



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

# Adjunct Faculty Organization News

HFCC-AFO  
AFT Local 337  
AFT, AFL-CIO  
October, 2014  
Volume 9 No. 1

## Time to be thankful

By Mary Beck, AFO President

Thanksgiving has arrived early this year for the Adjunct Faculty Organization. I am filled with a sense of gratitude as I reflect on the positive changes that have occurred for adjuncts at Henry Ford College in the past four months. At times I've needed to pinch myself to make sure the changes aren't a dream or a wish fulfillment fantasy. We now have a seat at the table and are ready to contribute toward creating the best college for our students.

After monthly meetings with Dr. Jensen since the week he arrived as HFC's new President, he has listened to our concerns regarding low pay and a lack of voice in governance. In June, with the Board of Trustees approval, adjuncts were given a 9.75% increase over the next three years. You may have noticed the 3.5% pay increase in your paycheck this September, with another 3.25% increase in September 2015 and a 3.0% increase in September 2016. Adjuncts at



HFC were paid far below the market rate and this increase will begin to get us off the bottom of the pay scale in south-eastern Michigan. Our goal is to eventually increase our compensation to be near the top.

The next major step for adjuncts occurred in early September with the unanimous vote by the Senate to include adjunct representation. There will be eight adjuncts on the Faculty Senate, with one representative from each of the seven divisions and one adjunct elected "at large." Ad-

ditionally, three adjuncts will be elected to serve on the Academic Affairs Council, one adjunct will be represented on the Operations Council, and Tom Anderson and I will

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# AFO Scholarship Fund helps two deserving recipients

By Doris Toney, Vice President,  
External Affairs

AFO continues its legacy of awarding scholarships to deserving members and their dependents. This fall two recipients were the benefactors of our scholarship fund: Theodora Kalfa-Bremer, spouse of AFO member **Christopher Bremer** and Jalel Taleb, son of AFO member **Hassan Taleb**.

For the second consecutive year, the theme was right to work. Applicants were required to write about their career goals, explain what the awarded scholarship would mean to them, describe their family member's involvement with the AFO, and submit an essay explaining how unions can survive or thrive in this right-to-work climate.

Below is a synopsis of what the recipients said:

**Theodora Kalfa-Bremer**, majoring in psychology at the University of Michigan-Dearborn said: "Unions can survive and thrive in this right-to-work climate when they show the general public the power they wield through unification. The general public has forgotten how this



country became great. The workers who stood together in the 20's and 30's and demanded that workers have rights...paid for the establishment of the middle class in this country with their sacrifices and sometimes their lives. The extraordinary propaganda campaign of corporations, multinationals, lobbyists and politicians need for campaign contributions has allowed the pendulum to swing in the complete opposite direction splintering the population. The 'union mentality' which over the last 30 years has been allowed to become a bad word must be rebranded to mean

wholesome, American, and fair but most importantly it must offer hope to people. Unions must demonstrate their necessity and importance to both the union members as well as the public in general. Activation and education of the union membership is the key to success. Membership must be given the tools and incentive to proselytize as vehemently as any radical sect. A propaganda campaign as dirty and precise as the one used by its opponents must be crafted and executed by the union.

# Congratulations Theodora and Jalal

## Jalal Taleb,

majoring in biomedical engineering and entering his freshman year at the University of Michigan Ann Arbor said: "Nearly five decades ago, my grandfather migrated to the United States...and this country provided him with endless opportunity...He was a laborer in the automobile industry moving from Chrysler to Ford and back to Chrysler. He was an extremely hard-working Lebanese immigrant who could no longer work, yet the labor movement's impacts assisted him at his lowest times, providing him with protection of his retirement benefits and beyond. It is these labor unions (American Federation of Teachers) along the lines of many other great labor unions that have laid the foundation for not only the prosperity of



Michigan's automotive industry, but also protecting educators such as my parents. Incontrovertibly, the object of labor unions is the representation of the various categories of workers, their collaboration in an economically advanced society and their development of a sense of

responsibility for the great state of Michigan, regardless of what legislation may be passed to suppress them."

We congratulate Theodora and Jalal and wish them well in their studies.



## Congratulations Chris!

Two-time Joseph Sorokac Jr. Scholarship recipient Chris Carreira received his Ph.D in psychology. Chris' accomplishment is very special as Joseph Soroka was a psychologist also.



# When we vote, we win!



November 4 is fast approaching. Please help us elect candidates who support the labor movement, our families and our community. Time and time again, when we vote, we win.

Much is at stake this year, and every vote will count. We can elect labor friendly candidates when we focus on the basics of successful getting out the vote campaigns - identify core labor supporters and make sure they turn out to vote.

Please help us raise awareness about the issues and help get out the vote. We need your help with phone banking and

neighborhood canvassing. If you are interested in calling union members or participating in door-to-door canvassing through community walks, select a site below. Get involved...help get out the vote, so we can win. "If everyone does a little, a lot gets done," said retired Hamtramck Federation of Teachers president, Bo Karpinsky.

- **AFT MI:** Tuesday & Thursday 4-7 Phone banking (calling educators only) – 2661 E. Jefferson, Detroit, MI 48207

- **Dearborn Federation of Teachers:** Tuesday & Thursday 5-7:30 p.m. (calling all union members in Michigan) - 15250 Mercantile Dr., Dearborn, MI AND Community Walks on Saturday & Sunday, 10 a.m., 1p.m., and 4 p.m.
- **Other Metro Detroit sites:** Call Mark Dilley (313) 942-9454

## We have a voice in shared governance

Twenty-seven senior adjuncts participated in the election for 12 positions for eight Senate seats, as well as seats on the Academic Council and Operations Council. Adjuncts will have a voice in shared governance in the planning and decision making processes at Henry Ford College.

On the first vote, a majority vote elected candidates to the Senate. Once the election was completed, winners emerged

from Business and Computers, Communications, Counseling, Health Careers & Nursing, Industrial Technology Divisions, one at-large Senator, and an Academic Council member. The votes in Mathematics and Science and Humanities and Social Science were tied, which require a run-off. A run-off is required for two Academic Council seats, which includes the four highest vote-getters and one Operations Council seat, which includes the two

leading vote-getters from the original election. The run-off election will be scheduled within two weeks after the initial election.

We congratulate the following Division winners for Senate seats:

- Brian Stewart, Business and Computers
- Valerie Cullin, Communications

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# Membership has its benefits

Although unions are under attack, we remain encouraged by strong support of the Adjunct Faculty Organization. We continue to see a pattern of new hires join our union. For new members (or adjuncts who are considering becoming members below is an update of our accomplishments since the AFO was formed in 2008 and our first contract was ratified in 2009.

## Wages and benefits

- Salary increase (average increase of 30.30% for MLA degree, step 4 by the end of our current contract in 2017)
- Paid personal day

## Voice—Continued from Page 4

- Aimee Helling, Counseling
- Pamela Aue, Health Careers & Nursing
- Martin St. John, Industrial Technology

We also congratulate Bill Norris, who will serve as an At-Large Senator and Mark Evans, who will serve on the Academic Council. Both won a majority of the vote.

Since a majority vote is required, the run-off election will include the following candidates:

- Professional development
- Compensation for college governance and mentor training
- Voluntary dental program
- AFT liability insurance up to \$1,000,000 (members only)
- Scholarship program (members only)

## Job security

- Seniority system
- Bumping rights

## Respect

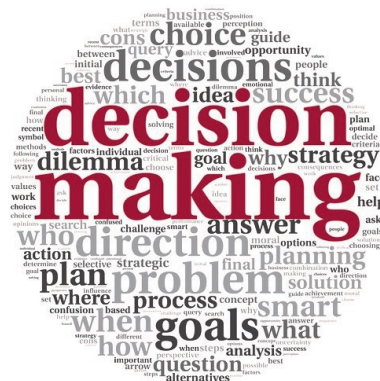
- Increased office space
- Adjuncts listed in the college directory

- Mathematics and Science Senate seat: Alex Cushnier, Ghassan Husseini and Michael Rintz
- Humanities and Social Science Senate seat: Lourdes Brossy and Patrick Miller
- Two Academic Council seats: Nina Berry, Eve Chowdhury, Victoria Morris and Edwin Davis
- Operations Council seat: Gerald Walker and Ron Emeigh

We have a voice in shared governance and participation as

- Notification and inclusion in college emails regarding staff news
- Greater representation and vote in all divisions
- Representation on Faculty Senate
- Representation on Coordinating Council meetings
- Representation on Presidential Search Committee
- New hire mentor program
- Fair, consistent, objective adjunct evaluation process

true partners. We are building a strong AFO and a better College.



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# Time to be thankful

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represent adjuncts on the Coordinating Council. The AFO has been requesting a voice in governance for the past four and a half years. Those of you who have read previous AFO newsletters and attended our general membership meetings are aware of the sometimes painful journey we have taken to obtain a voice in governance. It is only when we have a seat at the table can we contribute toward positive changes for adjuncts and for our students. We owe thanks to Dr. Jensen, the Board of Trustees and the Shared Leadership Task Force for initiating the changes that have

occurred. We also appreciate the Senate for approving the recommendations for adjunct representation. We now have a governance that is truly shared.

The icing on the cake, (or the whipped cream on the pumpkin pie to extend the Thanksgiving metaphor) is the financial compensation gained for adjuncts involved in governance. This further demonstrates our value as we contribute to the College and work toward creating the best learning environment for our students. Adjuncts who serve as Senators or representatives on the Councils will be compensated at the

adjunct's pay rate (step and lane) of teaching a three-credit class for the year. Adjuncts who work on Continuous Process Improvement Teams will receive \$1,000 for the semester. Membership on committees will be reimbursed according to the time commitment. We are now reimbursed for attending division meetings (\$50) and will be reimbursed for attending Faculty Organization meetings (\$50) when our inclusion becomes finalized. The financial compensation does not count as a teaching or non-teaching assignment and does not impact the limitations on course loads.

I've been overwhelmed with the response from adjuncts. Adjuncts representing every division have volunteered to serve in governance or participate on committees. Once again, this demonstrates the commitment of adjuncts at HFC toward improving the college and the success of our students. For this, I am especially grateful.



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## AFO newsletter received national award

We are thrilled that our Adjunct Faculty Organization News received second place as “Best Periodical Publications – Electronic” category in the National American Federation of Teachers Communications Awards Contest.

Our entry included the submission of three consecutive issues to the national contest. The selected newsletters discussed the opportunities and challenges we face as union members, particularly in a state that became right-to-work. We

knew the competition would be stiff, so it was important to highlight that our newsletter featured AFO members doing things in the community and on campus. The judges read the same stories you read about our fight for shared governance, stories about the benefits of being a union member, stories about walking for labor, stories about our scholarship fund, stories about our annual chili cook off, and more. We are proud of our struggles and victories, and proud of the photographs and graphics, which

were consistent with a fresh and inviting layout.

Our goal is to continue to spotlight our members and focus on stories important to adjuncts. If you have any story ideas, please send our way. We welcome your participation.





# Let your voice be heard

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

Find us on  
Facebook:  
HFCC-Adjunct  
Faculty  
Organization

Help us build a  
strong AFO and a  
better College!



## AFO Office Hours

The AFO Office is in Room  
A-004 on the lower level of the  
Learning Technology Building  
Fall Hours

**Mondays:** 10:00—4:00  
**Tuesdays:** 9:00—11:00  
3:30—5:00  
**Wednesdays:** 10:00—4:00  
**Thursday:** 11:30—3 30  
3:30—5:00  
**Friday:** Office Closed

If you need immediate  
assistance and the office is  
closed, call 734.516.6887.

## Fall 2014 General Membership Meeting Friday, October 24 @ 3:30 p.m. in L-11

- Welcome
- November 4 Election
- Financial Review Approval
- Election of Vice Presidents and Treasurer
- Dues Increase Bylaw & Change of Elections Procedure

The General Membership meeting is the legislative body of the AFO. Only members of AFO are welcome and encouraged to attend the meeting. We encourage you to get involved and attend our General Membership meeting on October 24. Non-members, including agency fee payers, may not attend the membership meetings. Light snack provided.

## 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  
www.hfcc-afo.org  
Email: afo@hfcc.edu

### AFO Executive Board

- **Mary Beck, President**
- **Thomas Anderson, Executive Director,  
Vice President, Internal Affairs  
Chief Grievance Officer**
- **Doris Toney, Vice President, External Affairs**
- **Cedric Knott, Treasurer**
- **Lynn Boza, 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 on the first Friday of the month at 2 p.m.

Our office is located on the lower level of the Learning Technology Building, A004.