



Help us build a strong Adjunct Faculty Organization and a better College!

Adjunct Faculty Organization News

HFCC-AFO
AFT Local 337
AFT, AFL-CIO
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Bargaining Team Progress Report

By Tom Anderson

Chief Grievance Officer and Chair of the 2011 Bargaining Committee

As this issue of the *Adjunct Faculty Organization News* goes to press, I remain cautiously optimistic that we will win a fair and equitable second contract, but I no longer think we will reach tentative agreement before the end of April as we once hoped. We have an all day meeting scheduled with the Board's bargaining team on April 29 and while it's possible we will reach tentative agreement that afternoon or evening (or early the next morning), I think we are probably going to

need another meeting or two to iron out the remaining issues that separate us, especially the thorny economic issues.

If you want my best guess, I believe we will reach tentative agreement on our second contract by the end of May which will give us the month of June to get it ratified. Ideally we would have liked to have had an agreement before the end of the Winter semester, but that now appears unlikely to happen which means we will be communicating and explaining contractual provisions to our members and conducting our ratification election after

many have dispersed for the spring and summer. If you are an AFO member, we will need your help to keep you fully informed.

First, help us make sure we have a good email address for you. If you are receiving our "members-only" emails from either our hfccafo@gmail.com account or from our afo@hfcc.edu account, we have an email address for you. If you aren't receiving our members-only emails, please contact our office (by emailing afo@hfcc.edu or by calling 313.845.9707).

Most importantly, monitor your email account, visit our webpage (www.hfcc-afo.org) or find us on Facebook during the spring and summer months for updates on the status of contract talks and, once we reach tentative agreement, for information regarding the proposed contract and the ratification process.

Any AFO member in good standing who worked at least one semester during the Fall, 2010; Winter, 2011; or Spring, 2011 terms will be

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Threats to Collective Bargaining Rights Cloud Contract Talks

By Glenn O'Kray

AFO Vice President and Chair of the Political Action and Education Committee

The unprecedented attacks on collective bargaining rights in Wisconsin, Ohio, Alabama, Florida and other states, including Michigan, have cast a dark cloud over our contract talks with the College. If Republicans in Michigan's legislature have their way, we might see whatever improvements in our

she was asked how bargaining talks with the College are going, "we're making progress at the bargaining table, but our real problems are in Lansing and Washington, not Dearborn."

These attacks on our collective bargaining rights are coupled with Governor Snyder's budget which slashes K-12 school funding and raises taxes on the elderly and poor while cutting the business tax. The governor's budget would have preserved state funding for community colleges, but Republican proposals in the House call for a 10% cut in state funding for HFCC and other two-year colleges while the Senate version calls for a 5% cut. These looming cuts and shrinking revenues from property taxes undermine Tom Anderson's position at the bargaining table.

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*"Our real problems are in Lansing and Washington, not Dearborn."
AFO President Mary Beck*

working conditions (and our students' learning conditions) we are able to negotiate wiped away with a stroke of the governor's pen. As AFO President Mary Beck put it when

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Mary Beck Urges Shared Ownership of a Rigorous Performance Evaluation Process

AFO President Mary Beck was invited to participate in a panel discussion on “Contingent Faculty and the Performance Evaluation Process” at the American Federation of Teachers Higher Education Conference in Philadelphia, April 1-3. The conference organizers asked Mary to discuss the AFO’s experience with the performance evaluation process and to share our local’s ideas regarding how the process can be improved.

The conference was attended by over 250 leaders of AFT Higher Education locals from around the country. The program focused on issues of interest to participants in both their roles as educators and their roles as union leaders with special attention to the issues important to the fastest growing segment of the AFT—locals like the AFO that represent “contingent” faculty. Tom Anderson, Bill Norris, and Sherry

Morgan also attended the conference.

Mary’s panel was a well attended breakout session on Saturday morning that featured two presenters and a host who introduced the panelists. Mary’s co-panelist, Sandra Flood, leads the University Professionals of Illinois, an established local that represents non-tenured instructors at Northern Illinois University. NIU is a four-year school that has had a performance evaluation program for non-tenured faculty for years. The AFO’s story (Mary’s topic) is that of a younger local that is in the process of attempting to negotiate a more robust program that will weed out truly ineffectual teachers while giving those who have the will to succeed the tools needed to be successful. The existing system lacks resources and works only if individual associate deans invest the time, energy and commitment necessary to make it work.

Mary said that AFO members care about the quality of education and want to make sure that those entrusted with the responsibility for student education are well-qualified, motivated and effective. Mary told her audience that the AFO had to insist that a performance evaluation process be included in our first contract. She said that while some administrators do a credible job of evaluating their adjuncts, others either don’t do it or wait until the last minute or a crisis. Mary said that some of the full-time faculty volunteer their time to help make the process work, but the large number of adjuncts makes that daunting. Jennifer Roderique, one of several Local 1650 members who attended the conference, shared her experience and confirmed Mary’s account.

Mary concluded by outlining the AFO’s current proposal to improve the performance evaluation process through a program that will be developed in cooperation with College administrators. She said the centerpiece of the program will be a mentor program designed to help new hires find the tools they need to be successful in the classroom.

The Adjunct Faculty Organization News is the official newsletter of:

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AFO Executive Board

- Mary Beck, President*
- L. Glenn O’Kray, Vice-President*
- Thomas Anderson, Chief Grievance Officer*
- William Breger, Treasurer*
- Sherry Morgan, Financial Records Secretary*
- William Norris, Recording Secretary and Executive Director*

You can contact any Executive Board member by office telephone, email, or by sending a letter through either interoffice or U.S. mail. See contact information above.

The AFO Executive Board has an open meeting policy. Between September and May, the Executive Board meets on the second Friday of the month at 2:00 p.m., usually in the Local 1650 Conference Room.

Tentative Agreement Unlikely Before Semester Ends

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eligible to vote in the ratification election. Our new Elections Committee (see Member News and Notes on page 7) composed of Christine Ashton, Nancy Owen Nelson, Maria Sepulveda, and Beatrice Thomas will supervise the ratification election. Our Constitution requires a secret ballot for a contract ratification election, so it is likely that the Elections Committee will decide to conduct a mail ballot using the double blind system in which your ballot goes in an unmarked inner envelope while the outer envelope is used to determine your eligibility to vote in the referendum.

If you have any reason to think we do not have your proper mailing address on file, especially if you have moved recently and the College does not have a good address for you, please contact our office (see contact information in the box on page 2) as soon as possible. Don't wait until we announce that we've reached tentative agreement.

Status of Bargaining Talks

Although I would have liked to have been announcing a tentative agreement in this newsletter, I am not dissatisfied with the progress of our negotiations with the Board's

bargaining team. Compared to our first contract talks, these negotiations have gone a lot faster because both sides know each other and respect each other. We don't think of our relationship with the College as adversarial. We all want the same things (a better College!) and we all recognize that there is a direct correlation between our working conditions and our students' learning conditions.

During bargaining meetings in February and March, we presented our complete package of proposals to the Board's team. In our more recent meetings, the Board responded by accepting some of our non-economic proposals and countering on others. At this stage, we have reached tentative agreement, at least in principal, on most of our non-economic proposals.

The College provided us with its financial forecast during our most recent meeting on April 15. The College depends on three revenue streams—local property taxes, state support, and student payments. As



Bargaining Committee Chair Tom Anderson shares a light moment with AFO President Mary Beck and Committee Member Gary Rivard before getting serious with management at the start of a recent bargaining session.

we are all painfully aware, the economic crisis means less revenues for the College. Property tax revenues are down approximately \$3 million in the last three years and the State House is threatening a 10% cut in state aid to community colleges. Until now HFCC has weathered the storm fairly well because of double digit increases in student enrollment, but that lifeline may snap soon because all signs indicate that enrollment growth will level off in the next couple of years.

All of this doom and gloom is real enough and reinforces Mary Beck's point: our real problems are in Lansing and Washington, not Dearborn. However, College administrators and Board members have said they value adjuncts and realize that we are underpaid. If this is true, they will sharpen their pencils and come to the table with an economic proposal that is fair and equitable. We expect to win a contract that builds on the foundation we laid with our first contract and brings us measurably closer to our long range goal—full equity with our full-time colleagues.



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GET ACTIVE! Help Us Defend Our Collective Bargaining Rights

(Continued from page 1)

Seeing the writing on the wall, Tom wrote an open letter for AFT-Michigan's March Leadership Conference calling for collective action to defend our collective bargaining rights and livelihoods. Tom's letter was converted into a resolution calling on AFO members to resolve to fight back that was adopted unanimously during our March General Membership Meeting. (See the back page for the full text of the AFO resolution.)

We Need Your Help!

In the days and weeks since, AFO members have travelled to Lansing, distributed flyers on HFCC's campus, and attended various town hall meetings. We can pat ourselves on the back for what we've done, but the fact is that we aren't doing enough.

We need your help. We all need to do more.

What can you do? What difference can one person make?

The answer to the second question is "a lot." Some of the possible answers to the first question follow:

If you have not already done so this year, make a voluntary contribution to the AFO's PAC fund today. We can NOT co-mingle AFO funds (dues and fees) with PAC contributions and we cannot divert AFO funds (dues and fees) to the PAC Fund. The AFO-PAC is funded 100% through voluntary contributions. We recommend that each AFO member contribute \$20 per year to the PAC Fund. You can make your checks payable to "HFCC-AFO PAC Fund." If you cannot afford \$20 per year (either in a lump sum or spaced out over the course of the year), contribute what you can.

A portion of our PAC funds are used to support candidates we endorse in local elections, e.g. Dearborn School Board elections. The remain-

der of our PAC funds are contributed to AFT-Michigan's statewide PAC Fund. AFT-Michigan uses its PAC to support candidates for legislative office across the state, especially in swing districts. If you prefer, you can restrict your PAC contribution for use in local elections.

Write Your Legislators!

A second thing you can do is to become pen pals with your state



Glenn O'Kray and other members of the AFO's Political Action and Education Committee Distributed Flyers on Campus as Part of a Statewide Campaign on March 4.

representative and senator. If you don't know who your state legislators are, visit our website—www.hfcc-af0.org. There, under the picture in the AFO News and Documents box you will find a "Find

"If you have not already done so, make a \$20 contribution to the AFO PAC Fund."

Your Legislators" link and a model letter.

Check out your legislators' websites and attend events they host such as town hall meetings. If they understand that we can't cut our way out of this fiscal crisis by slashing our investment in public education and if they believe that collec-

tive bargaining rights should extend to all workers, show them your support. If they don't, let them know that you will oppose them in the next election if they don't rethink their position.

At our March 25 membership meeting, one of our members asked for a list of those legislatures who supported public education and collective bargaining rights and a list of those who are opposed. The answer is simple: if the legislator is a Republican, she or he favors slashing our investment in public education and opposes our collective bargaining rights. If the legislator is a Democrat, he or she is our friend in this fight.

I know that many AFO members support Republican candidates either from time to time as independents or regularly because they identify themselves as Republicans. This fight may sound partisan, but it is not. It is about our economic future and collective bargaining rights, not party affiliation. I especially encourage those of you who have Republican representatives, and most especially those of you who voted for those Republican representatives, to write to let your state representative or senator know that you oppose slashing the state's educational budget and the 30+ bills in the Michigan legislature that in some way, shape or form threaten our collective bargaining rights.

Get Active!

Attend a rally, teach-in, town hall meeting or other event. Or better yet, volunteer to serve on the AFO's Political Action and Education committee and help shape the AFO's political action program.

You can volunteer by contacting the AFO (see our contact information in the box on page 2) or you can email me directly at lglennoxray@cavtel.net.

Pete Grant: Husband, Father, Army Veteran, Pipefitter, Teacher, Golfer, Union Activist, and Friend

By Bill Norris
AFO Recording Secretary and
Executive Director

When I checked my email on Sunday morning March 20, I had a shock. I found a series of messages from Mary Beck, Tom Anderson, and others all responding to a message that had originated from a Paul Grant with the subject line “Very Sad News about Pete Grant.”

Very sad news indeed. Paul is one of Pete’s two sons and he had contacted us to let us know that Pete had passed away suddenly on Friday, March 18.

Pete was a steward, the chair of the AFO’s Elections Committee, and also represented the Trade and Apprentice Division on our current bargaining committee. His sudden passing represents a huge loss to the AFO and HFCC and is an immeasurably larger loss to his family and loved ones. Pete will be sorely missed.

I know that I will never attend another AFO meeting without missing Pete. Going back to our very first meeting as the legally recognized bargaining agent for HFCC adjuncts, Pete was always there. He always had a smile on his face and he was always willing and able to do just about anything that needed doing from constructing the AFO’s ballot box to cooking a batch of his award-winning chili for the Joe Sorokac Chili Cook Off.

If I had to use just one word to describe Pete, I think I would use the word “dedicated.”

Those of us who knew Pete know just how dedicated he was to his family and to his country. Pete left Detroit’s Cody High School and joined the U.S. Army just as the Vietnam war was beginning to heat

up. He served his country honorably and proudly while stationed in Germany. After he was discharged, Pete returned to Michigan and used the GI Bill to attend Wayne State University.

Not long after he left the army and started school at WSU, Pete met and soon married Lucia (Lucy), his wife of 43+ years. Pete and Lucy’s marriage produced two children, Paul (the brother who had notified us of Pete’s passing) and his older sibling, “PJ” (Peter Joseph). Pete beamed with pride whenever he told friends about



Peter Joseph Grant
March 14, 1944—March 18, 2011

the accomplishments of his sons. PJ is employed by R&L Transport here in Michigan and Paul is a civil engineer working in Colorado. Pete was also very proud of Paul’s wife, Krystan, a veterinarian, and he wouldn’t let his friends forget that she was an important part of his family.

With a young wife and a growing family, Pete left Wayne State and went to work for General Motors. During his more than thirty years at GM, Pete honed his skills as a master pipefitter, took a stint as a supervisor, and returned to an hourly position near the end of his tenure at GM be-

cause he wanted to retire as a member of the United Automobile Workers.

Pete’s experience as a skilled tradesman and his ability to impart his knowledge to others was the reason he was such a valuable member of HFCC’s Trade and Apprentice Division. And his experience as a UAW committeeman was one of the reasons he was such a valuable member of the AFO.

I first met Pete during our 2007 organizing drive. He had signed a card without hesitation and allowed himself to be talked into giving up a “little” of his time to help us out with a Wednesday or Thursday night “blitz.” Pete knew what that meant, but volunteered willingly, not so much because he thought forming an adjunct union would benefit him personally, but because he thought the next generation of adjuncts would benefit. Before long, Pete made it his personal responsibility to ensure that every adjunct working in the technology and trade and apprentice divisions understood the benefits of membership in the AFO. The fact that we’ve always enjoyed a high percentage of members in those two divisions should not surprise anyone who knew Pete.

Pete was dedicated to his family. He was dedicated to his country. He was dedicated to his golf game and his fishing. He was also dedicated to his employers, General Motors and Henry Ford Community College and to his students. Most importantly from my perspective, he was dedicated to his unions—the United Auto Workers and the Adjunct Faculty Organization.

Good-bye Pete, we’ll miss you.

Scholarship Board Plans to Honor Pete Grant

Time Running Out—Apply for a Founders' Scholarship Today

The HFCC-AFO Founders' Scholarship Fund is a 501(c)(3) non-profit corporation that was established by the AFO to honor the memory of Joe Sorokac, an energetic member of our 2007-08 organizing committee who lost his battle with pancreatic cancer just months after we won our first contract.

The purpose of the Scholarship Fund is to award annual scholarships to members of the HFCC Adjunct Faculty Organization or to dependents, including grandchildren, of AFO members. The scholarships are to be used to offset the cost of pursuing a higher education at a Michigan college or university. Last year, the Scholarship Board awarded two Joseph A. Sorokac, Jr. Scholarships—one went to Trevor Whitehead, son of political science adjunct Dawn Whitehead and the other went to psychology adjunct Chris Carriera.

A few weeks ago, the AFO lost another stalwart—Pete Grant. To honor Pete's memory, the Scholarship Board has decided to award three scholarships this year: one in Pete's name, one in honor of Joe, and a third that will be given in both of their names.

Dottie Pelton, chair of the Scholarship Board and Joe's widow said, "Joe would have wanted to share this honor with Pete. The two of them are probably up in heaven plotting ways to get us a much deserved raise and a bigger piece of the pie."

Dottie added, "both Joe and Pete would welcome the chance to make a difference in an adjunct's life. If you are an AFO member and you have higher education expenses for a Michigan college or university, you should take the time to apply for one of these scholarships. The expenses can be for you, your spouse, your child or your grandchild. You have nothing to lose but time. The deadline for applications is May 15, so apply today."

Applications and guidelines can be found on the AFO website (www.hfcc-afo.org) in the "AFO News and Documents" box, just below the Labor Day Parade picture.



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AFO Resolves to Fight to Defend Collective Bargaining Rights

(Continued from back page)

lege, who wants the streets of her community safe and lighted, who wants a fire in her home extinguished, who needs home health care or child care must stand together and face up to the fact that the right wing of the Republican party has declared war on working people:

RESOLVED, that the HFCC Adjunct Faculty Organization will fight back; and

RESOLVED, that the AFO will mobilize members to send letters and otherwise encourage those legislators who support the collective bargaining rights of middle class workers and to exert pressure on those elected officials who oppose collective bargaining rights; and

RESOLVED, the AFO will work with our sister AFT-M locals, AFT Michigan, the American Federation of Teachers, the American Federation of Labor – Con-

gress of Industrial Organizations and other labor and civic organizations to (1) sponsor resolutions in support of our sisters and brothers in Wisconsin and wherever collective bargaining rights are under attack; (2) urge our members to write their state legislators and other elected officials; (3) encourage members to go to Lansing and other venues when asked to protest the pending anti-union legislation in Michigan and elsewhere; and (4) remind friends, family, colleagues and neighbors that the Republican policies underscored above constitute a fundamental attack on the economic well-being of the middle class, that this is a crisis caused in large part by the tax policies of the last 30 years, that working people bear enough of a burden, and that a graduated income tax would go a long way in balancing the budgets of the states and the federal government.

Member News and Notes

Four Named to AFO Elections Committee

Four individuals stepped forward and volunteered to serve on the AFO's election committee. All four nominees—Christine Ashton, Nancy Owen Nelson, Maria Sepulveda, and Beatrice Thomas—were approved by acclamation by members present at our March 25 General Membership Meeting.

The Elections Committee is the most independent of the AFO's various standing committees. According to the provisions of our Constitution, a new Elections Committee is approved directly by the membership each year at the Winter General Membership Meeting. The Elections Committee, which had been chaired by Pete Grant in recent years, then appoints its own chair during its first meeting.

The Committee's first job will be to supervise the contract ratification election. As reported in the Tom Anderson's lead article, tentative agreement with the College on a second contract may come late in May or even in June. Whenever we do reach tentative agreement, the job of the Elections Committee will be to ensure that a fair referendum is conducted. The Constitution requires a secret ballot for contract ratification, but gives the Committee several options as to how to conduct a secret ballot. The Committee plans to meet soon to elect a chair, make decisions and determine the specific process to be used. That process will be communicated to members when tentative agreement is reached.

Three Exec Board Members Nominated for Second Terms

AFO President Mary Beck, Financial Records Secretary Sherry Morgan, and Recording Secretary Bill Norris were all nominated from the floor of the March 25, 2011 General Membership Meeting for second terms in their respective positions.

Under the AFO Constitution, the three positions are elected to two-year terms in odd years. Current terms for the three incumbents expire November 30, 2011. New terms will run from December 1, 2011 through November 30, 2013.

The election, the second to be supervised by our new Elections Committee, will be conducted during the Fall 2011 General Membership Meeting. If elections for all three positions are uncontested, the Elections Committee has the option of conducting the elections by voice vote.

The three incumbents were the only candidates nominated from the floor, but other candidates will have an opportunity to contest one of the positions by submitting a petition. At least 60 days before the election, that is, 60 days before the Fall 2011 General Membership Meeting, AFO members will be given official notice of the election. Any member in good standing who wishes to run will then have 30 days to submit a petition with at least 20 signatures of members in good standing to get on the ballot. If any of the elections is contested, the Elections Committee will conduct a secret ballot.

Judge Rules Health Care Contribution Unconstitutional

A circuit court judge has ruled in favor of public school employees in a court case of interest to AFO members. The ruling came on a lawsuit brought on behalf of school district employees by AFT-Michigan and the Michigan Education Association challenging the mandatory contribution to a "retiree health care fund." The judge determined that the law took the property of public school employees without due process, violating the U.S. and Michigan Constitutions.

Most MPSERS-covered employees are paying 3% into the fund, but those who earned less than \$18,000 last year only pay 1.5% this year. However, on July 1, the contribution will go up to 3% for everyone. The Office of Retirement Ser-

vices has advised the College and other MPSERS employers to continue to take the deduction despite the judge's ruling.

The good news is the circuit court judge ruled in our favor. The bad news is that the case will be appealed to Michigan's supreme court with its Republican majority. We won't see refunds anytime soon and maybe never.

Prior to the November elections, Michigan's Supreme Court had a majority of Democrats. The lesson being taught here is that elections matter. We need for you to get active and to continue to urge our elected officials to view education as an investment.

HFCC to become smoke free campus

If you are a smoker you may not welcome this news. Effective January 1, 2012, HFCC campuses will go smoke-free. Smokers will be able to smoke in designated outdoor areas or in their cars, but will otherwise not be able to smoke on any of the College's three campuses.

As part of the implementation process, students and employees, including adjuncts, will be given an opportunity to participate in a smoking cessation program.

Like Us on Facebook

Are Bill Norris's emails too damn long? That's a little bit like asking if bears take care of their business in the woods.



So, if you want to keep up on AFO happenings, ignore Bill's emails and visit our Facebook page.

Messages posted there are short and sweet, but will keep you up to date at the same time. Go to Facebook (create an account if you don't already have one) and search for "HFCC Adjunct Faculty Organization." We post news and notes there and would love to hear from you.



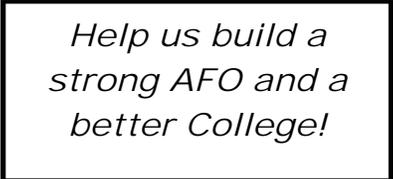
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Spring 2011 Term***

Mondays: 10:00—4:30
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Thursdays: 1:30—5:00
Fridays: Closed

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closed, call 248.977.8897*

Resolution: Commitment to Defend the Collective Bargaining Rights of All Workers

AFT-Michigan Staffer Dave Dobbie (the same Dave Dobbie who helped lead our 2007-08 organizing drive) addressed AFO members during our March 25th General Membership Meeting. Dave encouraged us to get active because there are over 30 bills winding their way through the Michigan legislature that in some way, shape, or form limit our collective bargaining rights or otherwise threaten our livelihood. After an animated discussion of the issues, AFO members present at the meeting approved the resolution below. This first-ever resolution of Local 337 was based on a letter written by Chief Grievance Officer and Bargaining Committee Chair Tom Anderson that was recast as a formal resolution. Tom notes that beginning each paragraph with the word "Whereas" is a bit archaic, but said, "it's not a piece of literature. It's a resolution." We might add that it is a resolution that we all need to make a personal commitment to if we have any hope of curbing the wolves in Lansing. The complete text of the resolution is as follows:

WHEREAS, the attempt by the Governor of Wisconsin and the Republican-controlled Wisconsin legislature to gut the collective bargaining rights of most Wisconsin public employees is symptomatic of the growing nationwide legislative attack on all public employees;

WHEREAS, other states, including Ohio and Indiana, are following Wisconsin's lead and joining in on the attack on the collective bargaining rights of public employees;

WHEREAS, the series of bills proposed in the Michigan legislature amount to what one Michigan labor leader has called, "the death of a thousand cuts." Collectively these Republican and tea party-inspired proposals are the opening salvo in an attempt to roll back the last half century of gains in securing the rights of middle class Michigan workers through the process of collective bargaining;

WHEREAS, between 1980 and 2010 the resources that the wealthiest 5% of Americans control increased from \$5 trillion to \$40 trillion while U.S. debt increased from about \$1 trillion to about \$15 trillion during the same period;

WHEREAS, this calculation clearly illustrates who has benefitted from the tax policies of the last generation, but not satisfied with this explosive growth in wealth and the influence and power it buys, these individuals and their agents are intent on destroying the middle class, stripping away all legal protections and the ability of government "to establish justice [and] promote the general welfare." Even now they are fitting the rest of us with the chains of right-to-work laws, poor education, low wages, foreclosure and unaffordable health care;

WHEREAS, the Republicans in the Michigan State House and Senate have proposed dozens of bills that, if passed, will eviscerate the ability of unions in the public sector to protect the gains of the last 65 years;

WHEREAS, the governor's budget proposal calls for the taxing of pensions, an end to the Michigan earned income tax credit, no more deductions for charitable donations to public universities, cutting the pay of more than 16,500 home child care providers by 25%;

WHEREAS, the budget proposal raises taxes on the middle class, but by a quirk of the governor's 6% corporate tax proposal, Chrysler, as a foreign owned LLC, would not pay any business tax; and

WHEREAS, anyone with a child in school, who hopes to be retrained in a community col-

(Continued inside on page 6)