

**SPECIAL
POINTS OF
INTEREST:**

- **New Contract**
- **Political Action**
- **Outreach**
- **New Dues**
- **Labor Day**
- **Website**

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New 1650 Contract

In a 48 hour period, September 12-14, Federation and College Negotiating Teams negotiated a revision and extension of the Local 1650 contract.

The Federation pursued a new contract for several reasons. First, the 2011-12 raise was negotiated four years ago, prior to the Great Recession and its dire impact on our community's workforce and HFCC's State and local revenues. With surging unemployment, falling College revenue, and rising student tuition, the Federation attempted three times over the last three years to assist the college and community with contract concessions. This was our fourth attempt.

Admittedly, the recent and many assaults of Republican legislators and Governor Snyder upon teachers, our contracts, health care, and pensions, and our collective bargaining rights prompted the latest 1650 offer to re-open the contract.

As reported at the September ratification meeting, the new contract contains the following revisions:

1. 5% salary reduction, effective January 1, 2012.
2. 2% salary reduction, effective August 2013.
3. Board paid HMO premium, with a buy-up option for PPO or Traditional BC-BS, effective January 1, 2012.
4. Voluntary Early Severance Program (VESP), severance effective July 1, 2012.
5. 20 hours of community service annually required of each 1650 member within HFCC's top five feeder districts (Dearborn, Detroit, Dearborn Heights, Taylor, Allen Park).
6. Joint Federation-College Committee to study all faculty evaluation processes.
7. Federation assumption of entire cost of 1650 President's redirected time.
8. Faculty hired for the third and fourth year of four year degree programs in addition to 205 minimum full-time staffing level. (page 2)

New 1650 Contract (page 1)

The Federation membership ratified the contract 154 YES, 0 NO. The Board of Trustees ratified the contract 6 YES, 1 NO.

Special appreciation is due to the Federation Negotiating Team: Sam Bazzi, Linda Brandt, Betsy Cohn, Jennifer Roderique-Ernst, David Maier, Jeff Morford, Eric Rader, and Nancy Widman.

The Federation also recognizes the efforts and professionalism of the College Negotiating Team: Cynthia Eschenburg and Marge Swan.

John McDonald

Political Action 2011

Major local political challenges face HFCC faculty in the election of two College Trustees this November and preparing for major State races in 2012.

Given the recent Republican sponsored 3% surcharge for MPSERS retiree health care, the hard cap health insurance premium hit on all public employees, the taxation of public employee pensions, the assaults on K-12 teacher tenure and bargaining rights, and so called Right to Work proposals now focused only on teachers, Local 1650 members can not concede political offices and the political agenda to ideologues who oppose virtually all public institutions, and particularly those with employees who have the right to bargain collectively.

The Federation is seeking a \$120 Political Action Fund (PAF) contribution from each member to assist candidates for office who are supportive of higher education and the funding it requires.

Local 1650 operates two PAF funds. The first, a “restricted” fund, is used only for local millage/bond elections, Board of Trustees’ campaigns, and the campaigns of municipal and/or local State legislative candidates whose decisions impact directly on HFCC revenues.

The Local uses the “unrestricted” fund to engage in political activity and to support candidates not so directly involved with the revenues of HFCC but whose decisions definitely affect Local 1650’s ability to represent the interests of its members. Gubernatorial, State Supreme Court, out-State legislative races, and State ballot referenda fall into this category.

No Local 1650 PAF monies go to national political parties or candidates for federal office.

Because a Republican majority Michigan Supreme Court decision prohibiting collection of PAF monies through payroll deduction was overturned during a brief Democratic majority on the Supreme Court, contributions to the HFCC-FT PAF may again be made through payroll deduction or by check made out to HFCC-FT PAF. Please designate on the payroll deduction form or check whether it should be applied to the Restricted or Unrestricted Political Action Fund.

Historically, over 90% of Local 1650 members have contributed the requested PAF donation. The Executive Board is grateful for the membership’s strong support of Local 1650’s political efforts to protect their bargaining rights and secure the local and State funding necessary to operate HFCC, maintain instructional quality, and provide equitable compensation.

Community Service

The new 2011-2015 Federation contract calls for 20 hours of community service by each Local 1650 member within one or more of the top five communities from which HFCC receives students: Dearborn, Detroit, Dearborn Heights, Taylor, and Allen Park.

Molly McCord, Chair of the Local 1650 Community Relations Committee, has compiled a list of possible community service activities, ranging from community service organizations to individual activities. This is available through the Union office and will be posted on the Local 1650 website.

Community service will certainly benefit those communities which have supported the College with student enrollment and tuition – and in the case of Dearborn with generous tax support as well.

Engagement in community service will also benefit the College and Local 1650. Important relationships will be built with community activists and leaders – relationships which will give a human face to College faculty and 1650 members in the minds of influential citizens. This is all the more important now, with Republican legislators and pundits demonizing educators and attacking teacher compensation, insurance benefits, job security, and pensions on an almost daily basis.

Because the Federation believes that community outreach is vital to the future of HFCC and its employees, the Union will very seriously monitor compliance with this contract provision – a provision the Union introduced in bargaining and which proved critical in achieving Trustee ratification of the 2011-2015 contract.

John McDonald

1650 Dues Increase

At its recent contract ratification meeting, the Federation membership voted to increase the Local 1650 dues by .7 of 1%, bringing the dues to 2% of compensation, effective January 1, 2012.

The dues increase became necessary as a result of the College's demand that the Federation relinquish its negotiated agreement and assume

the entire compensation and benefit cost of the Local 1650 President's redirected time. This College demand was, no doubt, inspired by a pending Republican bill in the State legislature requiring the same.

The Federation is in the process of exploring ways of mitigating the impact of the dues increase upon the membership.

Local 1650 Elections

This fall, the offices of Local 1650 Vice-President for Internal Affairs, Secretary, and Area Representatives for odd numbered Areas are up for election: Area 1, Counseling, Library, etc.; Area 3, Technology/STAED; Area 5, Health Careers/Nursing; Area 7, Science; Area 9, Fine Arts and Fitness.

Nominations for these offices will close at the October General Membership meeting, and elections will be held in November. Members interested in running should inform N. Widman or J. McDonald in writing, by either hard copy or email.

1650 Marches in Labor Day Parade

Local 1650 members and retirees joined their union brothers and sisters on Labor Day to demonstrate the strength and resolve of Metro Detroit's labor movement.

Following a festive and resounding march down Woodward Avenue to Hart Plaza, many joined the throng which turned out to hear President Barack Obama and Detroit's labor leaders.

The Local 1650 and the AFT-Michigan leadership very much appreciate the active support of 1650 members, 1650 retirees, and their families on Labor Day: Jan Bartos, Bonnie Bodart and family, Betsy Cohn, Geraldine and Kenneth Grunow, Layla Rahhal-Irabi, Randy Knight, Diane and David Mancinelli, John and Denise McDonald, Dennis Quatrone, Eric Rader, and Carole Sloan

1650 Website: www.hfccft1650.org

The Local 1650 website offers a wealth of information about the history of your union, your contractual rights and benefits, and legislation that affects your future and that of the College.

Teachers new and old to the College should review the informational links regarding 403b, and Roth 403b plans recently added to the Mutual Funds page.