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Diversity at HFC

At our recent Local 1650 Membership Meeting, following an earlier meeting and presentation by Human Resources on diversity, I conveyed the following – and indicated I would forward the 1650 data to the entire membership:

1. Diversity is important to the College – and we have a great deal of work to do – at all levels of the College. However, the College and its presentation on diversity focused almost exclusively on full-time faculty.
2. The information presented by the College was imprecise and partial. An early power point slide presented data relative to the diversity of all faculty at HFC versus that of only full-time faculty nationwide. A proper comparison would be full-time faculty at HFC vis-a-vis full-time faculty nationwide – and likewise for HFC adjunct faculty vis-a-vis adjunct faculty nationwide.
3. **In 2016 in response to a Trustee inquiry, the Federation reviewed the diversity of full-time faculty at HFC. Of 190 full-time faculty at that time, 18 were of African-American descent, 18 of Arabic descent, and 9 of Asian, Indian, and Southeast Asian descent. 51% were female.**
4. At that time and today, there was not one HFC Cabinet member of Arab descent and perhaps only one or two in the entire HFC Administrative Union. The Federation does not have diversity data relative to adjunct faculty.
5. **It should be noted that full-time faculty, which plays a major role in recommending new hires has greater diversity than the College Cabinet and College administrative union.**
6. Full-time faculty now number approximately 180. If in fact the administration wishes to pay more than mere “lip service” to diversity, it will need to add full-time lines.
7. The fault here is not with Interim President John Satkowski or Dr. Nealon. It lies with the highly questionable priorities, policies, and attitudes of their predecessors.
8. Again it is vital that HFC do much more in addressing diversity. It is also important that more precise data and presentations underlie how and where we address diversity.

John McDonald

MPSERS 3% Victory Update

With its decision ruling that the MPSERS 3% monies be returned, the Supreme Court returned the case to the Michigan Court of Claims to determine how the money will be refunded.

The State Office of Retirement Services (ORS) has commenced the refund process. Money is expected to be sent to each covered employer (school district, community college, some universities) by the end of January.

The Attorney General will provide AFT Michigan with a list, sorted by employer, of the money being returned for each person.

We are researching the issue, but it is believed that those receiving refund money may elect to send it to a 403b plan and shelter it from immediate taxation. This would apply only to current employees; retirees may not contribute to a 403b. It is necessary to verify that a 403b plan is in place. Sheltering the money would exempt it from income taxes for 2018 with tax due when it is withdrawn.

On Thursday, January 18, AFT Michigan Attorney Mark Cousens and attorneys for MEA and AFSCME and the Attorney General will have a conference call with Judge Steven Borello of the Court of Claims – the judge assigned to this case. They will further discuss the refund process, including the issues of interest (we argue interest should be more than the Attorney General claims) and if the duration of the refund time period extends beyond September 4, 2012.

David Hecker, President
AFT Michigan

This judicial victory is but one example of how 1650 members benefit from their national, State, and local Union dues. The 3% MPSERS case alone has cost AFT Michigan and the AFT over \$140,000 in legal expenses. Moreover, Local 1650 has several legal cases pending.

John McDonald

HFC Millage & Trustee Election

Next November, HFC will seek renewal of one mill of its four operating mills. One mill generates over \$3 million in revenue for the College, or over 22% of College revenue.

Three Trustee seats will also be on the November ballot, those of Trustees Lane, Nasser, and Thorpe.

Local 1650 underwrites the College's millage advocacy campaign. At a minimum, this will cost over \$20,000. Support for three Trustee candidates will cost an additional minimum of \$20,000.

As the following indicates, less 80% of the membership contributed the \$120 requests last year, despite the fact that contributions could

Be designated exclusively for Trustee races and/or the millage renewal.

Historically over 90% of the membership have contributed. Early next Fall, the Federation will again seek \$120 per member to underwrite the HFC millage and Trustee campaigns. **With over 22% of each 1650 member's paycheck at risk, the Local should have at least 90% PAF support.**

We could once use payroll deduction to secure a less painful \$10 per month contribution. The Republican controlled Legislature has prohibited such.

Next Fall, please consider a 2018 contribution to the future of HFC and the quality of your careers when your Area Representative seeks a \$120 contribution.

1650 Political Action Fund

As of January, 70% of the membership have responded to the Local’s request for the 2017 contribution to the Local 1650 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, Career Services, SOS, Student Activities, Assisted Learning, Learning Lab, Athletic Director	15/15	100%	Chardin Claybourne
Communication - Composition	15/19	79%	Gary McIlroy
Technical	12/15	80%	Guy Pizzino
Math	15/15	100%	Sam Bazzi
Science	15/18	83%	Linda Brandt
Nursing	12/22	55%	Sophia Beydoun
Health Careers	8/11	73.92%	Sharon Wu
Social Science	11/17	65%	Brian Smith
Fine Arts, Fitness, & Philosophy	6/8	75%	Steve Glazer
Business, CIS, CISCO, Culinary Arts	18/22	82%	Jeff Click
Communication - Non-Composition	12/12	100%	Vinita Parekh
Totals	139/174	80%	

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. **Note: You may designate that this Restricted Fund be only used for Board of Trustees’ campaigns or only for HFC Millage campaigns.**

The Local uses the second PAF fund, “**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.

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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 for the 2017 year should be made out to HFCC-FT PAF and forwarded to your Area Representative or Federation Treasurer Stacey Buchanan.

Ford X-Plan

A few years ago, Local 1650 President John McDonald's daughter, Mary Gollan, sponsored HFCC's request at the Ford Motor Company to make Ford's Partner Recognition Program available to all HFCC employees.

Partner Recognition offers all of the employees and retirees 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 any decision to purchase a new vehicle, please give careful consideration to buying a UAW or Canadian Auto Worker (CAW) made vehicle.

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 founding of Local 1650 and the contract the membership enjoys today.

Not all American automobile company cars are union made. Please go to www.uaw.org/cars for a complete listing. Click on Union Made at top of website.

1650 Committee Volunteers Needed

Volunteers are needed to assist Local 1650 Committees in addressing the issues that affect the professional lives and livelihoods of College faculty. The work is not excessive with one or two meetings per month.

1650 committee work is very informative in nature, provides an opportunity to meet and work with colleagues from across the College, and fulfills the probationary period governance requirement for teachers new to the College.

To receive further information and volunteer contact:

Insurance Committee – Stacey Buchanan
 Political Action Committee – Eric Rader
 Solidarity (Hospitality) Committee – Maureen Webster
 Technology Committee – David Maier, Sam Bazzi
 New Teacher Committee – Chardin Claybourne

Your Union needs your help and input to address your concerns and protect your interests.