



Special 2012 Election Edition



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

Adjunct Faculty Organization News

HFCC-AFO AFT Local 337 AFT, AFL-CIO
October, 2012 Volume 6, No. 2

Vote YES on Prop 2!!!

By the AFO Executive Board

With the countdown to Election Day getting shorter, the heat from the various campaigns is getting intense. You can't watch commercial television or listen to the radio or even check your email without being bombarded by commercials telling you how to vote. Every time your telephone rings, you're afraid it's another robo call giving you the dirt on yet another candidate. If someone knocks on your door, rather than selling you aluminum siding, they're probably there to ask for your vote.

If you hate all of that, we suppose that we need to accept part of the responsibility. As AFO members, we are all helping to pay for some of those commercials. More egregiously, individual



Executive Board members and others that we have recruited have been guilty of making "robo calls" and knocking on doors. Even worse, we're not sorry about it.

We will continue to make calls and knock on doors between now and Election Day because we are fighting for the future of an organization we care deeply about—the HFCC Adjunct Faculty Organization.

There are several items on the ballot that are important to the AFO. Obviously the presidential, congressional, and senate races have our attention, but frankly the Michigan Supreme Court and the Michigan house elections are far more important to the AFO. But, those races pale in importance in comparison to another "back-of-the-ballot" issue.

That back of the ballot issue is

the primary reason we risk annoying dues-paying members-in-good standing. If the AFO is to survive, we need to help get Proposal Two passed.

That's not just hyperbole. Oh, the AFO won't fold and go away if Proposal Two doesn't pass. We will continue to do business as usual for a time, but you can bet that within a year or two Governor Snyder will be signing a right-to-work-for-less bill into law as well as other legislation that will sound the death knell for the AFO. That gloomy future can, of course, be avoided if the majority of Michigan voters say YES to Proposal Two

If passed, Proposal Two will amend Michigan's constitution to preserve and protect collective bargaining rights. It will prevent the state legislature from passing union-busting legislation. The "blame the teachers, blame the public employees" crowd has not hid the fact

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It Takes Three!
Before you give your ballot BACK vote Kelly, Johnson, and McCormack for the Michigan Supreme Court!
See page 7 for more info

Are you overwhelmed by the confusing array of proposals on the Michigan ballot? See the back page for Doris P. Toney's Ballot Proposal Guide

AFO's Future Hinges on Passage of Proposal 2

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that they are out to destroy our unions. We need to fight back, or the AFO will be road kill on the road to a right-to-work-for-less future.

To win the fight, we need to educate, advocate, and motivate. Many of the voters we've talked to are overwhelmed by the confusing array of proposals on the ballot. We need to let them know what passing Proposal Two will do and because of the crazy ads they see on TV, what it won't do. Those crazy ads about pedophiles

returning to the classroom if Proposal Two passes are paid for by special interests that would like to see unions in the state of Michigan destroyed.

You may have noticed that we went from educating to advocating during that last sentence. Given the barrage of negative ads on the airwaves, it is essential that we ensure that our members understand Proposal Two and that we motivate as many of you as possible to not only vote YES, but to also urge your friends and family

members to vote YES on Proposal Two

In recent weeks, we have talked to over half of our members—441 adjuncts as of the time this article was written. Of these, 406 (92%) are rated as “likely” or “highly likely” voters. Of these 406 likely or highly likely voters contacted, 365 (90%) told us they will vote YES for Proposal Two.

An impressive 302 adjuncts, 70% of those contacted, agreed to have their names published in this newsletter as publicly endorsing Proposal Two. They are willing to go public with their support because they agree with us that passing Proposal Two is vital to the future of our union.

Why We Need Proposal Two

In the last state legislative session, we saw the speaker silence the voices of the minority party while the single-party-dominated legislature passed a record number of bills. Many of the bills signed into law by the governor in the last year have limited our right to collectively bargain with our employers, reduced our current income or our future benefits, or in some other way hurt us and our families.

The tea-drinking, Koch-brothers-funded crowd that sent these legislators to Lansing want to privatize our schools, destroy our unions, and reduce public services of all kinds, including police, fire, and emergency services. They blame our unions for a host of social problems and say that our “bloated contracts” have been a drag on the American economy.

AFO members overwhelmingly support Proposal Two because they know better. New hires won't fully appreciate this point, and administrators shouldn't misinterpret it, because our earnings are still at or near the bottom of the scale, but look at the difference the AFO has made in our (mostly) middle class lives. A part-time HFCC instructor with a master's degree and a couple years of service earned \$34.45 per contact hour in

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The Adjunct Faculty Organization News

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The HFCC Adjunct Faculty Organization

American Federation of Teachers Local 337, AFL-CIO

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AFO Executive Board

- **Mary Beck, President**
- **Doris Powers Toney, Vice-President-External Issues**
- **Thomas Anderson, Chief Grievance Officer**
- **Sherry Morgan, Treasurer**
- **Cedric Knott, 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 once in a month, usually in the Local 1650 Conference Room. Call our office for the date and time of the next scheduled meeting.

We Support Collective Bargaining Rights! Vote YES on Proposal Two on Nov 6!

Mary Beck
Thomas Anderson
Doris P. Toney
Sherry Morgan
Cedric Knott
Nancy Nelson
William Norris
Gerald Dzuiblinski
William Breger
James Hart

“Supporting this proposal is a no-brainer. If Michigan becomes a right-to-work-for-less state, and we will if we fail to get the vote out, all Michigan families lose. If that happens, the only winners will be the one percenters.”

**Bill Norris
AFO Recording Secretary**

Dempsey (Scott) Harrison
Kathleen Neher
Nicholas Schlegel
Mary Lee
France Bonneville
Lara Ibrahim
Chandra Towner
Nicole Darby
Jeanie O'Connor
Keitha Mitchell
Kathy Harris
Olga Makar-Limanov
Mary Brill

Robert Yahrmatter
Shelia Glenn
Barry Levine
Napoleon Quick
Jerry Barker
Omari Jackson
Michael Thomas
Rosalie Rishavy
Yvette Nealy
Dennis Underwood
Earl Newman
Emily Szymanski
Charlotte Winston
Angela Allen
Denise Wilson
Gloria Drake
Deborah Folson
Vincent Mastronardi
Kay MacLeod
Mark Evans
Marilyn Hobbs
Tracy Marshall
Elena Vaysman
Rachelle Loomus
Roberto Price
Edward Yoo
Alaina Plowdrey
Kyle Leathers
Mary Denning
Carl Fleming
Cristovao Carreira
Azadeh Eftekhari
Donatella Perfetto
Andrew Papa
Harold Allen
Timothy Purcell
William McNeece
Lisa Halton
Lynell Doyle
Raymond Lebert

“I am happy to be counted as a supporter of Proposal 2. I am a 61-year-old Baby Boomer. In recent months, I have been horrified to hear of threats to freedoms and rights which have been established in my life time. I have been an historical witness to heroic people who risked and often gave their lives fighting for freedom for all U.S. citizens, regardless of skin color, sex, age, ethnic identity, or sexual orientation. The recent threats to these hard-won freedoms must be stopped. Please include my name as a supporter of Proposal 2.”

**Deborah Smith
Social Science**

Patricia Zammit
Samer Hanna
Francis Dolley
Mark Watson
Karen Bidy
Maria Sepulveda
Nicole Hare

Timothy Murphy
Aaron Reina
Daniel Michels
Ronald Merriman
Mark Wenzel
Maria Jackson-Smith
Athanasie Kawou
Jose Lopez
Peter Sutliff
Gerald Olszewski
Lydia Falk
Mary Jane Jones
Jordan Lesinski
Charles Wesserling
Anthony Harris
Abdul Khan
Janet Schneider
James Fletcher
Julie Wilson
Colin Houston
Karen Harte
Joseph George
Sudha Mudumana

“The Working Family Proposal” will bring families closer together, and closer to God. God is the head of all families. (The) Working Family Proposal would support the vision of God, to keep families happy, healthy, and together.”

**Lovie Little
Business and
Economics**

We Support Collective Bargaining Rights! Vote YES on Proposal Two on Nov 6!

“The reason more than 300 AFO members have publicly endorsed the PWF proposal is because they recognize that the AFO’s survival is at stake.

“It doesn’t matter whether you usually vote Democrat, Republican, or Independent. Recognize your economic best interest and join a large majority of your colleagues by voting YES for proposition two—the “Protect Working Families” proposal.

“Don’t stop there—go all the way to the back of the ballot and vote for three new Michigan Supreme Court justices: Johnson, Kelley, and McCormack.”

Doris P. Toney
AFO VP—External Affairs

Janusz Lacki
Sherry (Jodway) Stillman
Barbara Jones
Lovie Little
Oscar Daugherty
John Martin
Cynthia Hale
Anthony Julian

Daniel Yeakel
Pamela Miller
Sherry Kelly
Stephanie Gray
Julie Lambert
Jamie Ward
Kathleen McDonald
Marilyn Hoeman
Betty Richards
Susan Kelty
Nina Favor
Monera Jomaa
Nicholas Kussy
John Perkovich
David Tomasovitch
Emily Newton
Peter Kiser
James Gray
LaJoyce Turner
Renee Smith
Janna Daimler
Michael Kroll
Keith Williams
Bryan Kingry
Toby Millman
Wilbert McAlister
Sandra Merriweather
Joseph Lempicki
Tanja Krupa
Deborah Franklin-McElrath
Venus Brown
Gary Gray
William Draper
Christopher Rakovalis
Daniel Kisabeth
Nelson Swanberg
Josephine Primeau
James O’Connor
Austin St. Peter

Jeffrey Tong
Mario Lamberti
Russell Jones
Patrick Mason
Diva Williams
Deborah Smith
Marija Andrijonas
Patricia Mullen
Kathryn Draper
Rosemary Miketa
Mary Hering
LiMon Cheung
Paris Boyce
Lisa Borkowski
Lisa Stop
Jennifer Cooper
Benjamin Tallerico
Karen Brehmer
Regina Brown
Ameera Markos

“Labor and management have enjoyed the fruits of collective bargaining, work week, conditions, vacation, pay, health care, and retirement benefits to name a few. If we reject the sacrifices of those workers that stood up for labor rights in the 1930/40’s we will be damned to repeat the trials and conditions of the pre-union day.”

Dave Tillman
Technology

“I support the Protect Working Families Proposal, with it we will have the right-to-work in an environment of management and worker balance.”

Jim Leiphart
Business and Economics

Lin Feng
Stephanie Griffin
Michael Kroll
Gary Zulinski
Jessica Luckhardt
Valerie Cullin
Randy Morgan
Joseph Cosenza
Kimberly Dyer
James Bennett
Nicholas Arnold
Kimberly Conely
Nada Zahr
Betty Brownlee
Carol Baker
Stacey Coleman
Christine Ashton
Thomas Deska
Kristen Calder-Bowman
Patricia-Ilenya Marrin
Lorena Bencsik
Roberto Reyes
Donna Palmer
Lynn Boza
Patricia Monson
Gerald Rzepka
Stephanie Wright
Joseph Kolpacke

We Support Collective Bargaining Rights!

Vote YES on Proposal Two on Nov 6!

Dina Voutsinas
Michael Mullen
James Leiphart
Bronislaw Bajon
Christopher Lewandowski
David Vincent
Hassan Taleb
Patricia Doline
Russell Roy
Gary Ostrowski
Jennifer Hartke
Shawn Gauvin
Elizabeth Powell
Erik Van Landingham
Hassan Dubaisi
Nancy Johnson
William Boyke
Zanib Macki
Grant Shafer
Kelly Zimmerman

Tanya Martin
Badri Jawad
James Boron
Brad Guyer
Muhsen Awad
Mark Foret
Joseph Rudzki
Victor Gregory
Catherine Liller
Jessica Kwon
Justin Peer
Wayne Stolt
Erik Marshall
Neam Zalzala
Robert Cascardo
Ghassan Husseini
Lorraine O'Brien
Susan Peteson
Diane Bies-Rice
Jeffrey Whittaker
Leonard (Glenn) O'Kray
Ronald Rich
Megan Peterson
Mark Lewis
Lauren Roldan
Jamila Khawaled
Shatha Alkatib
Nabil Hachem
Ali Hariri
Sam Olive
Mark Evans
Lisa Carter
Najim Ahmed
Noor Banister
Beatrice Thomas
Ventra Asana
Nawf Abou-Dib
Susan Weldon
Margarita Bius
Patrick Miller

**"We need all the protection we can get."
Toni Mitchell
English and World Languages**

Jodie Rose
Kimberly Hill
Keith Jacobson
Amy DeWys-VanHecke
Emily Nietering
Marjorie Cowan
Joann Billings
Nadine Rounds
Sandra Buresh
Roy Field
Thomas Burkstrand
Anthony Lai
Kenneth Shepherd
Sandra Azzopardi
John Daniel
Mahin Baghdadchi
Melanie Cunningham
Robert Bruley
Terrance (Sean) Donahue
John Farsakian
Dennis Underwood
Jay Korinek
Michael Johns
Sandra Argas
Margie Bond
Mary Denning
Margurite Anderson
Elizabeth Campos-Kubtski
Nadine Ayoub
Lynn Burke
June Quatrine
Edwin Demerly

Philip Clark
Sheila (Cummings) Colton
Robert Burris
David Tillman
Emily Davis
Nassrine Karaali
Richard Cole
Ali Awadi
Marilyn Stewart
Christopher Bremer
Reny Thomas
Patrick Bruen
Dorothy Pelton
Matthew Corbitt
Mary Bremer-Ber
Ali Bazzi
Arjana Angjeli
Kmal Shenaq
Celeste Bogan
Waleed Saudi
Catherine Donaldson
Robert Denman
Najwa Aljawad
Timothy Dey
Ronald Emeigh

"I support collective bargaining because there is a stronger voice when a group bans together. There is less room for selfishness and individualist climbing because we are in it all together. Collectively we support one another because it in turn affects us individually."

**Alaina Plowdrey
Fine Arts and Fitness**

"Organized labor didn't start this fight. It came to us when the state legislature passed a series of anti-labor laws and telegraphed its intent to pass right-to-work legislation. Rather than passively taking it, we decided to fight back."

**Mary Beck
AFO President**

Have you asked your significant other to vote yes on Proposal Two?

(Continued from Page 1)

1989. Twenty years later, in 2008, the year before our first contract went into effect, that same instructor with all those years of service to the College was earning \$38.25 per contact hour. That amounts to a total increase of \$3.80 per contact hour or an average increase of only nineteen cents per year for 20 years.

Today that same adjunct, with three more years of experience, is earning \$45.28 per contact hour – a \$7.03 per contact hour increase in just three years. That amounts to a \$2.34 per year increase, nearly twelve times the historic nineteen cents per year average.

As important as slightly more equitable pay is to all of us, many adjuncts think the fact that an experienced adjunct now enjoys a measure of job security that didn't exist in the pre-AFO days is even more important. Prior to July, 2009, all adjuncts were semester-to-semester, at-will employees with no job security. Today, a Senior Adjunct can be dismissed for a variety of reasons, but only after "due process" that may include a work improvement plan or other remedial measure.

It Isn't All about Us

AFO members (and fee payers) have no doubt benefitted from a union contract, but what about HFCC students and the community we serve?

Past and present AFO Executive Board members strongly believe in our carefully-crafted motto: *Help Us Build a Strong AFO and a Better College!* We may have occasionally stepped on a few toes with something we've said, done or written (nudge, nudge Mary Beck), but our overall approach has been to work collaboratively with the Board, administration and other bargaining units to improve our working conditions and our students' learning conditions.

It isn't just the AFO. All four of the unions representing HFCC employees share our commitment to the HFCC mission to prepare our students for a rapidly changing

workplace.

As part-time teachers (the AFO), support staff (the HFCC Support Staff Association), full-time teachers (the HFCC Federation of Teachers – Local 1650), and administrators (Local 71), we are the people who make it possible for our students to learn. All four unions have a history of engaging in win-win bargaining with the College and our students and the community have benefitted.

The right-to-work-for-less, blame-the-teachers-crowd is wrong. There are some things—like education, police and fire protection, and bridge construction—that the public sector can do better and more economically than the private sector. And the HFCC story demonstrates that responsible unions can help build a better College!

Vote YES on Proposal Two to protect our collective bargaining rights!

"I learned a lesson in 1990. I moved and didn't feel like making the effort to go back to my old neighborhood to vote. So I didn't and John Engler won by a slim margin. I learned then that every vote counts. Don't make the mistake I did. Vote YES on Proposal Two on November 6th. Of course, if you are planning on voting against Proposal Two, you should vote on November 7."

**Tom Anderson
AFO Chief Grievance Officer**

Education Board Endorsements



STATE OF MICHIGAN
DEPARTMENT OF EDUCATION
LANSING

State Board of Education

**Michelle Fecteau
Lupe Ramos-Monigny**



**Michigan State
University
Board of
Trustees**

**Joel Ferguson
Brian Mosallam**



**University of
Michigan Board
of Regents**

**Mark Bernstein
Shauna Ryder Diggs**



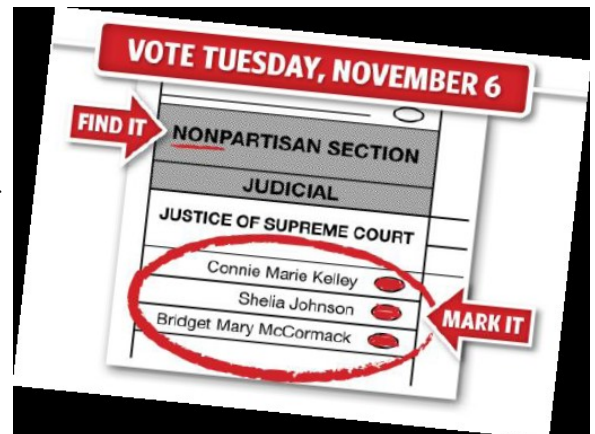
**Wayne State
University Board
of Governors**

**Kim Trent
Sandra Hughes O'Brien**

It Takes 3: New Justices to Protect Families on the Michigan Supreme Court

Since July, 2010, AFO members (and fee payers) have been paying into a retiree health care account even though there is no guarantee we will ever receive retiree health care benefits. An appellate court has ruled that those funds belong to us. The Supreme Court will make a final decision during its next session.

The current Michigan Supreme Court has ruled in favor of corporate special interests over 80% of the time! **Kelley, Johnson and McCormack** will put an end to the current court's practice of consistently ruling in favor of mortgage companies over homeowners, insurance companies over patients, big banks over consumers, polluters over children and families, and the blame-the-teachers crowd over AFO members and their families.



Wayne County Circuit Court Judge Connie Kelley is a mother of two who created a youth mentoring program for at-risk girls to help them achieve their full potential. Kelley has always fought for the rights of everyday people, ensuring that they are treated fairly by the legal system. She will bring her sense of justice for all to the Supreme Court.



Oakland County District Judge Shelia Johnson created a community program for youth to stop criminal behavior and encourage positive choices. As a judge, Johnson imposes firm sentences to protect families from violent criminals. On the Supreme Court, Johnson will uphold the law with strength and integrity for Michigan families.



Professor Bridget McCormack, a mother of four, created the Domestic Violence and Pediatric Advocacy Clinics, which provides legal help for children and families. McCormack has spent her career fighting for those who have no voice. McCormack believes that Michigan families have the same rights as the powerful special interests. McCormack will stand up for seniors and children on the Supreme Court.

**Vote for Kelley, Johnson, and McCormack
Michigan Supreme Court on November 6!**

For complete voter guide, visit aftmichigan.org

Ballot Proposal Guide

By Doris Powers Toney
Vice President, External Issues

Are you overwhelmed by the confusing array of proposals you'll encounter on the ballot this November?

How you vote is obviously up to you, but AFT Michigan has studied all of the state-wide ballot proposals that will appear on the November 6th ballot and has made the following recommendations. Getting out the Yes vote on Proposal 2 is our priority, but Michigan families will also benefit if Proposals 3 and 4 pass. On the other hand, Proposals 1, 5 and 6 are bad for Michigan workers and families.



Search for HFCC Adjunct Faculty Organization

Help us build a strong AFO and a better College!



AFO Office Hours Fall 2012 Term

The AFO Office is in the basement of the Learning Technology Bldg

Mondays: 9:00—12:00
5:00—8:30
Tuesdays: 10:30—6:30
Wednesdays: 9:00—12:00
Thursdays: 10:30—5:00
Fridays: 12:30—5:00

If you need immediate assistance and the office is closed, call 248.977.8897

12-1 **NO** Proposal 1—Emergency Manager Law

Authorizes the Governor to appoint an Emergency Manager to make decisions in financially distressed communities or school districts. The appointed Emergency Manager would have the power to void or change contracts, sell assets, and essentially dismiss local elected officials or school boards.

12-2 **YES** Proposal 2—Collective Bargaining

Guarantees the right to join a union and collectively bargain with public and private employers regarding wages, hours, working conditions and other terms of employment without interference from the legislature.



12-3 **YES** Proposal 3—Standard for Renewable Energy

Requires utilities to obtain at least 25% of electricity from renewable sources by 2025. Limits consumer rate increases from renewable-related costs to no more than 1% per year and creates incentives to employ Michigan workers and equipment.

12-4 **YES** Proposal 4—Home Health Care Workers

Establishes the Michigan Quality Home Care Council to register, perform background checks, and provide standards and training for home health care providers. Ensures that seniors and people with disabilities have an affordable, safe choice of living at home.

12-5 **NO** Proposal 5—Supermajority Tax Vote

Would amend the constitution to require a 2/3 majority vote of the legislature, or a statewide vote of the people at a November election, to impose new or additional taxes, expand the base of taxation or increase the tax rate. A minority of just 13 state senators could stop any tax legislation. No tax increase would ever be passed again, leading to less funds for schools, universities and our local communities.

12-6 **NO** Proposal 6—Building New International Bridges

Would require a state-wide vote on building a new bridge in Detroit. This proposal is being funded and pushed by the private company that owns the current bridge which is looking to hold onto their monopoly.