

SPECIAL POINTS OF INTEREST:

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## Political Action Vital to Faculty

In the near future, your Local 1650 Area Representative will contact you seeking this year's contribution of \$150 to the Local 1650 Political Action Fund (HFCC-FT PAF). This Executive Board recommendation is \$30 greater than in the past. If this \$30 increase proves a hardship, the Executive Board fully understands.

Although our major expenses will be for the 2020 election, we need to begin to build the PAC now.

Four College Trustee seats will be on the November 2020 ballot! As faculty at Henry Ford College, the fate of our College and the fate our careers are in the hands of elected officials. We are employed by the HFC Board of Trustees. This elected Board ultimately sets educational and fiscal policy at HFC – and it is party to our collective bargaining agreement. **It is imperative that we support Trustee candidates who are fair-minded with respect to employees and broad-minded with respect to education policy.**

**The State House of Representatives will also be on the November 2020 ballot.** Some of the HFCC-FT PAF is also used to support candidates for the office of Governor, as well as State House, State Senator, and State Supreme Court seats. The State Legislature provides 18% of HFC's revenue – and thus 18% of the HFC budget for salaries, benefits, and instructional programs. The State once provided 50% of College revenue!

The Republican controlled State Legislature has passed a raft of proposals that have undermined and diminished Local 1650's health insurance coverages through cost shifts to our members. It has done likewise to the pensions and health care of MPSERS' retirees. The Legislature also imposed the State income tax on private and public pensions and cut education financing in order to finance a \$1.8 billion corporate tax break. Currently, the Legislature has proposed underfunding MPSERS and cutting educational funding to finance road repairs.

Local 1650 PAF monies support candidates for State office who are committed to funding all levels of education properly, who respect the right of public employees to negotiate their contracts at the local level, and who support the MPSERS' pension system.

**Traditionally 80-90% of HFC teachers have responded to the Federation's PAF request with the requested contribution or more.** So too have a number of 1650 retirees! HFC teachers have done so because they have seen the strong connection between their careers at this College and the decisions of elected officials at the local and State levels.

Contributions to Local 1650's PAF may be designated as: "**restricted,**" "**unrestricted,**" or "**HFC Trustee.**" "Restricted" PAF contributions are used in support of operational millage and capital improvement ballot proposals, **candidates for HFC Board of Trustees, State House and Senate candidates within the College District, and candidates for municipal office.**

"Unrestricted" PAF contributions may be used to support the above purposes but also to support candidates for State-wide office; State House and Senate candidates outside the College District; and State Supreme Court, Attorney General, and Secretary of State candidates, whose decisions impact the College and faculty.

"HFC Trustee" PAF contributions are only used for Trustee campaigns.

**Local 1650 PAF monies are not used to support candidates for federal office or national political parties.**

Thank you for your consideration. Thank you as well for your support of your Union's political efforts to secure the future of this College, its programs and curricula, its students, and its faculty.

John

## **Help Determine Fair Redistricting**

Thanks to your good work in support of Proposal 2, Michigan will soon have a fair redistricting process, one that does not result in the current partisan gerrymandering. Now it's time to implement this process. Secretary of State and AFT member Jocelyn Benson announced that she plans to open Michigan's Independent Citizens Redistricting Commission application process later this year. Michigan voters will have the opportunity to apply through June 1, 2020.

It's critical that Michigan's first citizens redistricting Commission represents Michigan voters so our future election district maps are fair and impartial. That means that the pool of applicants needs to be as large and diverse as possible.

We're partnering with Voters Not Politicians, the grassroots, nonpartisan organization that crafted and led the constitutional amendment campaign to establish the Commission, to make sure as many people apply to serve as possible. The success of the Commission depends on a large, diverse applicant pool, and we want to make sure our membership has the opportunity to serve on the Commission.

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Visit [www.votersnotpoliticians.com/drawtheline](http://www.votersnotpoliticians.com/drawtheline) to get updates about when applications will be made available and best practices for applying. Together, we can make sure that Michigan's first Independent Citizens Redistricting Commission is set up for success to draw our election district maps using a fair, impartial, and transparent system!

David Hecker  
President, AFT-Michigan  
Vice-president, AFT

## Full-time Hires

**The contract calls for 200 full-time tenure track faculty by the Fall 2020 semester.**

Over the last four years, the Federation has repeatedly called for incremental movement toward 200 full-time lines. The Administration did not do so. Consequently, to meet the 200 faculty by 2020 will entail a large budget outlay, figuratively an “elephant moving through a snake.”

Discussions are underway to achieve 200 faculty over an extended period of time.

**NEVERTHELESS**, Departments should now submit requests for full-time line(s), emphasizing how the positions will contribute to student success, the numbers of full-time and adjunct faculty currently serving students, and a six-year history of full-time staffing within the Department.

Please note that the request does not need to be justified by a new initiative. The need for full-time faculty who can devote their full employment to enhancing Department curriculum and pedagogy, to Departmental and College-wide committee work, to Senate governance, and to community service – all of this can justify additional full-time lines.

**The requests should call for detailed written explanations underlying any denial by the Administration.**

Requests should be voted on by the faculty of the Department, submitted to the Associate Dean, Dean, and Vice-president for response, with copies to the College President. The request process should not be conceded to a Faculty Chair, Associate Dean, or Dean.

If you have questions, I would be pleased to meet with any Department requesting such.

John

## Local 1650 Marches on Labor Day



Local 1650 was well represented at Detroit's Labor Day Parade by members: Steve Glazer, Geraldine Grunow, Mike Hill and sons Nathaniel and Theo, Russ Horning, Diane Mancinelli and husband David, Eric Gackenbach and family, John and Denise McDonald, Jeff and Emily Morford, Eric Rader, and Kevin Trovini and daughters Alison and Rebecca.



Please mark your calendar for next year's Labor Day Parade for a little exercise and "fine dining" at the American Coney Island.

## Community Service

Community Service is intended to: (1) provide support and demonstrate appreciation to those communities most strongly represented in the College's student body; (2) establish a more personal connection and identity for the College and faculty in the community organizations, leaders, and activists; (3) establish a greater understanding among faculty of the communities the College serves through a greater faculty presence out in the communities; and (4) lay the groundwork for establishing partnerships and coalitions with community organizations and leaders that may better serve the communities and the College in fulfilling their missions.



This community engagement now focuses on all Wayne County communities in order to create a stronger presence of the College and faculty in these communities.

If you have any uncertainty as to whether your proposed community service qualifies, forward your proposal to the Federation Office for review by the Federation and the Office of Human Resources.

There is no need to secure confirmation of service from community organizations. Each September, the Office of Human Resources will survey faculty regarding service performed during the immediately preceding Fall, Winter, Spring, Summer terms.

## Community Service Contract Language

- X. G.** All full-time teachers shall demonstrate a commitment to community service by one of the following means:
1. Ongoing membership and participation in a nonsectarian, nonpartisan, nonprofit community service organization within Wayne County.
  2. Twenty (20) or more hours of community service per contractual year (Fall, Winter, Spring, Summer Terms) to any nonsectarian, nonpartisan, nonprofit community organization(s) serving Wayne County municipalities.
  3. Twenty (20) or more hours of other community service per contractual year (Fall, Winter, Spring, Summer Terms), as pre-approved by the College and the Union.

## Community Service Guidelines

1. Community service provided throughout Wayne County.
2. Community service provided to nonpartisan, nonsectarian, nonprofit community organizations.
3. Community service provided through religious organizations or HFCC Student organizations with a religious focus to recipients within Wayne County, provided it is not proselytizing in nature.
4. Community service opportunities provided by the College and/or HFCC Student Organizations taking place off campus and within Wayne County.
5. Community service provided on campus to school groups and community organizations, provided its purpose is not to secure input, advice, or funding related to HFC course/program offerings. PLEASE NOTE: qualifying service on campus is limited to 10 hours per contractual year.
6. Participation in HFC Student Organization service activities off campus. Service on campus as Faculty Advisor to an HFC Student Organization(s) does not qualify.

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7. Community service provided through a professional organization or association to recipients within Wayne County – but not service provided to a professional organization or association.
8. Contributions to community organizations in the form of funds, pledges, or attending an event do not qualify as community service. Working at a fundraising event of a qualifying organization would apply.

## Suggested Areas of Community Service

**Community Service Clubs:** AAUW, Exchange, Garden Club, Goodfellows, Kiwanis, League of Women Voters, Optimists, Rotary. NOTE: Club membership or individual service on a particular club project, whether a club member or volunteer, qualifies.

**Community Cultural Organizations:** Museums, Symphonies, Community Theatres, Public Libraries, Public Radio/Television.

**Community Health Organizations:** Hospitals, Hospice, Red Cross, Lions, United Way, Child's Hope, Ronald McDonald House, Family Health Clinics.

**Community Social Service Organizations:** ACCESS, Southwest Solutions, Focus Hope, Gleaners, Goodwill, Forgotten Harvest, Feed Detroit, Stanford House, Vista Maria, Penrickton School for Blind.

**Community Youth Organizations:** Youth Sports, Big Brother/Sister, Scouting, Police Explorers, Junior Achievement, HYPE (Helping Youth Program and Excel), Police Athletic League.

**Community Neighborhood Associations** throughout Wayne County.

**HFC Sponsored Service Activities:** M.L. King Day Service, Dearborn Farmers' Market.

**School System Service:** Tutor, Classroom Visiting Reader, PTA/PTO.

**Religion Sponsored Service:** Must not be proselytizing in nature. Soup Kitchens, Homeless Shelters, (Fort Street Presbyterian, SAY Detroit, A Time to Help, A Hole in the Roof).

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**Environmental Organizations:** Friends of the Rouge, Clean Energy Coalition, Detroit Wildlife Refuge, Greening of Detroit, Detroit Mower Gang.

**Professional Organizations/Associations:** Service provided through a Professional Organization or Association to recipients throughout Wayne County. Service to a Professional Organization or Association would not apply.

**Animal Shelters**

**Habitat for Humanity**

**Senior Citizen Centers/Residential Complexes**

**Chambers of Commerce Community Service Activities**

**THAW, PBS, Muscular Dystrophy, and other Fundraiser Volunteers**



## Ford X-Plan

A few years ago, as a result of an inquiry from Local 1650 Area Representative Randy Knight; the efforts of Local 1650 President John McDonald's daughter Mary Gollan, who sponsored HFCC's request at Ford Motor; and HFCC's longstanding relationship with Ford Motor, Ford's Partner Recognition Program was made available to all HFCC 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 number.

In your decision to purchase or lease a new vehicle, please give careful consideration to buying a UAW or Canadian Auto Worker (CAW) made vehicle. As Henry Ford Community College employees and beneficiaries of Ford Motor Company property taxes, please consider a union-built Ford product.

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.