



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>September, 2009 Volume 3, No. 1</p>

AFO Joins College Community in Support of HFCC Millage Campaign Members Urged to Volunteer for Poll, Kiosk Work

“It was a no brainer.” That is what AFO vice president and Dearborn resident Glenn O’Kray said when he was asked why he was recommending that the AFO contribute time, rather than money, to the College’s millage renewal campaign.

O’Kray said that there were compelling reasons for supporting the millage campaign, but the AFO, especially at this stage of our history, does not have the financial resources to be able to make much of a difference. “What we do have is people,” O’Kray said. “If we can get our people who live in Dearborn to agree to put up a yard sign and if those who don’t live in Dearborn can ask a friend or family member who does to put up a sign and if we get a few people out to man an informational kiosk or work as poll workers on November 3, well, if we can do that, we can make a real difference. This campaign is an opportunity to demonstrate

that the AFO is fully engaged as a part of the College Community.”

About 2.5 million dollars is at stake for the College. HFCC is dependent (much less so than other community colleges, however) on tax support from the local communities it serves, Dearborn and parts of Dearborn Heights. That tax support comes in the form of two separate millage assessments on property tax owners—a basic assessment of 2.5 mills on every \$1,000 of taxable value and a special assessment of .5 mill that was approved by Dearborn voters in 2004 to offset the loss of state tax funding. That millage was set to expire this year and must be renewed because the state funding it was meant to replace was never restored (and, in fact, the College may face even deeper cuts in state funding making the millage renewal all that more important).

Two parallel campaigns are being run—an “informational” campaign coordinated by the College and an “advocacy” campaign headed by John McDonald, the President of Local 1650 (the full-timers’ union). Glenn, Mary Beck and other AFO leaders have been working with both campaigns. AFO volunteers are among those who will staff a moving informational “kiosk” that is part of the College’s campaign and AFO volunteers will distribute flyers at Dearborn polling places on election day. More volunteers are needed, so if you have

the time, please help us build a strong AFO and a better College by volunteering. You can do so at our website—<http://www.hfcc-afco.org>—or by emailing us (AFO@hfcc.edu) or calling the AFO office, 313.845.9707.

Four Vie for Two Open Seats on Dearborn Board

Two of the seven seats on the Dearborn Board that governs HFCC are being contested this fall and four candidates, including incumbents, have announced. Members of AFO Executive Board and Political Action and Education Committee have tentative plans to join forces with other HFCC and Dearborn K-12 unions to meet with and interview the candidates. It is likely that the AFO will then endorse one or more of the candidates.

Inside This Issue:

Joe Sorokac’s Memorial	6
Officer Elections	2
Constitution Referendum	2
Hopgood Scholarship Winner	4
Health and Safety Committee	4
First Contract Goes into Effect	5
Late Pay Day Irks Members	5
Fall Organizing Campaign Is Challenging	3

Fall General Membership Meeting

*Friday, October 23
@ 3:30 p.m.*

See back page for meeting place and agenda

Five Running Unopposed for AFO Exec Board Offices

Since no last minute candidates emerged, it looks like the five individuals nominated from the floor during last June's special General Membership Meeting will run unopposed for the five open AFO elected offices. The AFO Elections Committee had given members until September 15 to submit the petitions necessary for inclusion on the ballot. Since that date has now passed, the only way members can run for office in this election is as a "write-in" candidates.

In what should prove to be a rarity, all five offices mandated by the AFO constitution are up for grabs. The President, Financial Records Secretary and Recording Secretary will be elected to two-year terms while the Vice-President and the Treasurer will be elected to one-year terms. In the fall of 2010, the Vice-President and Treasurer will be elected to two-year terms expiring in 2012 and thereafter one or the other sets of officers will be up for election each year during the fall term.

Meet the Candidates

Running for President of the AFO is psychology adjunct Mary Beck. Mary was a founding member of the AFO organizing committee and was widely regarded as the best organizer on the committee. Immediately after the AFO was recognized as the legal bargaining agent for HFCC adjuncts (in May, 2008), Mary was elected interim President of the AFO. She served the organization in that capacity throughout our first contract campaign.

Glenn O'Kray accepted the nomination for Vice-President. Like Mary, Glenn is a pioneering member of the AFO. Prior to his current life as an adjunct, Glenn was Director of Financial Aid for the College. Besides his involvement in founding the AFO, Glenn was instrumental in the founding of the administrators

union and later served as its President. Like Mary, Glenn was a champion organizer and he also served as a key member of the AFO bargaining team. Also like Mary, Glenn has served the AFO in an interim capacity since May, 2008.

On the web....

*See the AFO's website—
www.hfcc-af.org—for each
candidate's answer to the
question:*

*"Why are you running for a
position on the AFO Executive
Board?"*

Business and Economics Adjunct Bill Breger was nominated for Treasurer. Bill and Sociology Adjunct Bill Norris (who is running for Recording Secretary) are among those given co-credit for kick-starting the AFO organizing campaign. Like Mary and Glenn, Breger was a pioneering member of the AFO organizing committee. He was elected interim Treasurer of the AFO in May of this year.

Health Careers Adjunct Darlene Cox accepted the nod for the newly established position of Financial Records Secretary. This position will have primary responsibility for man-

(Continued on page three)

Constitution Referendum Also on Ballot

Joe Sorokac would understand. Twice now, the AFO Executive Board has asked members to approve amendments to the AFO Constitution. And, now, we're back a third time. This time, rather than submitting a series of amendments, we are asking you to take the time to review the entire Constitution and re-

approve it as a whole.

The entire document—with the proposed changes to the existing Constitution highlighted so that a member can easily see additions and deletions can be found on our website: <http://www.hfcc-af.org>. Many of the changes are technical in nature (i.e. providing consistency between contractual language regarding a "covered employee" and language in the Constitution), but there are two proposed changes that deserve special mention.

First, there is language in the current Constitution calling for "secret" ballots. On several occasions, especially when issues were uncontested, the Elections Committee has found it expedient to make decisions by "acclamation." We have re-written the constitutional language to be consistent with this practice.

Second, the proposed Constitution includes a "Safety and Health" Committee among the list of standing committees. See the separate article in this newsletter (page five) for more information about the proposed committee.



Fall Membership Campaign Presents Challenges

By Bill Norris
Staff Organizer

The organizations the AFO is affiliated with—AFT-Michigan and the national American Federation of Teachers—advise local unions, especially those that include a high proportion of part-timers and have high turnover, to hire a “staff organizer.” The national AFT even provides new locals with a financial incentive for doing so by reducing the per-member fees the local union is required to pay the national union.

As the AFO’s newly contracted staff organizer, I’m not exactly complaining, but this semester presents special challenges.

If you are covered by the AFO contract, you need to sign a payroll authorization form once. Most semesters, we will only have to worry about getting these forms from new hires. However, since our contract is just being implemented, we also need to get the forms from members who have been teaching at the College for years. If you haven't sent in your forms, please do so right away.

*Bill Norris
Staff Organizer*

It is the middle of September, our first pay day is approaching (even though it was delayed!) and we still do not have our membership report from administration—we don’t know the exact number of new hires or who’s teaching or otherwise working and who isn’t. Complicating matters is the one time need to collect payroll authorization forms from everyone covered by the contract, not just new hires. (If you haven’t already done so, you can make my job easier by sending your form in today.)

Those covered by the AFO contract are expected to complete the forms and check either “membership dues” or “agency fees.” If dues are checked, 1.85% will be deducted from the member’s gross earnings (\$18.50 for every \$1,000 of income) and if agency fees are checked, 1.70% will be deducted from gross earnings (\$17.00 per \$1,000 of income).

For an extra \$1.50 per \$1,000 of earnings, a member has the right to participate in the democratic decision-making process of the AFO and helps make us a stronger organization. We are just implementing a first contract that I consider fair and equitable, but it is only a first contract. As my friend Joe Sorokac would urge, we need to build on what we’ve started.

Five Running Unopposed

(Continued from page two)

aging the AFO’s financial information and member database. Darlene’s management career at Henry Ford Health Systems has given her valuable experience that she will apply to the data management problems to be expected of an organization of our size and with our turn-over. A relative newcomer, Darlene has become active in the AFO in recent months and it is expected that her fresh perspective will enrich the discussion at Executive Board meetings.

The final candidate for elected office is Bill Norris, who like Bill Breger, deserves credit for being first among the first to organize the AFO. Bill was a hard-working member of the original organizing committee and was elected interim recording secretary (then just secretary) at the same time Glenn and Mary were elected to their interim offices (in May, 2008). From August, 2008 until the end of June, Bill worked for AFT-M as a “campaign organizer” and was assigned to work on the AFO’s first contract campaign. Rather than taking another assignment with

AFT-M, Bill accepted an offer from the AFO Executive Board last June to serve the AFO as a “Staff Organizer.” The contract he has with the Executive Board covers the potential conflict of interest that may come about because of his dual role (as Staff Organizer and Recording Secretary). That contract and Bill’s job description are posted on the AFO website (www.hfcc-afco.org) and the contract is available for inspection by any member or associate member in good standing of the AFO in the AFO office.

Double-Blind Election Process

Similar to the system used to ratify the AFO’s first contract, the officer election and constitution referendum will follow a “double-blind” system involving an inner-ballot envelope and an outer voter verification envelope. Ballots and envelopes will be distributed to eligible voters (members in good standing) via interoffice mail soon after September 15. Ballot information will also be available on line (www.hfcc-afco.org) on or soon after September 15.

Note from the Executive Board:

You can find this and every issue of the AFO News on our website—www.hfcc-afco.org—and we distribute it both digitally and in hard copy because it is one of our union’s most important means of communication. To conserve costs and the environment, this and future issues of the AFO News will be printed as economically as possible and will only be published twice a year—once in the Fall and once in the Winter. The rest of the time, visit our website frequently to read the on-line version of the AFO News (a link from our main website, www.hfcc-afco.org). Both feature and news articles will be periodically posted on the website. E-mail announcements will alert members when articles of special significance can be accessed.

Rollie Hopgood Scholarship Winner Gives Mom Partial Credit for her Desire to be a Teacher

Award Goes to Daughter of AFO Member Irene Su

Philomela Gan, the daughter of HFCC nursing instructor and AFO member Irene Su, was named one of this year's winners of the Rollie Hopgood scholarship by AFT-Michigan. Philomela, who graduated this year from Northville High School and who is attending the University of Michigan this fall, credits her mother's passion for teaching for inspiring her to aspire to a career as a college professor of international business.

Two Rollie Hopgood scholarships are given annually, one to a graduating son and the other to a graduating daughter of an AFT-M member. Rollie Hopgood was a former president of AFT-M who died shortly after his retirement. The scholarship fund was set up in his memory soon after. When selecting the winners from the many applicants, the scholarship committee considers high school academic performance, extracurricular activities, and the graduating senior's interest in pursuing a career as an educator. Applicants are asked to write an essay that explains their interest in such a career.

"Philomela credits her mother's passion for teaching for inspiring her to aspire to a career as a college professor of international business."

In her essay, Philomela examined the intersection between education and politics and recalled how her fifth grade teacher "was an anchor" when the events of September 11, 2001 unfolded. The essay combined with Philomela's outstanding high school academic record and her many extracurricular activities was enough to convince the scholarship committee that she should be a winner.

Irene came to the United States from her native China in 1990 when her husband Freeman Gan was a student at the University of Washington, in Seattle. In China, Irene had taught

history which is where she initially developed her passion for teaching.

Philomela was born in Seattle, but Freeman soon transferred to Wayne State University and the family re-located to the Great Lakes area. After Freeman earned his masters in engineering, he took his first engineering job in Toledo and soon after relocated the family again to St. Joseph, Michigan which is where Philomela "grew up." During most of this time, Irene took a succession of clerical jobs.

Mom Takes Up Nursing

While the family was in St. Joseph, Irene decided to study nursing "at first because I wanted some job security, but later because I developed a passion for nursing." She studied at Lake Michigan College and Western Michigan University and eventually received a Master's in Nursing Administration from Phoenix University. Irene worked as a practicing nurse in a variety of settings and specialties after receiving her RN. Before switching to psychiatric nursing, Irene served in



Philomela Gan, left, and Mother, Irene Su. Philomela is one of this year's winners of the Hopgood scholarship

medical/surgical, OB/GYN, surgery, recovery, and other hospital units. In addition to hospitals, her employers included the state of Michigan. One of her most interesting assignments was as a manager of the nursing unit at the now-closed Robert Scott Correctional Facility for Women.

In 2006, Irene got the "teaching bug" again and took a variety of clinical teaching jobs, coming to HFCC in

(Continued on page five)

AFO to Form Safety and Health Committee Members with Expertise and Interest Urged to Volunteer

The tragic events of last April (i.e. the murder-suicide of Asia McGowan and Anthony Powell) certainly delivered a "wake up" call to the HFCC community. During the summer Interim President Mary Beck served on a campus-wide security task force that was charged by HFCC President Gail Mee with responsibility for developing a set of proposals based on lessons learned. In addition, Chief Grievance Officer Tom Anderson and Staff Organizer/Recording Secretary Bill Norris went to Portland to receive training on union responses to safety and health issues that was sponsored by the American Federation of Teachers Health and Safety Department. Their training included responses to emergencies ranging from an "active shooter" to the "swine flu."

These issues present special challenges to the AFO. For example, students and teachers are advised to stay home if they exhibit flu-like symptoms, but we only get one sick day.

To address these challenges the Executive Board is recommending that the membership approve the establishment of a standing "safety and health committee" (via the referendum on the Constitution, see page two for more information).

Many AFO members have a special expertise and interest in safety and health issues. If you are such a member, contact us at AFO@hfcc.edu to let us know that you are interested in serving on the safety and health committee.

Late Payday Irks AFO Members

“Technically,” chief grievance officer Tom Anderson said, “administration can’t be accused of paying us late, but that doesn’t mean that we’re pleased with a September 30 pay date.”

For years, AFO adjuncts received four paychecks for the fall semester on the 15th of the month from October to January. Waiting until October 15 (more than six weeks into the semester) was a major concern of the AFO membership going into our first round of bargaining. The new contract called for members to receive their first fall paycheck “on or about September 22, but no later than September 30.” A recent side letter between administration and the AFO modified the pay schedule, but did not change the language regarding the initial check. AFO members, and non-member agency fee payers who are covered by our contract, were told that they would be paid four times this semester: “on or about September 22, but no later than September 30” and then “on or about” October 22, November 22, and December 22.

Most adjuncts responded to this positively (after all, we’re getting paid an average of three weeks earlier), but a few days earlier, adjuncts learned that the first pay day would be September 30. Administrators informed AFO officers that they fully expected to make the September 30 payday, but they didn’t have the resource to get it out before then.”

English and World Religion Adjunct Ventra Asana’s response was typical. “This stinks. A lot of us have bills to pay and we deserve to be paid for our work. We can’t tell our creditors we’ll pay them ‘about’ the due date and then pay them a week late.”

Interim President Mary Beck said she is as unhappy about the situation as any of our members. “September 30 is an improvement over the past, but it’s not good enough. Administration has said that they will do better beginning with the winter term because their new system will be in place. We will be paying close attention and we will survey our membership and make our preferences a subject of bargaining in 2011.”

First Contract Goes into Effect

By Tom Anderson
Chief Grievance Officer

We are now in the first fall semester of the AFO’s new contract. We have several active stewards and are looking for more individuals to volunteer. A list of active stewards and the days and times they are on campus can be found on our website (www.hfcc-af.org). It will be updated periodically.

The most important item facing the union this fall is the construction of the seniority lists. These lists will determine the order of allocating classes to adjuncts, so their accuracy is critical. The College administration is saying that preliminary lists will be available within a week or so of the

printing of this newsletter. They are preliminary. Errors should be brought to the attention of the departmental schedulers or the Associate Deans. At this point, administrators appear to be doing their best to follow the contract, but there will certainly be mistakes and misunderstandings over the next few months as everyone gets used to operating under a different system. Adjuncts do, however, need to read and understand the contract. It is our contract and no one will enforce it if members are ignorant of its provisions. If anyone feels that their supervisors have not addressed their concerns adequately, please tell one of the stewards, or Bill Norris, Mary Beck or myself.

Daughter of AFO Member Wins AFT-M’s Rollie Hopgood Scholarship

(Continued from page four)

the winter of 2007. Irene is currently teaching full-time in a joint University of Michigan and Veterans Administration program and she continues to teach at HFCC. Irene says that she works at HFCC because its nursing program is one of the oldest in the nation and is among the most respected.

Irene also said that she joined the AFO because she believes in the goals of the organization and thinks the AFO’s first contract was a major achievement. Her many responsibilities may have limited her ability to come to meetings but she was proud to include herself among the supporters of the AFO bargaining team.

Like Mother, Like Daughter

Irene is also proud of her daughter. Beaming, she said, “I was able to accomplish what I have because Philomela was always very independent. When I was in nursing school, when Philomela was still a little girl, maybe five years old, she use to come to class with me sometimes. And once she got me in trouble because she had decided to explore the building without me!”

In 2004, Irene and Freeman moved the family to Northville. The move didn’t have too much of an impact on younger brother Derek (the twelve-year

old was seven when the family moved), but it did effect Philomela. She was starting ninth grade and, as most of us can imagine, the young product of the St. Joseph public schools felt as if she had been plucked into an alien world.

Thinking back, Philomela said “the culture shock was triggered mostly by the difference in community size. I’d come from a place and a school where everybody knew everybody else and had since kindergarten.” That combined with the usual trauma that an outsider, new kid feels in a new school made the transition from St. Joseph to Northville stressful for the young Philomela, but in time she learned the ropes and managed to both make friends and excel.

Her list of activities in high school is dizzying and range from the athletic (she ran track) to the cultural (she helped establish the school’s Chinese Cultural Club, modeled on the existing Spanish, French, and German language clubs) to the arts (she was in the drama club) to the one she seemed to take the greatest pride in—her four years on the Northville High School debate team.

Good-Bye Joe, It Won't be the Same without You

By Bill Norris
Staff Organizer and Recording Secretary

I first met Joe Sorokac in December, 2006. Joe had been teaching psychology at HFCC since 1976 and I had taught my first sociology class there in 1978, but our paths had never previously crossed.

That's pretty typical of adjuncts, isn't it? Too often, and this was especially true in the days before Joe and the rest of us helped form the Adjunct Faculty Organization, we adjuncts are like ships in the night. We rush through the hallways to or from class spending very little additional time on campus and having no good place to go if we do want to hang around and prepare for the next class, grade papers, or meet with students.

As many who are familiar with the history of the AFO will have guessed, the occasion of my first meeting with Joe was one of the original meetings hosted by Local 1650 President John McDonald and AFT-Michigan organizer Jon Curtiss to assess interest in forming an adjunct union at HFCC. As I remember it, there were 15 or twenty adjuncts seated around a table in L-314, the large faculty break room on the third floor of the Reuther Building. I had a nodding acquaintance with one of the adjuncts present because we shared an office (with each other and some fifty other part-time social science instructors), but I didn't know her name or anyone else's.

Soon after the meeting began, attendees were asked to introduce themselves and to talk about what brought them to the meeting: their issues, their feelings about forming a union, and so on. I remember being surprised at how long most of the adjuncts present had been with the College and how much in common we had, at least based on our stories and concerns about pay, job security, and benefits, but, with one exception, I don't remember what anyone said or how they said it.

That one exception, of course, was Joe. When it was his turn to talk, I looked him over. I could see that he

"Joe was particularly proud of his contributions to the AFO and always said that he was doing what he was doing less for himself than for the next generation of adjuncts."

had a few years on me (I was in my late fifties); that he was about my stature (5'6" - at least on good days); and that he was fitter than I was (he looked like he watched his diet and kept in shape).

Joe looked around the table with a broad and engaging smile on his face. I remember being struck by the fact that he seemed to know everybody in the room and was completely at ease with himself and his audience. His message was plain and was delivered with characteristic passion: adjuncts were being exploited.



Joe attended his 50th high school graduation in Harrisburg, Pa last year.

Joe was particularly proud of his contributions to the AFO and always said that he was doing what he was doing less for himself than for the next generation of adjuncts. Joe had reason to be proud of his contributions to the AFO, but he had enough perspective to know that they were only a small part of his legacy.

A Pennsylvania Boy at Heart

The path that led Joe from his birthplace in Wilkes-Barre, Pennsyl-

vania in 1940 to the halls of Henry Ford College in 1976 was filled with achievements. He graduated from a Catholic high school in Harrisburg, Pennsylvania in 1958 and went on to Villanova on a scholarship, earning his undergraduate degree in psychology in 1963. Joe's lifelong love and appreciation for music were evident as he was a member of the marching band in both high school and college and he also played in concert bands and sang in glee clubs and choirs.

After graduating from Villanova, Joe came to Detroit to do graduate work and by 1965 he had his M.A. in psychology from the University of Detroit and was doing post-Masters work at Wayne State University. He also went to work that year as a Clinical Psychologist at Wayne County Psychiatric Hospital.

In 1975, the year before Joe first came to work at HFCC, his daughter Elizabeth was born and in 1978, a couple of years after he first graced an HFCC classroom, Joe's son Matthew was born. Joe's family, which was to grow in later years, was a huge part of his legacy.

Another huge part of Joe's legacy is the instruction, training, and knowledge he imparted to his students in the classroom. Joe began his teaching career at the University of Detroit and also taught at the University of Windsor and Lawrence Technological University before settling in at HFCC. He loved the diversity of his students and he loved every minute he spent with them, in and out of the classroom. The real life experience Joe accumulated working full-time in a psychiatric hospital while teaching part-time benefited his students immensely. Many of his former students have expressed shock and grief at the onset of his ill-

(Continued on page seven)

Remembering Joe Sorokac, AFO Founding Member

(Continued from page six)

ness and his passing.

In 1979, when Elizabeth and Matthew were small and not long after he began his HFCC teaching career, Joe went to work for the State of Michigan at Walter Reuther Hospital. In 1985, he moved from Reuther to Northville Psychiatric Hospital where he worked mostly with adult female patients until his 2002 retirement.

Joe Meets Dottie and They Help Found the AFO

After leaving state employment, Joe apparently had more time to spend at HFCC because he soon developed a relationship with a fellow adjunct, political scientist Dorothy Pelton. Joe and Dottie turned out to be soul-mates and they married in 2004. While Dottie is deeply saddened to part with Joe, she is grateful that the two of them were blessed with five years of love and fulfillment.

Marriage to Dottie expanded Joe's family. During the years he spent with Dottie, he became very close to her adult children, Shelley and Darryl, and Shelley's two daughters, Ashley, now 18, and Semone, 16. Joe considered them to be his own and was very proud of them and his whole family.

Observing Joe and Dottie together, I was always impressed by the obvious affection they had for each other and the great pride Joe took in Dottie and her accomplishments. The two were like-minded in many ways, sharing a passion for music, good food, good times, and liberal politics. They worked together to support the candidacies of those they believed could bring about positive changes to the benefit of the poor, working people, women, and people of color. Like Joe, Dottie can lay claim to being one of the founding members of the AFO.

The two of them were an integral part of the original organizing committee and made irreplaceable

contributions to the fall, 2007 AFO card-signing campaign. Joe, of course, also gets credit for serving as a committee of one and writing our first constitution and he rightly claimed an affinity with James Madison, Thomas Jefferson, John Adams, and the other framers of the American constitution.

During the months that we were negotiating our first contract (from August, 2008 until May, 2009), Joe was a vocal and ardent supporter of the bargaining committee (on which Dottie served) and the AFO platform.

The two of us had many conversations during this period and I think he came to think of me as a friend. I cer-



Joe and Dottie, both founding members of the AFO, enjoyed many romantic evenings during the years they had together

tainly thought of him as one; one I truly enjoyed and fully appreciated.

One of my last conversations with Joe came shortly before he was diagnosed with the pancreatic cancer that would end his life and just before we had a tentative agreement on our first contract. Sherry Morgan and I were working in the AFO office when Joe came by. The three of us were talking about what was needed to get an agreement when I kidded him about his pie analogy. He laughed and said that since we were only getting crumbs that we would be happy to settle for a small sliver of the pie.

The first time I had heard that pie analogy was when Joe's turn came to talk back in December of 2006. He explained that the College's budget was like a pie and that when the College administrators cut up the pie the first thing they do is to reserve a big piece for

themselves. Next, they cut out another piece big enough to cover expenses associated with the maintenance and operation of the physical plant. After that, they negotiate the size of the piece that would go to each of the campus's unions—the full-time faculty, the administrators, the secretaries, and so on. And then, only after all that was done, they would feed the left-over crumbs to the adjuncts.

Joe was less famous for that pie story than he was for the passion and earnestness with which he delivered it. He convinced many an adjunct that signing a union card and supporting the AFO was the right thing to do. It is hard to imagine how we would have filled the hole had we lost him a couple of years sooner.

I am grateful that the AFO brought Joe and I together. I learned a lot from him and was motivated by him. Instead of observing a moment of silence at our next membership meeting, I'd love to hear him explain how the AFO has helped adjuncts graduate from pie crumbs to a small sliver of a real piece of pie before reminding us that our piece was under-sized and lacked whip cream and that we needed to do something about it.

Good bye, Joe, your many friends in the AFO are going to miss you and remember you. Things won't be the same without you.

At our October 23 membership meeting, members will observe a moment of silence for Joe and other deceased HFCC adjuncts. The membership will also be asked to consider establishing a scholarship fund to memorialize Joe and other AFO members who follow him in death. The idea is to award a scholarship annually (or as funds permit) to an AFO member or the dependent of an AFO member. If established, AFO members might consider donating a small amount of money to the scholarship fund in the memory of Joe Sorokac, a great man, great husband, great father, great grand-father, great friend, great teacher, and great union brother.

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



On Celebrating Our First Labor Day with a Contract and without Joe

A year ago, we had barely begun the process of negotiating our first contract with the Henry Ford Community College Board of Trustees when Labor Day rolled around. I remember marching in the parade with Bill Norris and a half dozen other AFO members, most of them with their families. In fact, I had my daughters and husband in tow, but it wasn't hard to get them interested in coming—presidential candidate Barack Obama was set to address the crowd. Joe (Sorokac) and Dottie (Pelton) didn't march with us because they had tickets for a reserved spot on Hart Plaza and they didn't want to miss their chance to see and hear their favored candidate up close. Joe sent some pictures in later that were spectacular—he had a real hand for photogra-



Carl Levin (second from the left, the guy in the suit) hoists the AFO banner with AFO members (from left to right) Bill Norris, Tom Anderson, Mary Beck and Jacqueline Martin at this year's Labor Day Parade in Detroit

phy and he was close enough to have been a paparazzi.

This year is very different. We have our first contract and are going about the process of implementing it and we lost Joe to pancreatic cancer. We (well, not my young adults) celebrated our first Labor Day with a contract by marching again in this year's parade and although the parking was a little easier to handle, the crowd was large and enthusiastic. We had a good time, but missed Joe.

We have a lot to celebrate including our new contract and the lives of good men like Joe, but we must remember that our first contract is only a foundation—we are still underpaid and under-valued. As Bill Norris suggested in his moving memorial, if Joe were here, he would remind us that our first contract is only a sliver-sized piece of the pie and that we have a long way to go before we approach our long range goal of equity with our full-time colleagues. This "in-between" year is no time to get complacent—we have a lot to do, beginning with enforcing our new contract and contributing to the millage campaign—to get ready for bargaining in 2011.

Mary Beck, Interim President

GENERAL MEMBERSHIP MEETING

Friday, October 23, 2009 @ 3:30 p.m.

Ghafari Conference Room
(T-123 in the Technology Building which
is located behind the College bookstore)

AGENDA

- State of the AFO
 - Last year's accomplishments
 - Building on the foundation
- HFCC millage campaign/Board Election
- Officer Election/Constitution Referendum
- Fall, 2009 Organizing/Charter Application
 - Accretion Campaign
- Moment of silence
- Memorial scholarship
- New Business, Questions