



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>January, 2011 Volume 4, No. 2</p>

Your 2011 Bargaining Committee Will Need Your Support



The 2011 Bargaining Committee includes representatives from most College divisions. Members have been meeting to review contract proposals and discuss bargaining strategy and tactics.

By Tom Anderson
 Chief Grievance Officer and Chair of the 2011 Bargaining Committee

Things are starting to heat up. Our first contract with HFCC expires on June 30, and we would like to reach tentative agreement on a new contract before the end of the winter semester when many adjuncts disperse for the spring and summer. Accordingly, AFO President Mary Beck and I welcomed newly appointed Director of Human Resources Cynthia Eschenburg into her new job with a “demand to bargain” letter.

Dr. Eschenburg may be new to HFCC, but she is experienced and will be up to speed in a hurry. I expect we will begin the discussions for our second contract by February. And, with a little luck and a lot of hard work, we can reach a tentative agreement by April. Planning on reaching a tentative agreement by April does not mean that

(Continued on page 6)

- See the back page for the complete text of the AFO's 2011 Bargaining Platform

- Save the date! Winter General Membership Meeting on March 25.
- Full agenda includes bargaining update, officer nominations, financial review, and budget approval.

Inside This Issue:

Membership Campaign Goal Is to be 90% Strong by End of Winter	2
Bargaining Committee Wants Help Accounting for Uncompensated Time	2
Packed Agenda for Winter General Membership Meeting	3
O’Kray and Breger Re-Elected	3
Probationary Adjuncts Hold Keys to AFO’s Future	4
Political Action More Important than Ever	9
Member News and Notes	10
You Have a Friend Request: Join Us on Facebook!	11
2011 AFO Bargaining Platform	12

Goal is to be 90% Strong by End of Winter

By: Bill Norris

AFO Executive Director and Recording Secretary

Despite or maybe because the AFO is in the beginning stages of its second contract campaign, the AFO Executive Board set a membership goal of 90% or more by the end of this semester.

In the final pay of the fall semester the AFO received dues payments on behalf of 646 AFO members. That

meant our membership level in December was 83% of our total bargaining unit of 783 individuals. We would have needed 705 members—59 more than we had—to make that 90%.

In other words, our job this semester is to convince about half of the would-be agency fee payers that they should choose membership.

There are lots of reasons people choose agency fees over membership dues. Sometimes it's money. Even though dues are only \$1.50 more per \$1,000 of gross income, some individuals value the extra cash more than AFO membership.

Others are ideologically opposed to

unions for various reasons.

Others are just procrastinating.

Despite the stereotypes, we're not trying to twist anyone's arms. At least not too hard. We do want to continually point out the benefits of membership. Membership gives you a say-so. It gives you the right to participate in our democratic decision-making process. Most importantly: the higher our membership percentage, the more leverage our bargaining committee has.

Compared to other part-time unions, our numbers are good, but compared to other bargaining groups at HFCC, our numbers are dismal. Local 1650—the full-time faculty union and Local 71—the administrators' union—consistently have 100% membership or close to it.

Since our beginning, the AFO has consistently exceeded the 80% membership level, but we have yet to crack the 90% mark. We can though. This semester. With your help. We can help build a strong AFO and a better College at the same time!

Bargaining Committee Wants Help Accounting for Uncompensated Time

Bargaining committee chair Tom Anderson contends that adjuncts do a lot of unpaid work for the College, and he wants your help to prove it and to estimate how much it's worth.

Tom makes a distinction between two categories of uncompensated work, and he wants to get a handle on the value of each type: (1) unpaid work related to teaching or other primary assignment; and (2) unpaid work related to "governance" and developmental activities that benefit the College.

Tom says we want to be able to say to the Board's bargaining team that for every hour an adjunct spends in the classroom, she spends X number of hours preparing for class, meeting with students, evaluating students' work, and so forth. Anderson said, "To get that number, I would like every AFO

(Continued on Page 9)

The Adjunct Faculty Organization News is the official newsletter of:

*The HFCC Adjunct Faculty Organization
American Federation of Teachers Local 337, AFL-CIO
5101 Evergreen Road
Dearborn, MI 48128
313.845.9707
hfccafo@gmail.com
www.hfcc-afo.org*

AFO Executive Board

- Mary Beck, President*
- L. Glenn O'Kray, Vice-President*
- Thomas Anderson, Chief Grievance Officer*
- William Breger, Treasurer*
- Sherry Morgan, Financial Records Secretary*
- William Norris, Recording Secretary and Executive Director*

You can contact any Executive Board member by office telephone, email, or by sending a letter through either interoffice or U.S. mail. See contact information above.

The AFO Executive Board has an open meeting policy. Between September and May, the Executive Board meets on the second Friday of the month at 2:00 p.m., usually in the Local 1650 Conference Room.

Packed Agenda for Winter General Membership Meeting

If you're interested in the progress of our second contract campaign, you should come to our Winter General Membership Meeting on Friday, March 25 at 3:30 in the afternoon in L-311, the faculty lounge on the third floor of the Reuther Liberal Arts Building.

You should also come to the meeting if you are interested in the AFO's finances and want to know how your dues (or fees) are being used. Treasurer Bill Breger will present a year-to-date actual to budget comparison report for both expenses and revenues and will propose a line item budget for the fiscal year beginning July 1, 2011. The budget proposal may include a revision to the current fees and dues by-law of the AFO constitution.

The budget proposal will be contingent and subject to modification if necessary depending on the actual outcome of bargaining talks. Members should be prepared to come back for a special General Membership Meeting possibly later in April or more likely in May or even June depending on when a tentative agreement is reached on our second contract. The AFO's budget, including the dues and fees by-law, will be finalized then.

Another reason for coming to the Winter General Membership Meeting on March 25 is out of interest in the leadership of the AFO. The terms of three Executive Board positions expire next November 30 (2011). An election for the three positions will take place next fall. The election will be by secret ballot if it is contested or a voice vote if uncontested.

According to the AFO constitution, members can nominate willing candidates (other members in good standing) from the floor during the regularly scheduled membership meeting prior to the election—that is, during this March 25 meeting. A majority vote of the membership

Winter 2011 General Membership Meeting

Friday, March 25 @ 3:30 p.m.

in L-311

(On the 3rd floor of the Liberal Arts Building)

Agenda

- Welcome
- Second contract negotiations
 - Status of contract negotiations
- Treasurer's Report:
 - Second fiscal year-to-date budget to actual comparison
 - Proposed Third Year Budget and Dues/Fees By-law Proposal
- Nominations and approval of 2011-12 Elections Committee
- Nominations for Fall 2011 Officer Elections: President, Financial Records Secretary and Recording Secretary
- New Business

The general membership meeting is the legislative body of the AFO. Make your voice heard by attending this important meeting!

Agency fee payers (individuals covered by the AFO contract, but who are not AFO members) are welcome and encouraged to attend the meeting but may not cast votes regarding bargaining priorities, officer elections or other matters.

Light snack provided. Children welcome!

present at the meeting will determine whose names (all or just some of the candidates nominated and seconded) are placed on the ballot.

The three incumbents—President Mary Beck, Financial Records Secretary Sherry Morgan, and Recording Secretary Bill Norris—have all said that they are willing to run for re-election, but welcome any opposition candidates who wish to put their names into consideration.

Alternatively, an interested candidate can submit a petition (as described in the AFO Constitution—available on our home page

www.hfcc-af0.org).

The 2011-12 Elections Committee will also be approved during the meeting.

O'Kray and Breger Re-elected

Since they were running uncontested it came as no surprise, but congratulations are still in order for Glenn O'Kray and Bill Breger. The two were re-elected to full two-year terms as Vice-President (Glenn) and Treasurer (Bill). Their new terms will expire November 30, 2012.

Probationary Adjuncts Hold Keys to Future



By Mary Beck
AFO President

During the fall 2010 semester, HFCC hired 103 part-time professionals into positions covered by the AFO contract. These new hires include classroom teachers like myself as well as part-time counselors, librarians, clinical rotation instructors and laboratory instructional staff and even a job placement officer.

HFCC has to hire a large number of adjuncts each semester for two reasons. First, because the College is growing and second, because there is an extraordinarily high amount of turnover among all adjuncts, especially among probationary adjuncts—those with fewer than eight semesters of service to the College. Primarily because of our high turn-over, I'm betting we will still have close to 100 new hires again this semester despite signs that enrollment is beginning to level off.

One of the first decisions a new hire must make is whether or not to become a member of the Adjunct Faculty Organization. Most new hires choose membership. In fact, members who are still in probationary status make up about a third of our total membership. As a new hire, you are a part of an important constituency (probationary adjuncts). More than that, you are also our future.

If we are going to win a fair and equitable second contract—one that improves our students' learning conditions by improving our working conditions—we need to fight hard and we need to fight smart.

And the first smart thing you can do is to make sure you are a member of the AFO, not just an agency fee payer.

As most of you already know and as you will all soon find out when you look at the deductions from your first paycheck (January 28), every individual assigned to a position covered by the AFO contract is required

to pay either "agency fees" or "membership dues." Under Michigan law, individuals protected by a collective bargaining agreement can be required to pay their fair share of the cost of negotiating and enforcing the contract. As far as I'm concerned, everyone who benefits from our contract should help pay for it. Currently AFO agency fees are 1.70% of earnings—\$17.00 for every \$1,000 of gross income.

Paying agency fees without becoming a member will save you a few pennies, but by making such a choice you deny yourself the full rights of membership and you weaken us as an organization.

To get the full rights of AFO membership, a new hire (or anyone else who hasn't done so previously) must choose to become a member of the AFO by signing a payroll form authorizing dues deductions of 1.85% - \$18.50 for every \$1,000 earned.

For an extra \$1.50 per one thousand dollars of earnings, a member gains the right to participate in the democratic decision-making process of the AFO: it gives him or her a right to vote in AFO elections and referendums including the right to vote for or against contract ratification. Some members do little more than pay their dues and vote in elections, but many with the time and interest come to our general membership meetings, serve on various committees, and run for or are appointed to certain constitutionally-mandated positions.

During our second contract campaign, we may ask our members to send e-mails, come to meetings, wear buttons, sign petitions or otherwise show our support for Tom Anderson's 2011 Bargaining Committee. There's a simple formula at work: the greater the show of support our membership provides, the greater the leverage our Bargaining

Committee has.

We encourage you to attend monthly Executive Board meetings and hope you choose to take an active role in the AFO, but don't let my call for activism lead you to the conclusion that you are "too busy" to become an AFO member. We recognize that the plates of many of our members are already too full and that it is always a huge sacrifice and is sometimes impossible to take time away from other obligations to attend to AFO business. However, just by becoming a member of the AFO you are helping us do what we have been trying to do from the beginning: build a strong AFO and a better College! At the end of last semester, 83% of the individuals assigned to our bargaining unit were members of the AFO. The greater the percentage of us who choose membership, the stronger we are and the better able we are to improve working conditions for all HFCC adjuncts including seasoned veterans and new hires alike.

New Hires Swell AFO Ranks

With the addition of 103 new hires last fall, the AFO bargaining unit grew to 792 individuals. By compari-

(Continued on page 5)

Does financial planning make **YOU** want to hide under the covers?

Call **877/833-1745** now! Certified credit counselors are available 24 hours a day to help.



+ FINANCIAL SERVICES
More value for your membership

CREDIT COUNSELING: AFT members can receive confidential financial guidance, free consumer credit counseling services and discounted debt management assistance. If you have financial problems, the credit counseling program can help you become debt free, learn new money management skills and save for the future

For more details and benefits go to
aft.org/members



AFT + is your advocate. For information on all AFT + programs, call 800/238-1133, ext. 8643, or e-mail aftplus@aft.org. The AFT has an expense reimbursement and/or endorsement arrangement for marketing this program. For more information, please contact AFT Financial Services at 800/238-1133, ext. 4493; send an e-mail to disclosureinfo@aft.org; or visit www.aft.org/benefits/disclosure.

The Future for New Hires Begins Now...

(Continued from page 4)

son, the HFCC Federation of Teachers (Local 1650), includes only 211 full-time individuals including six AFO members who are employed in “temporary full-time” positions this year. We do not yet have the exact figures on the share of HFCC work that is being done by individuals belonging to the AFO bargaining unit, but we can confidently say that the actual figure is well more than fifty percent.

Think about it: Henry Ford Community College could not operate without us. President Gail Mee and the HFCC Board know how much they need us, and that’s why they agreed to a first contract with us that we consider fair and equitable. We know that these are tough times and that we will have to work within the constraints of the possible. But before we begin our second contract talks the Board needs to be reminded that we continue to be among the lowest paid community college teachers in the country.

A New Hire’s Cost-Benefit Analysis

When considering the costs and benefits of membership, new hires should ask: what can I do to make the AFO stronger and how will it benefit me?

One of the benefits of AFO membership is a certain amount of job security. Before our first contract, every adjunct was basically an “at will” employee with zero job security. Thanks to our first contract, senior adjuncts now enjoy some job security. You become a senior adjunct after you complete eight semesters of service to the College (with the spring and summer terms counting as one semester whether you work one semester or both). Once you are a senior adjunct, you can only be released by the College for “just cause” (or because of a reduction in force). “Just cause” means that the College must follow due process if it wishes to terminate your employment. If you do something egregious you can be immediately discharged, but short of that the College must follow a progressive discipline process and give you the tools and

Henry Ford Community College could not operate without us. President Gail Mee and the HFCC Board know how much they need us, and that’s why they agreed to a first contract with us that we consider fair and equitable. We know that these are tough times and that we will have to work within the constraints of the possible. But before we begin our second contract talks the Board needs to be reminded that we continue to be among the lowest paid community college teachers in the country.

*Mary Beck
AFO President*

opportunity to succeed.

However, until you complete those eight semesters of service, you will be considered a “probationary adjunct” and during that time you are essentially an “at will” employee (the way all of us were before we had a contract). As an “at will” employee, a probationary employee can be discharged at any time for any reason by the College. The AFO can not grieve the discharge and the only requirement is that the College must send the adjunct a letter of non-renewal with an explanation of the reason for termination or non-renewal.

Now, if I was a new hire, and just finished reading the preceding two paragraphs I would say to myself, “that’s great for senior adjuncts, but what about me? What is the AFO doing for probationary adjuncts like me?”

With your help, we are doing what we can to ensure that every individual hired by the College into our bargaining unit is given the tools needed to be successful and has a chance to continue working past the probationary period. One agreement we will seek as part of our second contract will require the College to provide every newly hired probationary adjunct with a mentor—either a full-time employee of the College or a Senior Adjunct.

The mentor’s job will be to show the

new hire the ropes. Mentors will help new hires find their way around campus and will point them to people and departments that can answer their questions and help them succeed in the classroom. Currently new hires are left to their own devices and don’t know where to turn for help if they are looking for a form, trying to find a scantron machine, need help finding their pay advice, but don’t even know what Webadvisor is or are confronted by one of a myriad of other mysteries.

Mentors will also be expected to help new hires become better classroom teachers or better counselors or better librarians. A mentor will review the new hire’s syllabus and will offer the new hire constructive criticism after observing the new hire in the classroom (or in other interaction with students). To determine if an adjunct should be allowed to complete the probationary period, the College currently relies on student evaluations collected during the fall and winter semesters and a single evaluation by an associate dean during the eight-semester probationary period.

We do not doubt that most associate deans are making a good faith effort to fairly evaluate probationary employees. After all, they do not want to constantly be looking for replacements. And we know that most asso-

(Continued on page 8)

2011 Bargaining Committee Ready to Rock

(Continued from page 1)

we WILL reach tentative agreement that soon. There are lots of issues to be ironed out and we would rather go without a contract than submit an agreement to the membership for ratification that is not in our collective best interests.

We have always seen our first contract as a means to an end, not an end in itself, so we have been preparing for these second contract negotiations since soon after our first contract was ratified. Our long range goal is to gain equity with our full-time colleagues and we obviously have some catching up to do in terms of compensation and benefits. Making progress on those bread and butter issues, even in these tough economic times, will continue to be a top priority, but we've identified a number of other issues based on our experience with the first contract and through the member survey we conducted last fall that also need to be addressed.

The broad framework for our bargaining goals is articulated in our 2011 Bargaining Platform—you will find it on the back page of this newsletter. The Platform was approved unanimously by the members present at last fall's General Membership meeting. We have already drafted a number of proposed revisions to existing contract language as well as a few proposals for new contractual provisions that will achieve the goals listed in our Platform if agreed to by the Board.

To help ensure that our proposals reflect the priorities and broad interests of our membership, Mary and I have assembled a Bargaining Committee that is as inclusive and representative as possible. During our first contract talks, we had a great bargaining committee, but it wasn't representative enough: several key divisions of the College (e.g. Science, Nursing, Technology, etc) were not represented on the committee. This time, we have sought to address that problem by building a large Bargaining Committee that includes at least one representative from every Division. We haven't fully succeeded yet: three divisions—the library, health careers, and the job placement office—the last with only one employee who is an AFO member—are not represented.

We are still open to adding a member or two to the Bargaining Committee. So if you are interested in serving on the Committee and especially if you are assigned to one of the three divisions that lack representation, please contact me by calling or e-mailing the AFO office (see the box on the second page for contact information).

As presently configured, our 2011 Bargaining Committee consists of 17 members. And, despite a few holes, it is a broadly representa-

tive and very experienced committee.

My experience includes being the lead negotiator and bargaining committee chair during the AFO's first round of contract talks with the College. Before that, I was the lead negotiator for the Union of Part-Time Faculty (UPTF) in our first contract talks with Wayne State University.

Notice my use of the word "our" in the last sentence of the preceding

paragraph. I'm a "roads scholar" and consequently I use the term "our" in relationship to two different local labor unions—the AFO and WSU's UPTF.

I've been looking forward to this next round of bargaining for some time. When AFO President Mary Beck, with the unanimous support of

(Continued from page 7)

Meet your 2011 Bargaining Committee



Angela Allen, Senior Adjunct in Math since 2008

Angela is a product of Wayne State University and UD-Mercy where she earned a master's degree in mathematics. Angela, who also teaches at Wayne County Community College, is a charter member of the AFO.



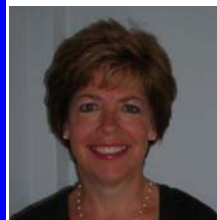
Tom Anderson, Senior Adjunct in History since 1998

Tom has a Ph.D. in medieval history from Wayne State University. The AFO's second contract campaign will mark the third time he has served as lead negotiator during bargaining talks.



Sandra Argas, Senior Adjunct in Counseling since 1997

Sandy is a "full-time" "part-time" counselor who splits her time between HFCC and Washtenaw CC. She earned an MA in counseling and guidance from Oakland University and is on a mission to broaden awareness of the value of counseling: "our job is to help students succeed."



Mary Beck, Senior Adjunct in Psychology since 2004

Mary teaches child and developmental psychology classes. She obtained a master's degree in clinical psychology from The Merrill Palmer Institute and maintains a private practice. Mary has the distinction of serving as the AFO's first president.

2011 Bargaining Committee Ready to Roll

(Continued from page 6)

the rest of the Executive Board, asked me to serve as the Bargaining Committee Chair for our second contract campaign I accepted without hesitation. Besides myself, four other veterans of our first contract campaign are reprising their roles on our 2011 Bargaining Committee: AFO President Mary Beck, a senior adjunct in psychology; AFO Vice-president Glenn O'Kray, a Senior Adjunct in Counseling, AFO Financial Records Secretary Sherry Morgan, a Senior Adjunct in the Business and Economics Division; and Recording Secretary and Executive Director Bill Norris, a senior adjunct in Sociology. The sixth member of the AFO Executive Board, Treasurer Bill Breger, a senior adjunct in Business and Economics, will also take a direct role as a member of the 2011 Bargaining Committee.

As you can see, the six Executive Board members of the Committee include three folks from social science, two from business and economics and one from counseling. The 11 additional AFO members who volunteered (or were drafted) to serve help round out the bargaining committee so that we have in total: four representatives from business and economics, two from counseling, one from English and World Languages, one from the English Language Institute, one from fine arts and fitness, one from math, one from nursing, one from science, three from social science, and two from technology. Thumbnail descriptions of each of the 17 committee members accompany this article.

While everyone on the Bargaining Committee will have a role and responsibilities, we won't be bringing 17 people to the bargaining table every time we meet with the College. The Bargaining Committee (and the AFO membership) will be represented at the table by a smaller group of four to six individuals—a bargaining team consisting of myself, Mary Beck, Bill Norris, and George W. Strugs, Jr. We will be joined at the table by two or three other Bargaining Committee members on an as needed and available basis rather than a rotating basis. Bill will serve as the notetaker and George, who is a not-so-retired labor attorney, will provide expert advice.

Bargaining Committee members will be kept informed of the progress and goings-on at the bargaining table and will be asked to do a lot of reading and to provide constant feedback both during occasional meetings of the entire Bargaining Committee and in-between. Bargaining Committee members may ask to sit in on specific

meetings, especially when items of particular interest are being discussed.

The primary role of the Bargaining Committee will be to provide advice and guidance to the bargaining team during the bargaining process by pointing out the benefits and issues surrounding contractual proposals and counter-proposals especially with regard to the impact on individuals in their divisions. It is expected that consensus will be

reached at the Bargaining Committee level before any tentative agreement is submitted to the membership for ratification.

Go out of your way to introduce yourself to Bargaining Committee members whether they are members of your division or not—to thank them for representing you and to let them know what you would like to see in our second contract.

Meet your 2011 Bargaining Committee



Lorena Bencsik, Adjunct in Business and Economics since 2007

Lorena stays busy working full-time as a CPA in health care and teaching part-time at HFCC and Oakland CC. She earned a BA from Western Michigan and has two Master's degrees from Walsh College. Lorena has been a member of the AFO finance committee since its formation.



Bill Breger, Senior Adjunct in Business and Economics since 1985

Bill deserves special recognition for getting the AFO organizing drive off the ground and now serves the AFO as Treasurer. Bill came to Michigan to attend the University of Detroit earning his B.A. in 1968 and his MBA in 1970. Besides teaching, Bill also runs his own accounting practice.



Gloria Drake, Senior Adjunct in Nursing since 2005

Gloria earned her BSN from Wayne State University and an MSN from Walden University. She has worked as a practicing nurse and in medical claims management reviewing medical claims, handling appeals, and serving as a resource.



Pete Grant, Senior Adjunct in Technology Since 1989

Pete attended Wayne State on the GI Bill and completed a four-year apprenticeship. He spent more than 30 years at General Motors and was a bargaining committeeman for four years with the UAW. Pete is currently the chair of the AFO Elections Committee.

(Continued on page 8)

New hires hold keys to future

(Continued from page 5)

ciate deans try to spot problems early and give the inexperienced teacher (or counselor or librarian) the chance and tools needed to correct any problems, but that isn't always the case and the recognition that there is a problem often comes far too late in the probationary period.

By providing a safe and secure environment for new hires with a supportive mentor who can help resolve any problems before they become problems, we believe that more new hires will complete their probationary periods and that our students will be the ultimate winners.

To win such a provision in our second contract, we need you! We need you to get involved. Come to our membership meetings. Volunteer for a committee if you have time. Pay attention to our e-mails and other messages. And respond to our calls for action during our second contract campaign.

Most importantly, become a member!

Account for your uncompensated time

(Continued from page 2)

teaching adjunct to think of the semester as a whole and come up with your personal estimate: for every hour you spend in the classroom, how many hours do you spend doing other work directly related to your teaching?"

Anderson added that "I don't want to mislead any of our members. In the final analysis, what matters is how much we get paid for teaching a class and the difference between contact hours and prep hours and credit hours could conceivably be reduced to mathematical equations. Nonetheless, the College's practice of paying us by the contact hour sticks in the

E-mail your answers to Tom's questions to hfccafo@gmail.com

Meet your 2011 Bargaining Committee

(Continued from page 7)

Anthony Lai, Adjunct in

Fine Arts and Fitness since 2007



Anthony earned an AA in music from HFCC before moving on to WSU where he earned his bachelor and master degrees in composition and conducting. He combines teaching with performing and loves both sides of his job. He believes that teaching is not simply grading, but also communicating and wants the AFO to continue to emphasize the quality of education.

Sherry Morgan, Senior Adjunct in

Business and Economics since 1975



Sherry began her college career at HFCC before moving on to Eastern Michigan where she earned a degree in Business Education. Sherry became involved with the AFO organizing committee because she draws the connection between our working conditions and our students. Sherry now serves the AFO as Financial Records Secretary.

Emily Nietering, Senior Adjunct in

Science since 2004



Emily is active in many environmental and conservation organizations and is President of the South-eastern Chapter of the Michigan Botanical Club. She earned her BA in biology at Western Michigan and her master's in botany from the University of Minnesota.

Bill Norris, Senior Adjunct in

Sociology since 1978



From 1978 until he "retired" in 2001, Bill worked full-time as an HR guy and taught Saturday morning sociology classes at HFCC. Bill went back to school after his retirement and earned his sociology Ph.D. in 2005. He was one of the keys to getting the AFO organized and now serves as Recording Secretary and Executive Director.

crow of many of our members."

The second type of unpaid work involves the voluntary time adjuncts contribute to day-to-day activities and development. For example serving on a departmental book selection committee, attending a division meeting to discuss general education goals, or otherwise making an unpaid contribution that benefits

the College organization. Tom asks that every adjunct covered by our contract provide a detailed accounting of all of the time he or she has spent in the last academic year (include last winter or this winter, but not both) on activities that benefit the College, but are not directly related to your primary teaching assignment.

Political Action More Important than Ever

By Glenn O’Kray

AFO Vice-president and Chair, Political Action and Education Committee

As part-time, public employees working for a community college, we are facing a perfect storm. We are underpaid to begin with and on top of that we are in the midst of an economic transition that has had a horrific impact on families and communities throughout the state. Moreover, we just elected a state government that faces a huge deficit, but believes that raising taxes is some sort of sin. All of that means our paychecks are on the chopping block.

The new governor says he plans on running the state as a business. If so, he should learn to look at public employees as human assets, not cost centers. If the public values the job a particular group of public employees is doing (whether it is policing or teaching), he needs to pay those employees competitively if he expects to attract and retain the best talent.

Don’t get me wrong. I happen to think that public employees should share some of the economic pain and that the new governor needs to look for smart ways to cut personnel costs. I don’t, however, think that every public employee should share the pain equally.

Instead of trimming the fat and preserving muscle, the new governor is being urged to wield a machete and cut every public employee’s pay by 5% and then impose a three year wage freeze. In our own economic best interests, we need to let Governor Snyder and our state senators and representatives know that what they’re thinking about doing isn’t fair and isn’t good business.

It isn’t fair because we’re already low paid and it isn’t good business because we are already grossly underpaid.

All of us, including the 17% who are not members of the AFO, need to send a letter to the governor with copies to the appropriate representatives (you can find out who they are on the AFT-Michigan website). Your letter should point out that cutting our pay is unfair and bad business. You might suggest an alternative: perhaps a plan that begins with a 5% cut for those over \$100,000 that goes down to 0% for those earning below \$20,000.

We will send a model letter to AFO member only mailboxes soon. Contact us if you would like a copy and don’t receive one via e-mail by mid-February.

Meet your 2011 Bargaining Committee



**Glenn O’Kray, Senior Adjunct in
Counseling since 2004**

Glenn served as the Director of Financial Aid at HFCC for 30 years and is a charter member of two unions—the HFCC Administrators’ Union and the AFO. He served two terms as president of the Administrators’ Union and now serves the AFO as Vice –president.



**Carolyn Ramsay, Adjunct in
English Language Institute since 2008**

After 20 years as a computer analyst, Carolyn went back to school and earned a master’s degree in teaching English as a second language. She has also taught at OCC and U-D Mercy. She is a member of MITESOL and has presented at their annual conference.



**Gary Rivard, Senior Adjunct in
English and World Languages since 2007**

Gary says that teaching English 131 is one of the great joys in his life. Maybe that’s because he compares it to high school teaching he did early in his career. Gary started teaching at HFCC soon after earning his master’s in English with a creative writing concentration.



**Martin St. John, Senior Adjunct in
Technology since 2008**

Marty came to HFCC as a full-time instructor in 1990 after teaching vocational education classes in the Dearborn public schools since 1972. After retiring from Local 1650, Marty became a charter member of the AFO and now serves as the AFO’s parliamentarian. He sent all six of his children to HFCC.



**George W. Strugs, Jr., Adjunct in
Business and Economics since 2007**

George is a labor attorney (U-D Law School) with an MBA from the University of Atlanta/Barrington who is retired from the UAW. He has accounting, business law, business communication and other classes at HFCC (since 2007) and at other schools since 1992.

Member News and Notes

Milestones

Recently Human Resources agreed to make an effort to acknowledge life events of adjuncts in the same way that we receive announcements concerning life events affecting full-time faculty, staff and Dearborn P-12 employees. On a go forward basis, HR will send out messages to all users of the College e-mail system announcing both joyful events such as births, marriages, and graduations and times of crisis such as illnesses or death.

It should be enough to inform your associate dean and division secretary, but we recommend that you copy the AFO in on any e-mail communications (afo@hfcc.edu) or otherwise keep us informed so we can make sure adjuncts are no longer forgotten.

Eschenburg Named Director of HR

After a national search, the HFCC Board has appointed Cynthia Eschenburg as the College's new Director of Human Resources. The appointment was made official during the Board's December meeting. Eschenburg replaces Frances Hill who served as interim HR Director since Beth Davis' resignation last November.

Eschenburg previously served as the vice president of human resources for Owens Community College, having been promoted to that position in October 2007 after being hired as Associate VP of Human Resources and Labor Relations by Owens in July, 2006. Prior to that, she held a similar position at St. Clair County Community College. Dr. Eschenburg earned a B.A. in Economics and Socioeconomics and an M.A. in Industrial Relations, both from Michigan State University, and her doctorate in education from Nova Southeastern University.

AFO President Mary Beck served as a (non-voting) member of the search committee and said that she was pleased with the selection. "I may

have been a non-voting member, but the Committee operated by consensus and I was part of that consensus. Dr. Eschenburg has a hard act to follow. Beth Davis bargained with us in good faith and Beth was key in helping us establish a win-win relationship with the College. I think Cynthia understands the value of maintaining that win-win attitude and we look forward to working positively with her."

Scholarship Board Prepares for Second Annual Joseph A. Sorokac, Jr. Memorial Scholarships

Dottie Pelton, chair, of the HFCC-AFO Founders' Scholarship Fund Board of Directors, has called a meeting to review the procedures and guidelines used last year to award the first annual Joseph A. Sorokac, Jr. Memorial Scholarships and make any appropriate changes. Once that is done, the Board will establish deadlines for awarding the second annual Sorokac Scholarships.

"I don't expect any major revisions to our procedures or guidelines; but we will need to address issues that weren't relevant last year—such as should an individual who previously won a scholarship be eligible? If so, how many times should a given individual be eligible? Also, the Board will determine the number of scholarships to be awarded this year," Pelton said.

Last year, the Scholarship Fund was able to award two scholarships: One to Trevor Whitehead, a first-year Michigan State University student and the son of long time political science adjunct Dawn Whitehead, and the other to Cristovao Carreira, a psychology adjunct nearing the end of his probationary period at

HFCC and a Ph.D. candidate at Wayne State University.

Scholarships may be awarded to AFO members or to their dependents (including grandchildren) of AFO members. If you have higher educational expenses for yourself or for your dependents, you should consider applying. More information will be posted on our website (www.hfcc-afo.org) in February. Look for an e-mail announcement.

They've Moved

The Instructional Technology staff have "moved" from the basement of the Learning Technology Building to the Library. Kristin (Olin-Sullivan) Glenn (Gaddis) and Vickie (Singorelli) are still anxious to help you with a Ucompass issue or a problem with a computer application or whatever other technical issue you may experience. They would like you to come visit them in their new digs and they want you to know that if you are working in the Faculty Computer Lab (still located across from their old home in the Learning Technology Building) that they are only a phone call away.

AFT E-Newsletters Will Keep You Informed

If you are a member of the AFO, you are also a member of the American Federation of Teachers. As such, you should expect the AFT Higher Education Division e-newsletter to be delivered to your inbox about the fifth day of each month. The monthly e-newsletter features resources, member benefits and interactive opportunities.

We do derive many benefits both organizationally and individually because we are affiliated with the AFT.

Individual AFT members, for instance, are eligible for a number of benefits and discounts. To learn more

(Continued next page)

Member News and Notes

You Have a Friend Request: Join Us on Facebook!

Service Learning Connects Classrooms to Real World

Whether you're teaching anthropology or zoology, it is a good bet that you can find a way to incorporate service learning into your course content. A service learning experience can teach a lesson about cultural relativism that could never have been taught in a classroom or it can give a student an opportunity to put a skill learned in a science lab into practice.

So what is service learning?

As it says on the HFCC website, "Service learning is a teaching and learning strategy that integrates meaningful community service with instruction and reflection to enrich the learning experience, teach civic responsibility, and strengthen communities. Service learning fosters critical, reflective thinking as well as lifelong personal and civic goals while helping to meet the needs of local communities."

As part of its commitment to provide students with volunteer opportunities as a significant piece of their educational experience, HFCC has created a Service Learning Council. Reginald Gerlica, HFCC Vice-President of Academic Affairs for Arts and Sciences would like to see additional faculty join the Service Learning Council. Dr. Gerlica would particularly like to see an adjunct step up and volunteer to serve on the council.

Dr. Gerlica recently announced a search for a "Service Learning Director" who will serve as "an Ex Officio

member of the Service Learning Council" and will be primarily responsible for developing and maintaining a service learning procedural manual of best practices. The position is the equivalent of nine contact hours and is open to both full- and part-time faculty.

To learn more about service learning at HFCC, including ideas of how to incorporate service learning into your course content, visit <http://servicelearning.hfcc.edu/welcome> or contact Dr. Gerlica by telephone 313.845.9214 or e-mail: rgerlica@hfcc.edu.

AFT E-Newsletters

(Continued from previous page)

about them, visit the AFT's home page (www.aft.org) which can also be linked from our own home page (www.hfcc-afo.org).

As an organization, affiliation with the AFT gives us access to resources and expertise that could not possibly exist within our own organization. Affiliation also makes us part of the worldwide labor movement.

If you are not receiving your e-newsletter from the AFT, it means there is a problem either at our end (i.e. a problem emanating from the World Headquarters of the AFO in the basement of the Learning Technology Building) or at AFT's end. You can check with Bill Norris (afo@hfcc.edu) to verify your AFO membership and he can fix the problem if it's on our end or deal with it if the problem is in Washington (i.e., AFT Headquarters).

Once members receive their first e-newsletter, they will have an opportunity to manage their AFT national subscriptions, including asking to receive additional e-newsletters or unsubscribing.

By Mary Beck
AFO President

Recently, I had to make an executive decision. I believed that the AFO should establish a presence on Facebook as one more means of increasing communication and awareness among our members and our friends, and I needed someone who had the skills and motivation needed to create an appealing and meaningful Facebook page.

After analyzing the strengths and weaknesses of my fellow Executive Board members, I realized that Sherry Morgan was the only one who could do the job and that she was too busy managing the AFO database to take on additional responsibilities.

In desperation, I turned to Bill Norris. After patiently explaining that Facebook is a social networking site, I asked him to open up an account for us. He did so and I launched our Facebook campaign soon after. However, because Bill apparently doesn't know the difference between a "business" and an "organization," I may have to start the whole process of building a Facebook presence over from scratch.

As you can see, it is not easy being the AFO's Chief Facebook Architect. As an avid Facebook enthusiast, I know that Facebook is a great way to communicate even if certain people claim they've never heard of it.

We want to use Facebook as another way to keep in close touch with our members. We will send out short messages and make references to longer ones sent out via e-mail on Facebook. We also want to use Facebook as a way of celebrating the achievements and other milestones in the lives of our members. Search for us as "HFCC Adjunct Faculty Organization" and see who's in the gallery of AFO Everyday Heroes you'll find on our "wall."

Mary Beck wants you to be an AFO Facebook Friend!



AFO 2011 Bargaining Platform

AFO Members approved the Adjunct Faculty Organization's 2011 Bargaining Platform during the Fall, 2010 General Membership Meeting by acclamation. The Bargaining Platform reflects the will and priorities of the membership as reflected in a survey conducted last fall. The full text of the Bargaining Platform follows:

As members of the Adjunct Faculty Organization, we know that we are a vital and necessary part of Henry Ford Community College. We are committed to working with other College groups, the College administration, the Board of Trustees, the community, and our students to create a College Organization that works together to achieve the common goal of providing our students with high quality educations.

We believe that such a College will recognize that there is a correlation between our working conditions and our students' learning conditions. Our professional contributions are essential to the education of 20,000 HFCC students. We believe that despite the improvements we've won that the College still does not fully value our contributions. We know that it will take time for the College and the AFO to achieve the AFO's long range goal of equity with full-time faculty, but we demand that the College agree to a second contract that comes closer to recognizing the true value of our expertise, labor, and the significance of our contribution in the educations of HFCC students.

Further, we are committed to the effort to bring about the changes necessary to achieve this goal through our own collaborative efforts. We recognize that each one of us plays a critical role in the collective bargaining process through public expressions of union solidarity.

Be it resolved that we, the AFO membership, commit to working together to achieve the following goals of equity and fairness in our second contract:

SALARY

- Annual raises that are a higher percentage than any annual raise awarded to Local 1650 members
- Add a fifth step to the existing salary structure
- Increase funds available for professional development
- Provide compensation for participation in governance activities
- Provide compensation for preparatory time

JOB SECURITY

- Fix specific problems, but retain current language covering the class assignment process, adjunct teaching status, discipline, termination, and lay-offs
- Provide probationary adjuncts with a Senior Adjunct "mentor"

BENEFITS

- Implement the WSU plan (employee paid with pretax dollars at group rates) for vision and dental benefits
- Seek commitment to implement employee-paid health care plan if practical plan can be negotiated with a health insurance carrier
- Add second day and convert "sick" day to a "personal" day
- Employer contribution to a defined contribution plan
- Provide flexible spending accounts for dependent and health care expenses
- Tuition reimbursement or low cost tuition at HFCC for self or dependents

OTHER

- Current adjuncts must have priority for full-time openings

We're on the
Web!
HFCC-AFO.org

**Find us on
Facebook:
HFCC-AFO**

*Help us build a
strong AFO and a
better College!*



AFO Office Hours

*Mondays: 10:00—1:30
5:00—9:00
Tuesdays: 10:00—2:00
4:00—8:30
Wednesdays: 10:00—2:00
Thursday: 9:00—12:00
3:30—5:30
Friday: 9:00—4:00*

*If you need immediate
assistance and the office is
closed, call 248.977.8897*