

SPECIAL POINTS OF INTEREST

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ENROLLMENT, DISTANCE LEARNING, AND JOB SECURITY

HFC is in the midst of the COVID-19 crisis and its consequences. College revenue could be in freefall in the next year or two. While the Administration’s budget projections are extreme, the following will impact faculty:

HFC enrollments and revenue could be in serious jeopardy. We have lost the 2020 Spring Session and its revenue. The remaining Summer Session will materialize online, but students may await face-to-face instruction. The Fall 2020 enrollment is also uncertain.

HFC’s State revenues will be severely strained by dramatically reduced State revenue. The College may face a 5% cut, only partially covered by the federal CARES Act and other economic recovery legislation which has favored (no surprise here!) the wealthy. Local property tax revenue is likely to fall. What is at stake in all of this – HFC teaching jobs in 2021 or 2022.

Faculty Engagement

1650 is holding ZOOM membership meetings the third Monday of every month at 3:15 p.m. We have averaged 70 attendees over the last two meetings. That is certainly far better than the 20 to 30 members at former face-to-face meetings. However, given the threats facing enrollment and job security, and given universal health concerns if we reopen prematurely, 70 out of 175 members is appallingly low attendance. All members need to know what 1650 is doing. 1650 needs all members to offer input. Your colleagues need to see and interact with you at our membership meetings.

Distance Learning

It is to the credit of 1650 and AFO members that HFC went from 16% to 90% remote instruction in a week's time. In the case of 1650, this was done voluntarily in the interest of our students and our College.

A MESSAGE TO ALL 1650 MEMBERS: you must prepare to perform your teaching and non-classroom duties remotely. Republican Governors and the Trump administration are lifting restrictions on social distancing and doing so in the absence of testing and contact tracing. COVID-19 may well resurface with a vengeance. In a global economy and with an unprepared, incompetent, and blatantly deceitful President, another pandemic may strike at any time. What "hoax" – with over 60,000 dead – with over 1 million infected!

What protective equipment and testing does "Let Them Die Donald" offer? Swallowing or injecting disinfectants! "A Spoonful of Clorox Makes the Temperature Go Down." See Randy Rainbow's song parody on YouTube. A Flint water crisis or some other infrastructure crisis may arise. The ability to convert to distance learning – and minimize face-to-face instruction as far as possible contributes to College survival, mitigates the impact on student classes, provides some cushion against enrollment shortfalls, and **SAVES 1650 JOBS**.

If 1650 members "choose" not to embrace distance learning wherever possible, there are large numbers of adjuncts who will. For some faculty in some programs, there may be resistance to online learning even where it might legitimately be expanded, particularly from apprentice contracts and program accreditors. Opposition to creativity in offering new delivery methods should be countered by professional faculty, who have the pedagogical expertise to create such courses; by the College Administration; by Trustees and State legislators; and by industry and labor leaders.

Distance learning is a job security insurance policy. It provides some degree of security for faculty, but the initiative and rationale for such must come from our faculty. Faculty must articulate the benefits to our students and to our College regarding moving a course or component of a course online. Faculty should and can make such a case(s) far better than the Union, which lacks the standing and subject matter expertise of faculty to do so. 1650 members, **HFC's future, your programs, and your jobs are in your hands.**

John McDonald

STATE BANKRUPTCY

Senate Republican and Legislative Roadblock Leader "Muscovite" Mitch McConnell has called for States to declare bankruptcy, rather than expend further federal funds on addressing the needs of citizens, funding of education, and other public services. The impact of his heartless proposal in Michigan and at HFC would be devastating. Higher Ed State funding would plummet. Public services would disappear. MPSERS would

(State Bankruptcy continued)

default—and pensions could be lost. Michigan’s economic recovery would stall or fail. It would take the State a decade to extract itself from bankruptcy oversight and for democratically elected officials to recover authority, if Detroit is any example.

Thank God for a Democratic-controlled House and its strong, humane leadership in defense of the working and middle class.

John McDonald

FALL 2020 CONTRACT NEGOTIATIONS

The Fall 2020 minimum of 200 full-time faculty may be postponed to Fall 2021, the last year of the current contract, to maintain bargaining leverage regarding the full-time staffing level.

Contractual redirected time is being sought to:

- (1) Develop a new course for online delivery,
- (2) Prepare to teach an existing course online.
- (3) Prepare a hybrid course to go fully online, and
- (4) Substantially improve, where needed, an online course rushed into existence during the Winter 2020 semester.

We are also seeking non-teaching, extra-contractual compensation for faculty to prepare colleagues and students for remote teaching and learning.

A Statement of Agreement has been signed to allow classes ranging from 7.5 to 11 weeks during the 2020 Summer Session.

Local 1650 will also participate in a joint Union/Administration Committee this summer regarding whether to reopen in Fall 2020.

John McDonald

AFT PLAN TO REOPEN SCHOOLS AND COMMUNITIES

The American Federation of Teachers has released a detailed road map that, in the absence of a COVID-19 vaccine, charts a path to safely and responsibly reopen school buildings and other institutions crucial to the well-being and economic vitality of our communities.

The 20-page, science-based “[Plan to Safely Reopen America’s Schools and Communities](#)” sprung from an intense collaboration of public health professionals, union leaders and frontline workers to prepare for what

(AFT Plan to Reopen Schools and Communities continued)

happens next in the period between flattening the curve and truly eradicating the virus.

It features five core pillars that inform our decision to reopen the country based on the science as well as educator and healthcare expertise—not on politics or wishful thinking. To gradually reopen, we need to:

1. Maintain physical distancing until the number of new cases declines for at least 14 consecutive days. Reducing the number of new cases is a prerequisite for transitioning to reopening plans on a community-by-community basis.
2. Put in place the infrastructure and resources to test, trace and isolate new cases. Transitioning from community-focused physical distancing and stay-in-place orders to case-specific interventions requires ramping up the capacity to test, trace and isolate each new case.
3. Deploy the public health tools that prevent the virus' spread and align them with education strategies that meet the needs of students.
4. Involve workers, unions, parents and communities in all planning. To ensure that reopening plans address those challenges, broad worker and community involvement is necessary. They must be engaged, educated and empowered.
5. Invest in recovery: These interventions will require more—not less—investment in public health and in our schools, universities, hospitals, and local and state governments.

Randi Weingarten, President
American Federation of Teachers

1650 DEPARTMENT AND SCHOOL MEETINGS

The Federation will meet with 1650 members via ZOOM immediately following a meeting of a Department(s) or School to answer questions faculty may have and/or to receive input/suggestions regarding Federation policies already in place or those that should be taken.

John McDonald

AFT MICHIGAN CONVENTION

The following 1650 members will serve as delegates to the AFT Michigan Virtual Convention on May 16:

- John McDonald
- Eric Rader
- Sam Bazzi
- Sophia Beydoun
- Stacey Buchanan
- Chardin Claybourne
- Mike Hill
- Jeff Morford