

## SPECIAL POINTS OF INTEREST:

- Bargaining Amendment
- MPSERS Lawsuit
- Political Action
- Operational Planning
- Hiring Process
- EU Green Jobs Tour
- 1650 & Division Meetings

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## Amendment To Save Bargaining

Within a few weeks, the State's labor leaders will recommend that organized labor, its supporters throughout the State, and fair minded citizens undertake a petition drive to place on the November ballot a constitutional amendment to restore and preserve collective bargaining rights in Michigan.

Under such a proposed amendment: "No existing or future law of the State or its political subdivisions shall abridge, impair, or limit" the right of the State's citizens to "organize themselves together to form, join or assist labor organizations, and to bargain collectively with a public or private employer through an exclusive representative of the employees' choosing...."

Were the State constitution to be amended in such a fashion, it would reverse current laws imposing: hard cap health insurance limitations, step freezes, lost step compensation in the absence of a successor contract, prohibitions on the bargaining of sub-contracting, imposition of the employer's "last best offer" in the event of bargaining impasse, and a host of other measures. (page 2)

## MPSERS Lawsuit

The MPSERS lawsuit regarding the 3% surcharge for MPSERS retiree health care is still before the Court of Appeals. Recent news stories have focused on the State employees within the SERS. State employees won their case at the Court of Appeals, which was based upon their coverage under the Civil Service Act. The MPSERS case focuses on constitutional issues.

State employees will see their 3% retiree health care contributions refunded. However, the Republican controlled Legislature passed, and the Governor signed, a law requiring instead that they pay 4% to remain in a defined benefit system.

Regardless of how the MPSERS suit may be resolved, the Republican leadership in the Legislature (page 2)

## Amendment to Save Bargaining (page 1)

Were such an amendment to become part of the State constitution, it would preclude: so-called “right to work” legislation, denial of dues collection through payroll deduction, prohibition on negotiating redirected time for union officers, prohibition on using campus rooms for union meetings, and a host of other pending measures.

Driving consideration of such an amendment are three major concerns: (1) if Democrats only control the House in 2012, the anti-union legislation on the books will remain on the books; (2) if Republicans hold the State House in the 2012 elections, more attacks on collective bargaining will be forthcoming, (3) if Republicans do not hold the State House, they will enact all of the pending anti-union legislation cited above and more during the lame duck session.

A campaign to pass such an amendment will be the most demanding political effort undertaken by public employee unions in Michigan since the passage of the Public Employee Relations Act in 1966. It will require a great deal of funding and volunteer effort. It will be met with an onslaught of anti-union funding and operatives from across the nation. Were the effort to succeed, collective bargaining in Michigan would be safeguarded and similar initiatives would be inspired throughout the country.

John McDonald

## MPSERS Lawsuit (page 1)

is committed to eliminating the MPSERS defined benefit program for all new employees, capping it for current employees, and seeking further out-of-pocket funding from current employees.

Ideology – not the MPSERS unfunded liability – drives the Republican agenda of pension “reform,” as it does their agenda of health care “reform,” and social security “reform.”

The MPSERS unfunded liability was caused by the system’s investment portfolio being decimated in the economic crash, which stemmed from the unregulated practices and greed of the banking and investment industries. As the stock market recovers, MPSERS’ unfunded liability will diminish. However, ideologues want to seize this moment to dismantle the retirement system that their deregulation agenda undermined.

John McDonald

## Gift of Reading

Local 1650’s Gift of Reading Campaign has provided new story books to thousands of disadvantaged children since 1989. This last holiday season, Local 1650 and its members again donated over \$1,000 and over 300 books to Focus Hope. In recognition of its years of support, Focus Hope has recognized Local 1650 as a “Circle of Hope Donor.” Thank you to Angela Hathikhanavala, Pam Kaminski, and their Committee.

## 1650 Political Action Fund

As of February 15, 81% of the membership had responded to the Local's request for PAF contributions, donating a total of \$19,900 to Local 1650's Political Action Fund. **This is well below the traditional 90 to 95% response of the 1650 membership.** Local 1650's Executive Board has recommended that each teacher contribute \$120 to our local PAF.

Area	# Contr./ # in Area	% of Faculty Who Have Contributed	Area Representative
Coun, Lib, PI Off, SOS, Assisted Learning	13/13	100%	Maureen Webster
English	34/40	85%	Molly McCord
Technical, STAE	14/31	45%	Todd Browning
Business, Math	28/29	97%	Sam Bazzi
Health Careers & Nursing	8/31	26%	Susan Shunkwiler
Science	17/22	85%	Linda Brandt
Social Science	16/21	76%	Maggie Thornburg
Fine Arts & Fitness	14/16	88%	Randy Knight
<b>Total</b>	144/201	72%	

How will your contributions be used? 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 State legislative candidates for office within the College District, whose decisions impact directly on HFCC revenues.

The Local uses the "unrestricted" fund to engage in statewide 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, out-state legislative races, State Supreme Court, Attorney General, Secretary of State, and State ballot referenda fall into this category. **No Local 1650 PAF monies go to candidates for federal office or national political parties.**

The Executive Board thanks those who have already contributed and thus supported 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 compensate its employees. Additional checks should be made out to HFCC-FT PAF and forwarded to your Area Representative or Federation Treasurer Jeff Morford.

## Operational Planning – Full-Time Lines

There has been considerable discussion about the need for additional full-time faculty lines and front line staff, as well as equitable adjunct compensation, during recent Strategic Planning Committee meetings, particularly as the Committee examined the interface of Strategic and Operational Planning.

Divisions are urged to include in their operational plans all of the additional full-time faculty lines the Division believes necessary to address student

success. Divisions are cautioned not to water down the number of faculty needed in the hope of securing one hire – and they are cautioned not to succumb to administrative pressure to do so.

If the Trustees are to be convinced of the staffing needs at the College, they need to have on the record a comprehensive picture of what those staffing needs, in fact, are.

John McDonald

## Know Your Contract – Hiring

There are two longstanding provisions of the Local 1650 contract regarding full-time and adjunct hiring which should be reviewed by Federation members and Divisions.

Regarding the hiring of full-time faculty, Article IV.A. calls for the “fullest possible involvement” of the full-time teachers of a Division in the hiring process. Given recent events on certain hiring committees, faculty should be aware that the Committee can: (1) send one or more names forward as it sees fit, (2) rank the candidates if it so chooses, (3) insist upon the reasons for which a candidate has been rejected by the Administration, and (4) call for a new search if it deems such necessary. The Committee should also look very carefully at the job qualifications it establishes, particularly those “required” as opposed to “preferred,” as this will impact the breadth of the candidate pool which can be interviewed.

Article IV.A. also permits faculty to be involved in the hiring of adjunct faculty prior to their appointment. If time does not permit involvement prior to the initial hire, “teachers within the division/department may, at their option, assess the part-time or temporary full-time hire during the first semester of employment in the manner traditionally used by the teachers in the filling of a vacancy, including the review of application materials, conducting an interview(s), observing teaching performance, and forwarding a recommendation relative to continued employment beyond the initial assignment.”

John McDonald

## 1650 Welcomes New Faculty

Local 1650 Executive Board recently met with and again welcomes recently hired full-time faculty to the College and the Federation: Annette Gladney, Nursing; Susan Jabara, Health Careers; Trinalynn Moore, Nursing; Gary Pizzino, Technology; Todd Ray, Nursing; and Deboarah Smith, Social Science.

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 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, Linda Brandt, Co-chairs

Local 1650's General Membership Meetings are held on the third Monday of the months September through April, at 3:15 p.m., in L-311, of the Walter Ruether Liberal Arts Building.

## AFT Futures 3

Local 1650 President John McDonald has been appointed to the AFT's Futures 3 Committee, charged with developing the strategic plan which will direct the 1.5 million member AFT over the next several years. Thirty-five AFT leaders from across the country will address how the AFT can

best position itself, as attacks on public employee collective bargaining; plummeting public education and public service funding; and high stakes, mechanistic performance based testing impact AFT constituencies.

## EU Green Jobs Tour

Local 1650 President John McDonald represented the AFT as part of a ten person U.S. labor delegation participating in the Heinrich Böll Foundation's 2011 European Union Green Jobs Tour.

The Tour focused on how the European Union and Germany, in particular, are implementing specific goals to address pressing climate, environmental, and sustainable energy issues that are of a global nature.

1. The European Union's 20-20-20 goals: a 20% reduction in green house gases, a 20% increase in energy derived from renewable resources, and a 20% reduction in projected levels of primary energy usage through improved efficiencies – all by the year 2020. (page 6)

## EU Green Jobs Tour (page 5)

2. Germany's goals: a 40% reduction in green house gases by 2020, 55% by 2030, 70% by 2040, and 80-95% by 2050 – all coupled with a complete phase out of nuclear energy by 2022.
3. Job Growth: in Germany 500,000 jobs deriving from these energy policies by 2020 and in the EU 1.5 million jobs by 2020.

The delegation was briefed by members of the German and European Union Parliaments, met with environmental organization and labor union officials – and visited 27 facilities over a nine day period. Visits to solar, wind, and bio-mass farms not only demonstrated how the goals will be met, but also how these projects are generating entrepreneurship, economic development, and sustainable employment opportunities while preserving family farms and local communities.

In North Rhine Westphalia, near the Denmark border, the group visited a Community Wind Park and a Community Solar Park, each consisting of hundreds of acres of wind turbines and photovoltaic panels respectively. The delegation also visited many suppliers, industries, and businesses which are supporting and prospering from these energy initiatives.

The Energy Parks are limited partnerships, in which community members typically invest 10% of the capital and local banks finance the remaining 90%. In effect, virtually every community member is a shareholder in the wind and/or solar park. These projects have served to preserve family farms, stimulate local economies, generate direct and indirect employment, and preserve local communities.

Underlying all of this are Germany's energy policies which have created predictable, sound, and long term economic platforms that allow for communities and investors to support these energy initiatives.

Much of the workforce development in Germany is provided through local employers. In the forefront of wind turbine workforce training is the BZEE Training Center for Renewable Energy. It develops industry standards and certifies training through higher education institutions in Germany and several other countries, including the U.S.

For those interested in learning more about these energy initiatives – as well as those underway in the U.S. – the Blue Green Alliance is sponsoring a Green Jobs Conference in Detroit, May 10-11. Information on the conference can be found at: [www.greenjobsconference.org](http://www.greenjobsconference.org).

## Division Meetings

The Local 1650 Executive Board has recommended that each Division invite the Federation leadership to meet with the Division immediately following a scheduled Division meeting – to discuss contractual, legislative, institutional, and/or other concerns that members of the Division might have.

At a recent meeting, Federation met with the Science Division to address questions regarding pay advices and discuss State legislation impacting health care coverage and pensions.

If your Division is interested in scheduling a meeting with the Federation, please contact your Area Representative or John McDonald, x9790.

## 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 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 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 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](http://www.uaw.org/cars) for a complete listing.