

**SPECIAL
POINTS OF
INTEREST:**

- **Contract Offers Rejected**
- **Health Care Hit**
- **More Administrators**
- **Pension Lawsuits**
- **New Faculty**
- **Ford X-Plan**

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1650 Concessions Rejected

Indicative of its dismissive view of the Federation, its membership, and its elected leadership, the College Administration has refused to discuss four Local 1650 proposals to concede full-time faculty compensation in order to increase full-time faculty lines, improve the compensation of adjunct faculty, and diminish the College's budget deficit and tuition/fee increases.

Adjunct Pay Proposal

Three years ago, while the Adjunct Faculty Organization was negotiating its first contract, Local 1650 offered, subject to membership approval, to concede 1% (\$300,000) of its scheduled 3% salary increase, provided the College used those funds to enhance the AFO salary settlement. The College refused to discuss the offer.

Learning Lab Proposal

A year ago, Local 1650 proposed, with the approval of affected faculty, to double the hours of Mathematics, Reading, and Writing Lab assignments in the Learning Lab, without added compensation, provided agreed upon savings would be used to hire additional full-time faculty in Mathematics and English. The Administration never responded to the offer.

First Contract Extension Proposal

In February 2011, the Federation first proposed to forgo its negotiated 3.5% 2011-12 wage increase and freeze salaries for three years, provided 2.5% (\$900,000) be used to fund additional full-time lines and the remaining 1% (\$300,000) be used to improve adjunct faculty compensation. The Administration refused to discuss this offer.

Second Contract Extension Proposal

Following the AFO contract settlement, Local 1650 offered to concede 1% (\$300,000) of its 3.5% 2011-12 wage increase to reduce the College budget deficit and the scope of the 2011-12 tuition increase, with the remaining 2.5% (\$900,000) to fund ten additional full-time faculty lines. This proposal was also tied to a three year wage freeze and language to reduce the ten new full-time positions in the event enrollment and/or revenue declined. The Administration refused to discuss this offer as well. (page 2)

1650 Concessions Rejected (page 1)

Details regarding these proposals were distributed at the August 23 Special General Membership Meeting and are available in the Local 1650 office.

When the College Administration refuses even to discuss a \$1.2 million wage concession and a three year wage freeze, it has an unspoken but obvious agenda at work: (1) to prepare a major assault on the Local 1650 contract in upcoming contract negotiations; (2) to pay only lip service to the severe need to improve adjunct faculty compensation; (3) and to bemoan economic uncertainty, while financing numerous brick and mortar projects but not full-time faculty and staff positions.

John McDonald

Republicans Cut Health Care Benefits

Governor Rick Snyder will soon sign Republican sponsored legislation that will impose upon public employees, including HFCC faculty, a “hard cap” on employer paid health insurance premiums or obligate employees to pay 20% of their health insurance premiums. So much for the Republican Party’s commitment to “local control.”

In the case of the “hard cap,” an aggregate dollar ceiling for annual health claims is established and adjusted annually by an inflation factor. Claims in excess of the aggregate “hard cap” limit will be the employees’ responsibility. The legislation’s hard cap limit falls far short of current health care claims at HFCC.

The role that “stop loss” insurance typically plays in covering catastrophic claims as well as how claims in excess of the “hard cap” would be paid remains unclear at this point. Nevertheless, “hard cap” is the default under this legislation. In lieu of “hard cap,” the employer may opt to cover only 80% of health insurance premiums.

In either case, HFCC faculty can expect to incur a \$4,000 annual expense for family health care insurance. This comes on top of the Republican sponsored PA 75, obligating MPSERS participants to pay 3% of wages for retiree health care, a law currently being challenged in the Courts.

The “hard cap”/80-20% premium law will take effect with the expiration of our current contract on August 20, 2012.

During the next several months, Local 1650's Insurance Committee will be grappling with the intricacies of this legislation, working with the AFT on strategies to minimize its impact on HFCC faculty, and preparing the Local 1650 Negotiating Team for upcoming bargaining. If you wish to assist in these efforts, please contact Jennifer Roderique Ernst, Chair of 1650's Insurance Committee.

New Top Level Administrators

Despite diminishing State and local revenue and tuition increases to cover a \$4 million budget deficit, Dr. Mee is seeking to fast track and create two new top level administrative positions, Provost and Comptroller, at a cost approaching \$500,000.

Before approving further top administrative posts, Local 1650 has urged the Trustees to consider the following: (page 3)

New Top Level Administrators (page 2)

1. The College has functioned very well for at least 40 years, under three long serving presidents, without the position of Provost. Given this fact, the entire College community will expect to see very compelling arguments in support of creating this new upper level administrative post.
2. The position of Comptroller will require a through explanation of how the College's fiscal functions will improve, particularly an explanation of what specific shortcomings in the fiscal areas of the College need to be addressed and for how long they have needed to be addressed.
3. The salary and benefits of these two administrative positions, the salaries and benefits of their administrative assistants, and related office expenses may approach \$500,000, the equivalent of five full-time faculty positions or probably twice that number of staff in the finance, financial aid, and registration areas of the College, where the burdens of serving HFCC's dramatic enrollment increases are very seriously felt.
4. These additional expenditures on upper level administrators coupled with recent tuition increases will prove very difficult to explain to students and the general public.
5. Article II.B.h. of the Constitution for the College Organization requires Senate involvement in the deliberations establishing such administrative positions. The College Administration may well try to convince the Trustees that governance is obstructionism. However, as the 2005 HFCC Accreditation Report affirms, HFCC's governance structure provides the College and Trustees with additional perspectives and expertise as well as improved buy-in regarding personnel and policy decisions.

Pension Lawsuits Advance

The two laws attacking public and private pension benefits, both sponsored by Governor Snyder and the Republican controlled State Legislature, are being challenged in the Courts.

PA 75, which requires 3% wage contribution for MPSERS retiree health care coverage, has been found unconstitutional at the Circuit Court level. Civil Service employees have won on their case at the Appeals Court level. AFT Michigan's case in behalf of MPSERS participants is still pending at the Court of Appeals.

PA 38, which applies the State income tax to public and private pensions for those born in 1946 and later, is being challenged in the Courts by the AARP.

This tax increase on pensioners was not needed to cover the State's \$1.4 billion budget deficit, which had already been covered by other budget cuts. Governor Snyder and the Republican controlled State Legislature supported this tax increase on pensioners to fund a \$1.8 billion tax cut for corporations.

1650 Welcomes New Faculty

Local 1650 Executive Board has met with and again welcomes recently hired full-time faculty to the College and the Federation: Willa Butler, Nursing; Nicholas Conti, Math; Deborah Glazer, Counseling; Wendie Lee-Jenkins, Counseling; Dorothy Mullins, Nursing; Donna Obrzut, English; Kathleen Orlich, Social Science; and Rochelle Taylor, Fine Arts and Fitness. (page 4)

1650 Welcomes New Faculty (page 3)

All HFCC full-time faculty, new to the College or not, are urged to attend the Local's monthly membership meetings and join one or more of the Local 1650 standing committees:

Insurance/TSA Committee: Jennifer Roderique Ernst, Chair
 Legislative/Political Action Committee: Eric Rader, Chair
 Technology Committee: Betsy Cohn, David Maier, Co-chairs
 Solidarity Committee: Maureen Webster, Chair
 Community Relations Committee: Molly McCord, Chair

Ford X-Plan

A few years ago, as a result of an inquiry from Local 1650 member 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 and retirees.

Partner Recognition offers all of the employees of Henry Ford Community 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 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 as 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. Moreover, the prominence of the UAW in Dearborn contributed a great deal to the contract Local 1650 enjoys today.

Not all American automobile company cars are union made. Please go to www.uaw.org/cars for a complete listing.

Community Service Fund

As college faculty benefiting from the support of our community, Local 1650 members need to establish constructive connections with the Dearborn community in ways that extend far beyond the education of its residents in our classes.

The importance of community service and establishing community relationships is reflected in 1650's contractual Community Service Fund. Through this Fund, teachers can receive up to \$250 annually to defray the costs of membership dues in non-sectarian community service organizations based in the College District and up to \$20 per week to pay for meals associated with those organizations' meetings. Teachers follow a process similar to PIF reimbursement to request such compensation.

A list of Dearborn service clubs with contact information is available through the Local 1650 office (x9666) and website: <http://www.hfccft1650.org>.