



Help us build a strong Adjunct Faculty Organization and a better College!

Adjunct Faculty Organization News

<p>HFCC-AFO AFT Local 337 AFT, AFL-CIO</p>
<p>December, 2015</p>

News from the President

By Mary Beck

As the Fall 2015 semester winds down, I want to thank our AFO members for the many contributions made to our students, to HFC, and to the AFO. I am continually amazed at the expertise of adjuncts and their willingness to share their strengths and knowledge to make HFC a better learning environment. It's also gratifying to see that our efforts are recognized, as we now have a voice in governance and can participate in the Faculty Organization, Senate, Division meetings, and on committees throughout the College, and receive compensation for our efforts. I encourage everyone to vote in elections for adjunct representation. We've heard your suggestions and now have a brief biography listed for adjuncts who are running for positions.

I've been pleased with the willingness of adjuncts to contribute their expertise to the AFO as we experienced changes in our Executive Board. Doris Toney and Tom Anderson resigned from the Board as they obtained full-time employment. Lynn Boza stepped up to assume the job of Vice President as well as Executive Manager, handling office details. We welcomed Valerie

Cullin as the Recording Secretary and Margaret Green has agreed to manage our website. Aggie Kubrak assumed the challenging position as Grievance Officer. Her many years as a grievance officer in K-12 school districts has more than adequately prepared her for her new duties for the AFO. Aggie leaves no stone unturned as she has tackled issues that adjuncts have faced requiring her representation and guidance. I am thankful and grateful for this help in keeping the AFO a strong and effective union.

The AFO has been focused on educating our members about the many benefits of union membership as Right to Work looms at the end of our contract in 2017, perhaps sooner if the Supreme Court rules in favor of the Friedrich's vs the California Teachers Association lawsuit. Our membership is currently at 86 percent, which is one of the highest rates of membership in the country for adjunct unions. AFT's LEAD campaign has contributed funding for a part-time organizer position. You are likely to see Valerie Cullin in the hallways as she is leading the campaign to increase our membership and to have our mem-

bers sign recommit cards. Valerie is a gifted organizer and a passionate believer in the AFO.

As the years pass and I'm now in the age category of "young-old", I am increasingly aware of feelings of gratitude and the need to give back to the community as we strive to make the world a better place for future generations. I believe the AFO is making a difference in the lives of adjuncts at HFC and we will continue to strive for continued improvements. I want to thank everyone for the gifts you've given to our students, the College, and the AFO. Henry Ford College could not function without the contributions of adjuncts.



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The LEAD Campaign

By Valerie Cullin

With the Right-to-Work laws approaching in 2017, AFT Michigan and AFT National leaderships have developed collaboratively with Cornell's Institute for Learning and Research, a membership campaign which is called the Leadership Education and Development Program or LEAD, which began in late August, 2015.

As the LEAD Coordinator, I have taken on the task of contacting the entire AFO 337 adjunct faculty in person, classroom-to-classroom, through mid-May. The goal is to not only thank each and every one of you for your support, but also to hear about concerns as well as ideas that will help the AFO understand the needs of its membership and fight for better working conditions and benefits.

I have had the pleasure thus far of speaking with over 150 adjuncts at HFC. I am truly amazed

at the diversity and fascinating backgrounds of each and every one of the adjuncts that I have spoken with since August. Our adjuncts come from different countries, work at multiple colleges while maintaining their families, and some work full-time jobs or are retirees who simply love to teach. Many have been here for twenty years or more. The common thread is that all of us, as adjuncts, are committed to our students. I have heard this over and over again with so many different stories about adjunct and student interactions that many of you have shared with me.

It has not only been enlightening to hear so many different stories about each and every adjunct's journey teaching at HFC, but many of you have also shared your concerns about better pay, fairness in class scheduling, and equity and respect for

all adjuncts at HFC to not only continue but to grow. Many of you understand that all of these things will be harder to achieve when Right-to-Work comes into play, and that is why it is so crucial that we keep our ranks strong and united as next year approaches.

So, as the winter semester begins, and we slowly but surely come upon the month of May and the conclusion of the LEAD campaign, I will have hopefully come upon you at your classroom and had a conversation with you about the AFO, its benefits to you, any concerns you may have as a member, or possibly one of the few adjuncts who would like to now join our ranks and support our fight to continue towards more benefits and equality for all adjuncts at HFC.

HFCC-AFO Founders' Scholarship Fund

By Sherry Morgan

The HFCC-AFO Founders' Scholarship Fund has been awarding scholarships since 2010. To date, we have granted 18 scholarships to honor Joseph Sorokac and Peter Grant.

This past summer we bestowed \$1,000 scholarships to Camilla Cascardo and Kevin Wright.

Camilla Cascardo, daughter of adjunct Robert Cascardo, is a pre-med student selected to be part of the MedStart program by the Honors College and the Wayne State University School of Medicine. Her undergraduate major is psychology. In addition to her classes, Camilla often

works weekends as a substitute lifeguard, and continues to volunteer on her own and also belongs to a student volunteer club that helps organize large events. She regularly shadows doctors and has been working about 20 hours per week in a research lab at the medical school, all while maintaining a 4.0 grade point average.

Kevin Wright, spouse of adjunct Charity Wright, is a former Eastern Michigan University student. He has worked as a CNC Programmer and Machinist in the automotive and aerospace fields. Kevin is attending Henry Ford College to obtain a Cad-Cam Technician Associate's Degree to help advance his career and move

into a leadership role that would involve training other employees.

Without your donations, we would not be able to continue our fund. Please consider making a donation. Checks received by December 31 can be included on your 2015 tax return. Please make checks payable to the **HFCC-AFO Founders' Scholarship Fund**. You can send them to our office in the Campus Safety Building, Room N004, through interoffice mail. You can also mail them to us at the following address.

**HFCC-AFO Adjunct Faculty Organization
HFCC-AFO Founders' Scholarship Fund
5101 Evergreen N004
Dearborn, MI 48185**

Adjunct Vocations and Avocations

Nancy Owen Nelson

By Lynn Boza

Over the last few years, AFO member Nancy Owen Nelson has been researching the strange and secretive history surrounding her maternal grandmother's life. Nannie B Russell Chandler gave birth to Nancy's mother, Nannie B Chandler, on July 12, 1905. The mother died an hour after birthing her daughter. As Nelson uncovered one piece of information after another, she began to understand not only the impact of this death on her mother, but on herself as well.

The result of Nelson's research is her recently pub-



lished memoir, *Searching for Nannie B: Connecting Three Generations of Southern Women* (Arden Writers Press). As the publisher wrote, "Nancy

Owen Nelson's search resulted in raising more questions about herself, even as it answered questions about her mysterious grandmother. Nonetheless, in the end her journey toward discovery was one of startling self-awareness and connection."

Pulitzer Prize in Poetry finalist Bruce Weigl says of the book that it is "personal but never simply self-referential, clear, purposeful, engaging."

If you would like to purchase a copy of Nelson's memoir, you can contact her at nelnan@aol.com, buy it at Amazon.com or visit her web site. www.nancyowennelson.com

Alex Cushnier Have Fun Dancing

By Lynn Boza

Alex Cushnier teamed up with the HFC Friends for the Dearborn Animal Shelter and offered International Folk Dancing to all those who were interested for a free-will donation to the shelter. Two sessions were held in November and more are planned for next year. Try folk dancing! It's a good cure for "cabin fever."

The Adjunct Faculty Organization News

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The HFCC Adjunct Faculty Organization
American Federation of Teachers Local 337, AFL-CIO
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AFO Executive Board

- **Mary Beck, President**
- **Lynn Boza, Executive Manager and Vice President**
- **Aggie Kubrak, Chief Grievance Officer**
- **Cedric Knott, Treasurer**
- **Valerie Cullin, Recording Secretary**
- **Sherry Morgan, Financial Records Secretary**

Contact any Executive Board member by office telephone, email, or by sending a letter through interoffice or U.S. mail. See contact information above. The AFO Executive Board has an open meeting policy for AFO members only. Between September and May, the Executive Board meets one Friday a month.

Our office is located on the lower level of the Campus Safety Building, N004.

Winter Comes to Michigan



Happy Holidays to Everyone

AFO Office Hours

The AFO Office is in Room N-004 on the lower level of the Campus Safety Building

Tuesdays: 9:00—11:00 am
3:30—5:00 pm
Thursday: 9:00—11:00 am
3:30—5:00 pm
Friday: By Appointment

If you need immediate assistance and the office is closed, call 313.845.9707.

Points to Remember from the AFO Contract

By Valerie Cullin and Lynn Boza

Now that winter is forthcoming, adjuncts frequently ask about Personal Day leave and Emergency Closing leave.

There have been several queries regarding the number of paid personal days that are available to you through our negotiated benefits with HFC, and also how to use them. Also, there were many of you that had no idea you had paid personal days to take. So, here is the Article directly from the AFO/HFC contract, and then I will clarify what it means:

Article XX addresses Personal Day leave as follows:

An Employee shall be granted one (1) paid personal day each semester that he or she teaches (Spring and Summer count as separate semesters) to be used for any purpose. It is expected that the Employee will ensure that all coursework is covered during the semester or session. If an Employee is absent more than the one (1) paid personal leave day in a semester, his or her pay will be docked equal to the time of the absence.

Further, the Human Resources Dept. clarified that if you teach one class and then cancel your other classes for that week or that day, you still will be docked for an entire personal day. If an adjunct needs to cancel additional classes after using his/her personal day, time will be docked equal to the time of the absence, or the number of classes cancelled. If you have any questions regarding this, please feel free to contact your AFO representatives at **313-845-9707** in the AFO office, which is located in the Campus Safety Building, Room N004. Or you can email us at AFO@hfcc.edu

Article XXI addresses Emergency Closing leave as follows:

In the event of an emergency which necessitates a school closing or delayed opening, the amount of pay which the Employee is to receive will not be reduced. It is expected that the Employee will ensure that all coursework is covered during the semester or session.

The entire AFO contract is found at hfcc-af0.org

