



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, 2013
Volume 8 No. 1

Welcome Back to HFCC and the Fall Semester

By Mary Beck
AFO President

I want to extend a warm welcome to all adjuncts as we are in the middle of another semester of educating students at HFCC.

It's been a challenging semester for many adjuncts. Due to a drop in enrollment and the financial crisis experienced by the College, many classes were canceled, often at the last minute. It was painful for adjuncts who are struggling to survive. The number of adjunct faculty teaching at HFCC dropped from over 800 to now about 650, and those remaining may have fewer classes this semester. The number of new hires has dropped from an average of about 100 every fall to approximately 25. I am pleased to see that nearly 85 percent of new hires chose to become members of the AFO. In spite of the passage of Proposal 2 last fall and the Republican legislature enactment of Right to Work in the last hours in December 2012, educators recognize the value of union membership. The AFO remains strong.

Decreased offering of classes in Winter 2014

With a decrease in the number of classes being offered in the Winter 2014 semester, the AFO has worked with Administration in developing a fair process of class assignments that will honor our contract and respect seniority. In the past year, Tom Anderson has spent many hours developing more accurate seniority lists for all departments. Please check our

Fall 2013 General Membership Meeting
Friday, November 8 @ 3:30 p.m. in L-11
(On the lower level of the Reuther Liberal Arts Building)
See page three for full agenda

website (hfcc-afco.org) for the most recent lists.

Presenting the adjunct mentoring program and evaluation system to the HFCC Board of Trustees

With the capable leadership and guidance of Lynn Boza, the AFO and Administration developed an adjunct mentoring program and an adjunct evaluation system. We believe the evaluation system is fair and objective and will be a helpful tool for obtaining feedback and further developing our ability to be great educators. We are pleased with the final product and look forward to presenting it at the Board of Trustees meeting on November 18. We will give further information to our members during our General Membership Meeting on November 8.

Adjunct voice in governance

We continue to work toward having a voice in governance. Adjuncts have been chosen to participate in the Process Improvement Teams this fall, with final reports given on November 18. The eight teams have representation from all areas of the College. Much progress has been made in the past year as the majority of Divisions now invite adjuncts to attend Division meetings. We remain hopeful this will occur in all Divisions. After I made a

formal request for adjunct representation to the Senate over three years ago, the Senate has now given charge to the Constitutional Review Committee to begin consideration of major revisions in the constitution that would allow for representation from adjuncts and support staff. We encourage adjuncts to become involved in their departments, divisions, and committees throughout the College. Some committees are seeking adjuncts who are interested in participating, and our contract provides for

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AFO Scholarship Fund Keeps on Giving

AFO is continuing one of its most important legacies - awarding scholarships to deserving members and their dependents. This fall four recipients were the benefactors of our scholarship fund: Alison Foret, daughter of AFO member **Mark Foret**, Alex Kavner, son of AFO member **Shelly Loomis**, AFO member Jessica Kwon and Erica Palmer, granddaughter of AFO member **Donna Palmer**.

The theme for this year's process was right to work. Applicants were required to write about their career goals, explain what the awarded scholarship would mean to them, describe their family member's involvement with the AFO, and submit an essay explaining how unions can survive or thrive in this right-to-work climate.



Below is a synopsis of what the recipients said:

Allison Foret, majoring in biology at the University of Michigan-Dearborn said: "Unions need to learn to adapt to the changing climate. One possible way to do this is to use rising technology and social media. By using the internet, unions can expose the employers who treat their workers unfairly. This tactic is an effective way to call attention to any business or corporation that encroaches upon

certain labor standards. Unions who write about the injustices that certain employers do to workers at factories



and teachers, elementary to university, can be informed of what employers are required to give you and what the unions have fought for in the past."

Alexander Kavner, who is a dual major attending the University of Michigan Ann Arbor said: "The education unions need to demonstrate that they are the experts and that they are the ones who know how resources should be distributed to improve education. To survive, the unions need to demonstrate that on their own, the administrators make terrible decisions, and that the teachers are the ones who truly know best. The same can be said for any line of labor. An assembly line worker knows the line better



than a manager and thus it is logical for a representation of workers to share their knowledge of the plant to improve it and the quality of its products."

Jessica Kwon, who teaches English as a Second Language, is furthering her education in the field of nursing. According to Jessica, "Despite the existence of the union-opposing Right to Work philosophy, pro-union mentalities and ethics still exist and will continue to become stronger in individuals. Some even argue that the importance of unions has been strengthened and made even more permanent by the very legislation that opposes them. The results, implications, effects, and importance of unions are bedded deep within genera-



tions of Americans. It is certain that the thousands upon thousands of lives that have been blessed through unions will serve as testimonies of their good and will lead to the preservation of the union mind."

Erica Palmer, majoring in global and international studies at Western Michigan University said, "Collective bar-

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Office Space! Office Space! Office Space!

More office space for adjuncts in Health Sciences, Nursing, Math & Science and English, World Languages and Communications

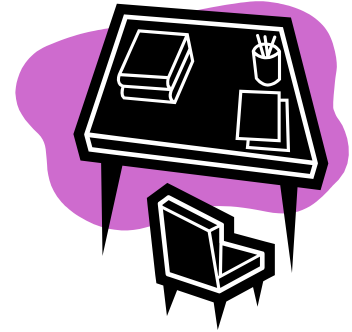
Health Sciences, Nursing, Math & Science and English, World Languages and Communications divisions have additional office space for adjuncts. Adjuncts in the Health Sciences division are encouraged to use the office space in H139, where they can enter via the Faculty Offices entrance in the Health Careers atrium. They can enter by swiping their HFCC identification badge.

Nursing adjuncts can use the office space in N124K, as well as N124A, N124N, and N124S.

Math and Science adjuncts are issued a key for the adjunct office in their area. Adjuncts in biology may use S-114B and S-114N; chemistry adjuncts may use S-028 and S-018, and physics, astronomy, earth and science and engineering may use S-106C. Math adjuncts may use H-205.

EWL and ELI adjuncts can use two work areas on the second floor: L-249 and L-259. Each area has computers linked to a printer, file cabinets, and table/work space. L-249 has a microwave and L-259 has a refrigerator.

Also, do not forget about the suite of five adjunct offices in the lower level of the Learning Technology Building, Room A004. Contact us by email at afo@hfcc.edu or call 313-845-9707 for the security code needed to open the door.



AFO Scholarships

Continued from Page 2

gaining assures wages are fair, non-bias and at market rate and assures employers cannot fire an employee without just cause. Unions assure there is fairness and equality across the board. It represents each and every member at the same level and intensity. It leaves no one behind or on their own. For unions to survive or thrive in a Right-to-Work state, they will have to figure out what they can do for a member that they lawfully do not have to do for non-members and do those things intensely. They need to show why membership is beneficial.”

We congratulate these recipients and wish them well in their studies. In the memory of AFO founding fathers, Joseph A. Sorokac, Jr. and Peter J. Grant, the AFO Founders' Scholarship Fund has awarded 14 scholarships since its inception. We hope to continue to provide scholarships to deserving recipients.

Let Your Voice Be Heard!

Winter 2013 General Membership Meeting
Friday, November 8 @ 3:30 p.m. in L-11
(Lower level of the Reuther Liberal Arts Building)

Agenda

- **Welcome**
- **Status of AFO 337 and union affairs**
- **Questions on Winter 2014 class assignments**
- **Approval of the financial review for 2012-13**
- **Constitutional Amendments for consideration**
- **Voting for President: Mary Beck**
- **Voting for Recording Secretary: Lynn Boza**
- **New Business**

The general membership meeting is the legislative body of the AFO. Make your voice heard by attending this important meeting!

Only members of AFO are welcome and encouraged to attend the meeting. Non-members, including agency fee payers, may not attend the membership meetings.

Light snack provided. Children welcome!

Walking for Labor

Working Conditions
Medical Benefits
Paid Time Off
Equality
Safety

Since the first unions were established, labor has been fighting on behalf of workers. Unions are responsible for the working conditions that we currently enjoy. Senior adjunct status, personal days, liability insurance, medical benefits, and working conditions. We often take these things for granted - these are some of the reasons why we walk in the Labor Day parade.

We are reminded of the sit-down strike in Flint in late 1936. Workers at General Motors (GM) Fisher Body plants took over the plants and refused to leave. The sit-down strike lasted through February 1937, at which time GM agreed to recognize the UAW and promised not to discriminate against union members. Historians have credited the strike



with changing conditions and wages for working people across the U.S.

If you do not know the history of labor, take time to learn, reminisce, or ask.

Walter P. Reuther said, "There is no greater calling than to serve your brother. There is no greater contribution than to help the weak. There is no greater satisfaction than to have done it well."

Several adjuncts teach in the Reuther Liberal Arts Building. Did you know the building is named after the former UAW leader? Interested in knowing more about Walter P.

Reuther and the UAW, visit the UAW website at uaw.org/

Right in our backyard, you can learn about labor. Did you know Woodward Avenue in downtown Detroit provides an opportunity to learn about major labor history events. A self-guided tour takes about an hour, starting at Grand Circus Park. To learn more about the tour, go to the Michigan Labor History Society website at <http://mlhs.wayne.edu/> and while there, you can also learn about legacy landmarks on West Jefferson. "Transcending" (62-foot high pair of arcs) has been seen by thousands from all over the world. It contains quotations from men and women, including a classic by Myra Wolfgang, former hotel workers' president, which says, "Women were in labor before men were born."

Labor is the voice of the American worker. While some may try to stifle labor, we have the power to be heard.

Take the time to learn about the rich history of labor, and you'll come to understand why we walk in the Labor Day parade. To learn more visit the AFT Michigan website at <http://aftmichigan.org/> and the AFL-CIO website at <http://www.aflcio.org/About/Our-History/Labor-History-Timeline>

Doris P. Toney

Chili Cooks Wanted!

Save the date! The fourth annual Joe Sorokac Chili Bowl will take place on Wednesday, January 29—just before Super Bowl Sunday. We're looking for at least ten adjuncts who think their chili is the best. If you're proud of your chili and want to participate, contact Mary Beck at mrbeck@hfcc.edu. Proceeds of the fund raiser will benefit the HFCC-AFO Founders' Scholarship Fund.

Scholarship Donations Needed

For the last four years, we have been able to award 14 scholarships through the generosity of our members and their family members and friends. Each one of these scholarship recipients has a story and a dream that your donations are helping to make a reality. As a union, the HFCC-AFO has made a lot of progress in our first three contracts, but the stark reality is that far too many

of us are living payday to payday. Joe Sorokac and Pete Grant helped establish the AFO because they wanted to improve working conditions for the next generation of adjuncts. The Founders' Scholarship Fund was established to honor their memories and to provide a mechanism to help deserving adjuncts and their family members (including grandchildren) realize their dreams.

It is only through your generous donations that we will be able to continue our scholarship fund. Please consider writing a check made out to the HFCC-AFO Founders' Scholarship Fund. Drop it off at the AFO office in Room A004 in the Learning Technology Building or mail it to the HFCC Adjunct Faculty Organization, 5101 Evergreen, Learning Technology Building A004, Dearborn, MI 48128.

Member Spotlight

White House Recognition for Kimberly Hill Knott

Kimberly Hill Knott, Director of Policy for Detroiters Working for Environmental Justice, was recently recognized by the White House and the Congressional Black Caucus Foundation. She was one of 12 citizens, businesses, and community leaders recognized as Champions of Change for working to prepare their communities for the consequences of climate change.

“As we take action to reduce carbon pollution and speed the transition to more sustainable sources of

energy, we must also take action to prepare for the impacts of climate change we are already seeing, including more frequent and severe extreme weather,” said Nancy Sutley, Chair of the White House Council on Environmental Quality.

The Champions of Change program was created as a part of President Obama’s Winning the Future initiative. Each week, the White House features a group of Americans – individuals, businesses and organizations – who are doing extraordinary

things to empower and inspire members of their communities.

In July, Kim was invited to serve as a panelist at the Family Economic Success Congressional Black Caucus Foundation Legislative Briefing on Capitol Hill in the Rayburn House Office Building. The panel discussed family economic success related to public policies promoting employment and workforce development. The briefing addressed legislation aimed at job growth and economic opportunity in the aftermath of the financial crisis and public policies targeted at eliminating the disproportionate effects of unemployment for African Americans and other racial minorities.

Kim provided an economic overview of the city of Detroit and presented a real life picture of many of the challenges confronting jobless workers. Job training agencies, especially those in urban centers, play a major role in remedying these issues because of their commitment to and unique expertise in working with hard to place populations.



Accept the call for your stories



The Adjunct Faculty Organization News (AFO News) provides information, resources and trends in labor and their impact on our members.

We are asking for story ideas. Examples and success stories about how you engage students or others can inspire colleagues in their efforts to build a strong union and college. Or perhaps you have a labor story

that has been passed in your family from generation to generation. Send your story ideas or comments to the AFO News. Stories chosen may be edited for length and clarity, and all submissions become the property of AFO News.

Dearborn and Dearborn Heights Voters

Fairlane District

Save HFCC from Closure!!!

Henry Ford Community College needs your vote in support of the two Millage proposals on **November 5, 2013**. The proposals include 1) a **continuation renewal** (3 mill for 10 years, beginning in 2015) and a **small increase** (1 mill for 5 years). The second proposal, based on an average state equalized value (SEV) of \$45,000, will amount to **\$45 year, or \$3.75 a month, the cost of a gallon of gasoline**.

Please note:

There are solid financial reasons why HFCC faces these issues, which are shared by many colleges and universities throughout the country.

1. Since 2003, a **decrease in property taxes** (from 19 percent to 12 percent) and **in state appropriations** (from 36 percent to 25 percent in 2013).
2. **Declining enrollments** due to the 2009 recession, subsequent job losses and increased unemployment (11 percent). Enrollments grew in and during the recession. They began to decline afterwards. This decline was due to a moderately stronger economy (conforming to the historic pattern of Community College enrollment) and the crackdown on financial aid scamming.

In May, 2013, the College projected a **budget deficit of more than \$16 million**. Since that time, HFCC has taken stringent measures to address the deficit. These measures include

1. hiring of a new president, Dr. Stan Jensen,
2. hiring a new VP of Financial Services,
3. negotiation of a new contract with full-time faculty,
4. reduction of administrative staff,
5. reduction of executive leadership,
6. reorganization of divisions and departments,
7. adoption of more stringent student registration and payment policies, and
8. close scrutinizing of all expenses.

Now we *must* do our part. Talk to your friends. Put the millage on social media. Volunteer to work the polls. Contact the Millage Committee (contact Becky Chadwick, ext. 1534 or bchadwick@hfcc.edu). Contact the Advocacy Committee (contact Joanne Dalton at jdalton@hfcc.edu). Tell voters the millage proposals are **on the back of the ballot, at the bottom**. Most of all, **VOTE FOR BOTH THE MILLAGE RENEWAL AND THE SMALL MILLAGE INCREASE** on November 5, 2013.

Help save Henry Ford Community College, Our College!

The Adjunct Faculty Organization News

is the official newsletter of:

The HFCC Adjunct Faculty Organization

American Federation of Teachers Local 337, AFL-CIO

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AFO Executive Board

- **Mary Beck, President**
- **Thomas Anderson, Executive Director, Vice President, Internal Affairs Chief Grievance Officer**
- **Doris Toney, Vice President, External Affairs**
- **Cedric Knott, Treasurer**
- **Lynn Boza, Acting Recording Secretary**

Contact any Executive Board member by office telephone, email, or by sending a letter through interoffice or U.S. mail. See contact information above. The AFO Executive Board has an open meeting policy for AFO members only. Between September and May, the Executive Board meets on the first Friday of the month at 2 p.m.

Our office is located on the lower level of the Learning Technology Building, A004.

Winter Term Assignment Process*

The Administration's plan is to announce next summer that there will be no cancellations of classes beginning next fall. If the section is on the schedule, it will run. This will make students happy, and it should reduce the uncertainty and economic pain suffered by AFO members this fall with last-minute class cancellations and loss of income.

The transition, however, will not be painless. Below are important points:

- There will be a net reduction of about 25 percent of classes scheduled.
- In the initial assignment process, the contract specifies that the highest seniority adjuncts receive their assignment first, then the next highest and so forth. It also specifies that in this stage of assignment, no one can receive more credit hours/classes--or hours for non-teaching adjuncts-- than last winter. Contractually recognized exceptions would be adjuncts returning from an approved leave of absence, or those who had classes cancelled or reassigned last.
- In implementing the Administration's new plan, it is a foregone conclusion that classes to be assigned will run out before adjuncts looking for classes. In some disciplines this will happen much more quickly than in others.
- It is also inevitable that some lower seniority Senior Adjuncts will only be assigned pending sections; still others may not get an assignment.
- Senior Adjuncts are permitted by the contract to request a reasonable change to their schedule. This can mean that a lower seniority Senior Adjunct may end up with changes in his/her schedule from last year because higher seniority Senior Adjuncts have exercised their rights. Remember, with the reduction in scheduled active and pending sections, it may be impossible to honor all such requests in a department or division.
- There is no guarantee that a specific section--either originally visible on the schedule or a pending section--will be allowed to run in the winter, or spring/summer, if enrollment is low.
- All classes cancelled or reassigned to full-time faculty will be cancelled or reassigned no later than seven days before the first day of the semester. This means that our bumping process would still be available, if needed. However, with a net 25 percent reduction in the number of sections offered, there may well be no probationary adjuncts to bump. Remember the AFO contract does not permit one senior adjunct to bump another.

The hope is that most pending sections eventually become active. When and if that doesn't happen, ADs will notify Senior Adjuncts whose pending sections have not been activated. This notification will come by email to college accounts on December 20, just before the HFCC holiday shut down. Affected Senior Adjuncts will be directed to go to Web Advisor and check if there are any active sections that they are qualified to teach that are currently assigned to Probationary Adjuncts. If so, one can exercise bumping rights. However, Senior Adjuncts qualified to bump must contact the AD before 12:00 PM January 2.

*Partially reprinted from email message sent from AFO dated October 1, 2013

We're on the
Web!
HFCC-AFO.org

Find us on
Facebook:
HFCC-Adjunct
Faculty
Organization

Help us build a
strong AFO and a
better College!



AFO Office Hours

The AFO Office is in Room A-004
on the lower level of the
Learning Technology Building

Mondays: 4:00—7:20
Tuesdays: 9:00—2:15
3:30—5:00
Wednesdays: 9:00—3:00
Thursday: 9:00—11:00
3:30—5:00
Friday: 10:00—Noon

If you need immediate
assistance and the office is
closed, call 734.516.6887