

**INSIDE THIS
ISSUE:**

Your PAF Donations are Needed!	5
Ford X-Plan	7

STATE OF THE UNION, JANUARY 2024

Introduction

The Constitution and Bylaws of Local 1650 require that the president give an annual report to the membership on the State of the Union. This year's report is my third as president of this Local. We've been through a lot the past few years. I remain proud to represent you in this role and am grateful for the team of officers and area representatives you have elected to serve with me. Our team is serving you well and you should be proud of the work they're doing.

Contract Settlement in 2023

Last year was significant for us. In February, we settled a new three-year contract with the Board of Trustees. In this agreement, we achieved our first raises in several years. Over the life of the contract, members will see 14% in wage increases added to the salary schedule, in addition to a one-time 4% bonus paid at the time we settled. We were able to achieve improved equity for newer members of the bargaining unit, and we'll continue to work to ensure the fairest contract possible for **all** members. The number of required office hours was cut in half, and we were successful in preserving our central role in shared governance at HFC.

Members overwhelmingly ratified this deal at a special meeting last February, and it was unanimously ratified by the HFC Board of Trustees. All contracts are a product of compromise, meaning we don't get everything we want in each round. Thank you to the great negotiating team that worked hard to deliver a contract that was as fair and equitable as possible.

(continued on next page)

(State of the Union continued)

One unresolved issue from last year's contract discussions was a 1650 demand to improve our parental leave policy. This past fall, Chardin Claybourne (now Internal Vice President), DEI Officer Dr. Courtney Matthews, and I met with the Administration to negotiate a new and expanded parental leave policy. We are getting close to agreement on a policy that we believe will be a major step toward greater equity for the membership. I hope to be able to make an announcement soon on this policy.

New Legislative Majorities

At the state level, 2023 was the first time in 40 years that Michigan had pro-public education and pro-worker majorities in both chambers of the Michigan Legislature and the governor's office. **Thank you to the Local 1650 members who gave to our Political Action Fund (PAF) in 2022 and 2023 to help AFT Michigan and other unions elect these majorities, then to make sure they followed through on their commitments once in office.**

Throughout 2023, our newly elected majorities, prodded by our State Federation and many others, reversed some of the worst anti-public employee laws of the Engler and Snyder Administrations, restoring our right to bargain important issues in our contract. There's a lot more work to do in 2024 and Local 1650 will remain engaged with AFT Michigan and others to make it happen.

Our new legislative majority helped to secure new investments in HFC. While our state funding has not recovered from historic disinvestment during the Engler and Snyder years, we are in a much better position financially than we were just a few years ago. Greater state investment in HFC is the basis for the contract we negotiated last year and, hopefully, additional full-time faculty lines.

I want to publicly thank retired AFT Michigan President David Hecker for his decades of service as our statewide president and his constant friendship to this Local and its leaders. His tireless leadership, particularly during some very tough years, helped get us to this better place in Lansing. Congratulations to AFT Michigan's new president, Terrence Martin, who is equally dedicated to supporting us in our work and is leading our State Federation in continuing to advance our priorities here and all over the state.

The Millage Campaign and PAF

However, even with new state funding, we can't rest. The HFC Board of Trustees recently voted to put a 4-mill tax measure before Dearborn voters on the February 27 presidential primary ballot.

(continued on next page)

(State of the Union continued)

This proposal combines our existing 3- and 1-mill levies into a single 4-mill measure. The 4-mill proposal, if approved, would continue to provide operational funding to HFC for the next eight years. **This represents 20% of HFC's funding.** The February proposal maintains existing tax rates for Dearborn residents and funding for the college. It does **NOT** increase anyone's taxes in this community.

Approval of the millage is critical for this College and for all of us as employees. The raises we secured last February are based on the existing funding the College receives from Dearborn taxpayers. If we lose this millage vote, the vital local dollars necessary to fund our operations will eventually evaporate. **The College would be forced to consider dramatic spending cuts, which would be devastating to us and the students we serve.** This operational funding allows us to provide a quality education to HFC students, including our Early College, dual enrollment program, and all our career programs and liberal arts courses.

Local 1650, through the leadership of my predecessor John McDonald, led successful advocacy campaigns for HFC millages for decades. But, we cannot rest on this history. Voting laws in Michigan now allow voters to more easily cast their ballots early. That means that the critical date isn't election day in February, but **now** as people start to receive their absentee ballots.

Also, there has been an anti-tax sentiment in parts of Dearborn in recent years. **That's why it's important to remind Dearborn taxpayers of the enormous value of HFC to this community and that this millage is a renewal—not an increase.** The Dearborn community has always supported us but we must never take that for granted.

I want to thank Sam Bazzi and Tony Perry for their dedicated work on the millage campaign. In the coming weeks, we will be asking for your support for the campaign by volunteering at events and the polls. **This is an all-hands-on-deck operation.** All of us, as well as our colleagues in every bargaining unit and employee group on campus, need to be active in this campaign. **Our professional livelihoods depend on passage of the millage.**

We also need you to contribute to the Local's Political Action Fund. If you've already given this year, thank you! If you have not yet given, we ask for your contribution. Historically, up to 90% of Local 1650 members voluntarily contributed to the PAF. Unfortunately, that number has slipped considerably in recent years. While \$150 is the suggested contribution, we'll accept any amount. You can restrict your donation

(continued on next page)

(State of the Union continued)

to the millage campaign if you choose. We need this money to pay for advocacy materials, mailings, lawn signs, and get-out-the-vote efforts in the community.

We also need to build our coffers for next fall's elections, when we'll be electing two Board members to the HFC Board of Trustees. **Please always remember—we are public employees whose professional lives, including our salaries, are determined by elected officials in Dearborn and Lansing. We have no choice but to be politically involved.**

Shared Governance

It's also important that we be meaningfully involved in shared governance at HFC. After your first 2.5 years at the College, you have a contractual requirement to participate on Senate and Union committees. Shared governance doesn't mean that College administrators create in-depth plans then present them to us for our input after the fact. I'm afraid that has happened too often in recent years. **Meaningful shared governance means that faculty are engaged at every step of the process in developing and recommending academic policies to guide the institution and in the selection of key administrative personnel.**

The Constitution for the Faculty Organization is protected by the Local 1650 Collective Bargaining Agreement and we can grieve violations of it. If you feel that any process of shared governance is being undermined by the Administration, please bring it to the attention of both the Union and the Senate. If you don't know who represents you on the Local 1650 Executive Board or the Senate, please ask Senate Chair Dr. Michael Hill or me.

Conclusion

We have a lot to do this year. The millage is our major focus in the first half of the semester, but we have many other challenges to confront in the months ahead. I remain grateful to you for the opportunity to serve in this role and promise to continue dedicating all my efforts to serving you and responding to your concerns. Unions are a team effort and I look forward to continuing this work with all of you.

Thank you.

Eric W. Rader, Ph.D.

President, HFCC-FT, AFT Local 1650

January 22, 2024

YOUR PAF DONATIONS ARE NEEDED!

As you may have heard, Local 1650 has historically had very strong participation by its members for Political Action Fund (PAF) contributions. I joined the College (and our bargaining unit) in 2015, so I've been hearing this for nearly ten (10) years. In the August 29, 2016, *1650 Report*, John McDonald (long-time Local 1650 President) wrote:

“Traditionally 80-90% of HFC teachers have responded to the Federation’s PAF request with the requested contribution. So too have a number of 1650 retirees! HFC teachers have done so because they see the strong connection between their careers at this College and the decisions of elected officials at the local and State levels.”

I asked Stacey Buchanan, our Local’s Treasurer (Thank you, Stacey!) to dig up some numbers related to the membership’s rate of PAF contributions. While we were unable to source all PAF contribution data for the entire period from 2010 to the present by the time of this article’s publication, what we do have is evidence of a gradual, yet steep, decline in members’ participation:

Academic Year	% of 1650 Members Contributing to PAF
2010-11	89.6
2011-12	82
2012-13	79
2013-14	78
2014-15	70
2015-16	78
2019-20	72.4
2020-21	70.7
2021-22	59.9
2022-23	55.6
Current	48.5

Back in 2010-2011, nearly 90% of our members contributed to the PAF! From what I understand, this was during the time when collective bargaining units in Michigan still had the ability to obtain PAF donations via payroll deduction. For those of us who have subscribed to any service with an automatic deduction attached, it’s easy to understand—at least partially—why the percentage might have been significantly higher. (“Set it and forget it!”)

(continued on next page)

(Your PAF Donations are Needed! continued)

If you've already donated to the PAF, the Local thanks you for your generous contribution.

If you haven't yet donated to the PAF this year or in recent years, I urge you to consider donating, if you are able. This is not about browbeating or shaming members. I find neither to be befitting of the professional and personal relationships many of us share. I also would not presume to speculate on members' personal financial situations.

I grew up in a union household. My grandfather worked for Greyhound and was a member of the union. I remember walking the picket lines with my father when he worked for Michigan Bell. Having been employed in union and non-union positions in higher education, knowing I would have the strong protections of a CBA was a major factor in deciding to join HFC. I appreciate what being a member of Local 1650 has provided me and my family, and I don't take it for granted. I view my voluntary PAF donations as an extension of my union membership. It's one more way I can tangibly demonstrate my dedication to our collective mission and shared values.

I keep reading that "[unions are having a moment](#)." A nice national headline, but many of us are familiar with another expression: "All politics is local." I won't rehash how important it is that we successfully pass [the February 27 millage renewal](#); by now, you've already heard on multiple occasions those talking points. Put simply, running a millage renewal campaign requires money. I think, collectively, we are better than a 48.5% rate of PAF donations. I believe more than half of 1650 members care about this College, its students, and its importance to the lives and welfare of our College community. I'm sure more than half of us sincerely care about the College's ability to continue functioning optimally—which will be in jeopardy should the vote on the millage fail.

Please consider donating the suggested \$150 to Local 1650's PAF. [You can donate here](#). (Press CTRL+click)

I'll leave you with the closing words from John's *1650 Report* article I referenced earlier:

(continued on next page)

(Your PAF Donations are Needed! continued)

“Thank you for your consideration. Thank you as well for your support of your Union’s political efforts to secure the future of this College, its programs and curricula, its students, and its faculty.”

Chardin Claybourne
Vice-president of Internal Affairs
HFCC-FT AFT Local 1650

Ford X-Plan

A few years ago, as a result of the efforts of Local 1650 President John McDonald's daughter Mary Gollan, who sponsored HFC's request at Ford Motor, and HFC's longstanding relationship with Ford Motor Company, **Ford’s Partner Recognition Program** was made available to all HFC employees.

Partner Recognition offers all of the employees of the College the ability to purchase or lease eligible vehicles at Ford Motor Company's X-Plan Pricing. To participate in the Ford X-Plan, contact the Office of Human Resources for a PIN number.

In your decision to purchase or lease a new vehicle, please give careful consideration to buying a UAW or Canadian Auto Worker (CAW) made vehicle. As Henry Ford College employees and beneficiaries of Ford Motor Company property taxes, please consider a union-built Ford product. The UAW was influential in the founding of Local 1650.

The Union movement contributed a great deal to the creation of a large middle class in this country. The UAW, in particular, was influential in the creation of public sector unions and creating middle-class wages and benefits for not simply its members, but for non-organized white- and blue-collar workers as well.