr. Chardin Claybourne for devoting many hours to the negotiations that led to this groundbreaking agreement. And thank you to those members who brought this issue to us. We all demonstrated the value of collective action by our members in pursuit of a more equitable contract for us all.

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Millage

Another significant achievement for Local 1650 in 2024 was the passage of HFC's millage. The College decided to go for a total of four mills last February by combining our existing one and three mill levies into one single measure. As we have for decades, Local 1650 members contributed the lion's share of time and financial resources to the advocacy campaign to pass the millage. Members were at polling sites throughout Dearborn and Dearborn Heights to ask for voters' support. We invested significant dollars in getting the word out to voters through social media, printed materials, and other ways to explain why passage of the millage was so important.

The Union worked closely with the College Administration, who led the informational campaign, to ensure that voters throughout the city knew of the great work we're doing at HFC. The faculty are the face of this College to the Dearborn area community, and we should all be proud of our extraordinarily successful work in passing the millage. I want to give special thanks to Mr. Sam Bazzi and Dr. Tony Perry for serving as faculty leaders of the campaign. Thankfully, we won't have to go to voters again until 2032.

Membership Growth

Last year was one of growth for our membership. In our current contract, minimum staffing for full-time faculty positions is tied to growth in enrollment and state aid. Thanks to the Democratic trifecta in Lansing throughout 2023 and 2024, last year's historic State investment in community colleges yielded several new full-time positions in Local 1650. Over the past year, we've welcomed a large contingent of new members into Local 1650. The challenge now is to ensure that more temporary full-time positions are converted into full-time lines, and that our new colleagues are fully integrated into the strong system of shared governance at HFC. We are happy to welcome so many new teachers to our ranks and look forward to working with you for many years to come.

Challenges in 2025

New Building

In the second half of 2024, members of the Union became actively involved in discussions on campus about a new liberal arts building, the so-called Southeast Michigan Student Success Center.

Unfortunately, the inaugural meeting of faculty and other staff in November with the architects did not go well. It became clear to us that the architect and the Administration had preconceived ideas about what

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the new building and renovated structures should look like. Thank you to all the 1650 members, including Senate Chair Dr. Mike Hill and other faculty leaders, who spoke out strongly at that first meeting to express the concerns they saw with the project and the need for meaningful faculty input into the process.

The coming months will see additional meetings and discussions about the building project and what it should include. It is essential that members of Local 1650, particularly those who will work in these buildings, are part of the discussion and recommendations. Local 1650 will continue to insist that full-time faculty are included in decisions at every stage of the project.

Impact of 2024 Elections

FEDERAL LEVEL

Without a doubt, nothing in 2024 was more disappointing than the results of the federal and state elections. Nationally, voters returned Donald Trump to office as president, despite his incitement of an insurrection against the results of his legitimate election loss in 2020, his multiple indictments on various criminal charges and his conviction on state felony charges in the summer of 2024.

When Trump first came to office in 2017, my predecessor John McDonald led a successful effort to persuade the Board of Trustees to make HFC a Welcoming College, as so many of our students and neighbors faced attacks and deportation because of their Arab-Muslim ancestry. It's clear that the threats to our immigrant students and colleagues are even greater in 2025 than eight years ago. In the weeks ahead, Local 1650 will continue to remind the College leadership of our status as a Welcoming College and fight attempts to deport our students and neighbors.

In the years ahead, we will have other challenges at the national and state level. President Trump stands strongly against the interests of public educators and organized labor. We can expect attacks on academic freedom, the right to organize, diversity initiatives, women, people of color, the LGBTQ+ community, Pell grants, the rights of immigrants, and many other aspects of the work we do. AFT and AFT Michigan will lead the resistance to destructive attacks on our work, and Local 1650 will fight back against injustice as we always have.

STATE LEVEL

While we still have a strong pro-labor governor and majority in the State Senate, the November elections brought an end to the Democratic trifecta, with Republicans taking control of the Michigan House. Over the last two years, the trifecta successfully repealed some of the worst anti-labor laws passed during the Snyder years. As a result, Local 1650 faces fewer unnecessary legal constraints on our ability to represent you.

One piece of unfinished business is the effort to repeal the so-called Hard Cap legislation. This law has prevented us from freely negotiating health care benefits for you since 2012, leading Local 1650 members
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to pay thousands of extra dollars in premiums. AFT Michigan is continuing its lobbying efforts to ensure that the repeal of Hard Cap, passed in December during the Lame-Duck legislative session, goes to Gov. Whitmer and that she signs it. It is currently being held hostage by the new Republican Speaker of the House.

It will be more important than ever that we be politically engaged in the coming years. That means we need Local 1650 members to contribute to the Local's Political Action Fund. Historically, a strong majority of our members have contributed to this fund over the years. This has allowed Local 1650 to be active in elections, helping us to promote a pro-public education agenda in Dearborn and Lansing. The repeal of anti-labor laws in 2023 and 2024 came about, in part, as a result of the political action we took in 2018, 2020, and 2022. We have also used PAF money to help elect Board members who respect our work and professional standing.

Unfortunately, our PAF contribution rates have slipped in recent years. If you have not yet given this year, it's not too late. We only use our PAF for local and statewide races and initiatives, and you can even restrict your money to Board of Trustee races. Given the challenges we are facing, we really need your support of the PAF so we can advocate for laws and policies that will benefit all of us.

Shared Governance

As we move into 2025, I want to remind you all once again of the necessity of being involved in shared governance at HFC. Our tradition of shared governance here is almost 60 years old. Since the chartering of the union in 1966, the Constitution for the Faculty Organization has been protected by the Local 1650 contract. That means violations of the Constitution can be grieved by the union.

It is incumbent on every member of this Federation to be an active participant in the life of the institution. Not only is it a contractual requirement for every member, it is also our responsibility as professional academics. Our voices need to be part of all academic decisions at this institution. Join a committee and get involved.

It's an honor to work with all of you and the incredible Executive Board that represents you. It won't be an easy year, but together, we can continue to make this the best college anywhere and a place where faculty voices are heard, valued, and respected.

Thank you.

Eric W. Rader, Ph.D.

President, AFT Local 1650, HFCC-FT

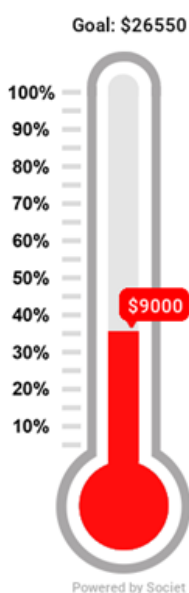
Dearborn, Michigan

January 27, 2025

PLEASE DONATE TO THE 1650 PAF!

Around this time last year, I penned an article for the February 2024 1650 Report (“Your PAF Donations are Needed!”) imploring our membership to donate to the PAF. In the article, I explained, using 659 words, how our Local’s total percentage of member donations had fallen from a near 90% rate of total contributors to a shade under 50%. This year, I’m going to take a different approach. I’m hoping the visual help effectively communicates the current level of our PAF contributions and spur action.

We currently have 177 teachers in our bargaining unit. If everyone donated \$150 (the recommended contribution to the PAF), we would add \$26,550 per PAF funding cycle. Here is where we are currently:



To those who have given: Thank you! If you have not donated yet, you have multiple options: Your Area Rep will gladly stop by to collect your donation. You can use our [Square Site](#). And now, you can enroll in automatic payroll deduction.

Next month, I will have a thermometer for each Area in our Local. Let’s raise the temperature on the thermometers for the good of our Union and our College!

Chardin Claybourne
Vice-president of Internal Affairs
HFCC-FT AFT Local 1650

THE IMPORTANCE OF SERVICE AND SUCCESSION PLANNING

On the next several pages of this newsletter, you will see the names of current 1650 members who have made the choice to give of themselves in service to our Union. This is for both informational purposes, but also for recognition: **The teachers who serve as Area Representatives, Travel Representatives, and Peer Mentor Committee members receive no remuneration for their work, and we should be thankful for their spirit of volunteerism and the example they set.** While the officers are elected and have responsibilities commensurate with those stations, there is an ample workload that comes with running a successful union beyond what can be accomplished by the elected officials alone. Next year, Local 1650 will celebrate a milestone 60th anniversary. It's highly doubtful we would exist if not for an unbroken chain of members willing to sacrifice their time and put forth their energy and effort towards the cause of our Federation. It may be cliché, but we are stronger together.

When I realize I've been employed at Henry Ford College for 10 years, it feels impossible to believe. While 10 years is not necessarily an extraordinarily long span of time, the changes I've experienced—both personally and professionally since 2015—make me reflective. If I'm not mistaken, there have been retirements or other departures from our Union's ranks each year of my employment, and that trend will continue unabated, because such is life. However, in the face of this inevitability, we must show our vigilance by being better prepared for such departures, be they expected and planned, or sudden and without warning.

Please consider your place within our Union, and where you might best apply your knowledge, skills, and abilities. **We must begin to cultivate a culture within our Federation where we are each preparing to step into a new role tomorrow and take on greater responsibilities than we may have today.** You may have an idea for improving our efficiency or effectiveness. You might decide to join one of the Union's walk-on committees. Or, you might consider having a talk with a member of the Executive Board to get a deeper understanding of the position they hold, in case you decide to run for an upcoming election. All of these actions contribute to developing a deeper wellspring to draw from, or in sports parlance, a deeper bench. AFT Michigan and AFT National often offer free workshops and resources on a variety of topics to help members become more knowledgeable and educated on a variety of topics. Please consider making a personal plan on the steps you will take in continuing that unbroken chain of members and ensuring it stretches into the unseen future.

Chardin Claybourne
Vice-president of Internal Affairs
HFCC-FT AFT Local 1650

LOCAL 1650'S AREA REPRESENTATIVES (2024-25)

The Area Representatives shall represent the views and concerns of their respective constituencies, shall conduct Area meetings when necessary, shall be responsible for distribution and collection of ballots in Union elections and referenda, and conduct collections of such voluntary contributions of funds from their respective constituencies as may be approved by the Executive Board. The Area Representative shall attend and participate in Executive Board meetings. If an Area Representative cannot attend a given Executive Board meeting, the Area Representative should find a substitute from the Area for that meeting; such a substitute shall have a voice but not a vote in Executive Board decisions made at that meeting. (Excerpted from HFCC-FT, AFT Local 1650 Constitution and By-Laws)

Area	Area Rep
1 – Non-Classroom (Counseling, Library, Career Services, Student Activities, Assisted Learning Services, Student Outreach and Support, Learning Lab Coordinator, Athletic Director)	Janel Mills
2 - Communications – Composition	Mike Hill
3 - Technical	Ashley Smith
4 - Mathematics	Jeanine DiDonato
5 - Science	Chuck Irish
6 - Nursing	Annette Gladney
7 - Health Careers	Steve Pedley
8 - Social Science	Brian Smith
9 - Fine Arts, Fitness, and Philosophy	Steve Glazer
10 - Business, CIS, CISCO, Culinary Arts	Jeff Click
11 - Communications – Non-Composition	Roger Frank
12 - Retirees	Linda Brandt

Chardin Claybourne
 Vice-president of Internal Affairs
 HFCC-FT AFT Local 1650

LOCAL 1650'S TRAVEL REPRESENTATIVES (2024-25)

Travel Reps review and sign paperwork for 1650 members (normally in their area) before and after travel. They help answer questions and make sure the correct information is included with the travel form (receipts, car mileage/rental calculator spreadsheet, etc.). After reviewing and signing, they send the paperwork to the appropriate administrator (typically the Associate Dean). That usually completes their part of the process. Travel Reps do not usually have meetings. Any Travel Rep can review and sign paperwork for any 1650 member, in case the member's Travel Rep is not available. If a Travel Rep has paperwork of their own, they would need another Travel Rep to process it.

Area	Travel Rep
1 – Non-Classroom (Counseling, Library, Career Services, Student Activities, Assisted Learning Services, Student Outreach and Support, Learning Lab Coordinator, Athletic Director)	Gwen Pringle
2 - Communications – Composition	Sara Soebbing
3 - Technical	Kris Young
4 - Mathematics	Jeanine DiDonato
5 - Science	Stacey Buchanan
6 - Nursing	Shirley (Missy) Mata
7 - Health Careers	Teena Culhane
8 - Social Science	Meena Sharma
9 - Fine Arts, Fitness, and Philosophy	Steve Glazer
10 - Business, CIS, CISCO, Culinary Arts	Diane Smith
11 - Communications – Non-Composition	Maggie Rutkowski

LOCAL 1650'S PEER MENTOR COMMITTEES

Local 1650's Peer Mentor Committees serve an important role as an internal mechanism for assisting probationary teachers with understanding their roles and responsibilities, and to ensure they are prepared as they move toward tenure. Peer Mentor Committees review the Student Evaluation of Teaching each semester and are responsible for intervening when there are concerns regarding a teacher's performance.

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(For complete information on the role of Peer Mentor Committees, please reference article “Performance Evaluation” in the 1650 Collective Bargaining Agreement.)

Area	Peer Mentor Committee
1	Cassandra Fluker (Chair); Wendie Lee-Jenkins; Theresa Betts; Gwendolyn Pringle
2	Matt Johnson (Chair); John Reitz; Sarah Soebbing; Pedro San Antonio; Betsy Cohn
3	Victor Gregory (Chair); Ashley Smith; Kristopher Young
4	Mary Rayhall (Chair); April Falardeau; Jeanine DiDonato
5	Gregory Karapetian (Chair); Chuck Irish; Ashfiqua Connie; Sarah Plecha
6	Annette Gladney (Chair); Candance Niemer; Sherri Klenczar
7	Stephen Pedley (Chair); Shannon Bruley; Kim Najarian; Kathy Campbell
8	Brian Smith (Chair); Alison Buchanan; Meena Sharma
9	Vicki Shepherd (Chair); Steve Glazer; John Michael Sefel
10	Jeff Click (Chair); Taha Abdulkarim; David Maier; Todd Browning
11	Tazeen Ayub (Chair); Vinita Parekh; Susan McGraw; Melinda Dewitt; Tracie Varitek

Ford X-Plan

A few years ago, as a result of the efforts of former Local 1650 President John McDonald's daughter Mary Eastridge, who sponsored HFC's request at Ford Motor, and HFC's longstanding relationship with Ford Motor

Company, **Ford's Partner Recognition Program** was made available to all HFC employees.

Partner Recognition offers all of the employees of the College the ability to purchase or lease eligible vehicles at Ford Motor Company's X-Plan Pricing. To participate in the Ford X-Plan, contact the Office of Human Resources for a PIN to access this benefit at a Ford dealer.

In your decision to purchase or lease a new vehicle, please give careful consideration to buying a UAW or Unifor (the Canadian Auto Workers' union) made vehicle. As Henry Ford College employees and beneficiaries of Ford Motor Company property taxes, please consider a union-built Ford product. The UAW was influential in the founding of Local 1650.

The Union movement contributed a great deal to the creation of a large middle class in this country. The UAW, in particular, was influential in the creation of public sector unions and creating middle-class wages and benefits for not simply its members, but for non-organized white- and blue-collar workers as well.