



The Advocate

Dateline LSCS-North Harris

At 12:19 p.m. on January 22, 2013, the peaceful campus atmosphere was interrupted by gunfire injuring two students and a maintenance person as well as sending a student with a medical condition to the hospital. This event was on CNN within twenty minutes. Fortunately, this scene was not an active shooter scenario but was confined to a small group of individuals. AFT would like to recognize the professionalism of the college's employees in responding to this shooting. Campus police officers, many who are AFT members, responded quickly, action which put them at the scene within two minutes. Of particular note, Officer Randal Bass assisted two victims on the ground while other officers entered the Academic Building, guns drawn, searching for the shooter. Officer Antonio Gonzales was the first officer to enter the building, followed by Officer Nona Perkins. Next through the door was Captain Claude Taylor, and, shortly thereafter, Chief Richard Gregory. In the meantime, Officer Gary Glad- den and Officer Romulo Chavez were handling the situation in the Library. Unfortunately, an erroneous comment was made during a press conference by a college official that our officers did not engage the individuals involved and that the college relies on the sheriff's department to take over and handle these situations. The comment upset a number of people in that it suggested that our officers stood down and waited on the

sheriff's department to arrive. The opposite is true.

Credit also goes to other college employees. Faculty and students from the college's EMT program quickly attended the gunshot victims. The evacuation of buildings was about as smooth as one could expect given the circumstances. This evacuation was assisted by several dedicated faculty and staff, many who are AFT members.

Calm was slowly restored as external police officers, many who are members of their own unions, descended upon the campus. They were absolutely thorough in securing the scene. As one might expect, there were other glitches beyond the incorrect administrative comment. Emergency messages went out late or not at all to employees and students, a fact that left many of them clueless and heightened their fears. (I received my first text at 12:54, 35 minutes after the shooting. I received my first email at 1:02.) Additionally some handicapped students understandably felt particularly vulnerable in these circumstances. Some employees who sheltered in place were frightened as external police swept buildings without identifying themselves as officers. I am sure that more concerns will emerge, and this event will likely be a valuable lesson that will help the college improve our response should such a situation occur in the future.

Ultimately, the quick and profes-

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sional response from faculty and staff is gratifying to see in the face of such a violent situation that unfolded so rapidly. We are grateful that the injured are expected to recover fully. It could have been much worse.

Congratulations to all.

Alan Hall, President

How iStar Changed Education into Data Entry

This article is an open letter of apology to all of my colleagues who have written the 1060 emails currently sitting in my inbox. It is also a cry for help. I have become a slave of the evil goddess iStar, and I can't escape.

LSCS made a decision last semester that all instructors in the system would have to enter their teaching credentials into iStar. The credentials consist of instructors' college transcripts and their supervisors' evaluations of those transcripts to verify that they meet SACS criteria. Mind you, this is information that our HR office already has, but the system decided that it was not cataloged in the desired format. Rather than taking the information they already had and cataloging it themselves, they decided that faculty members would have to do it on their own. Then each supervisor would have to check to make sure that all the information was correctly entered in the very special format the system wanted. As chair of one department and interim chair of another, I have approximately 100 adjunct faculty members to oversee. I have to make sure they fill out the online forms in just the right way by the deadline and then check to make sure the information matches the records I or other supervisors had already prepared for them when they were hired.

The process is non-intuitive and non-user friendly. The "job aid" written by HR to guide faculty through the process has 59 steps – and that's after I took out the parts that apply to workforce faculty, employees I don't supervise. So an enormous amount of time so far this semester has been spent meeting with faculty, showing them how to go through the process and checking their work when they are done. Woe

unto those who tried to figure out how to do this on their own. Those who put the information in the wrong places had to be "denied" and cast into the outer darkness until they did it over.

In isolation, this credentialing process would be an annoyance, but it is symptomatic of an ever-growing trend to replace relatively simple tasks handled by a few employees with much more complex processes that require many employees to go through training session after training session. Whether that process is adjunct faculty having to enter their own hours when substituting for a colleague, or fulltime faculty having to stand at a scanner making pdfs of travel receipts, or staff members who have to get layers of approval for simple purchases or deans having to approve stacks of routine online forms, employees are being distracted from their core duties for mindless data entry that isn't relevant to their position. I suppose the theory is that by turning over this data entry to others, some employees have gained more free time. However, so much time is spent in training, answering questions, and correcting mistakes (often mine) that I doubt there is much time savings. I wonder how much inconsistency and error we are introducing when so many people are having to learn so many processes that they rarely use or use only once if done correctly.

Many of these processes involve iStar, where processes are changed routinely and often don't work the way the "job aids" say they should. Our system likes to brag about how smooth our iStar implementation has been and how we converted to it in half the time other institutions needed, and yet I have heard a number of anonymous reports that employees' jobs were threatened if they criticized the program. However, we have other programs, such as R25 for room scheduling, Curricunet for curriculum change proposals, and Compliance Assist for strategic planning that seem to add limited value to processes we already had in place while requiring more training sessions and specialized processes.

It seems to me that a few questions are worth asking:

- 1) Do the programs we buy and the processes we implement add efficiency or distract employees from duties at the core of their jobs?
- 2) Why do we keep buying these programs?
- 3) How much error and inconsistency do we intro-



- duce when so many people have to learn so many different processes that they rarely use?
- 4) Are we having to farm out so many clerical duties because we have inadequate staffing at the grassroots level? For example, at CyFair, the academic divisions have all had to cut back from two coordinators to one even while enrollment is growing.
 - 5) Are we creating a climate where inefficient processes flourish because employees don't feel they can offer feedback openly?

Whether faculty, staff, or administration, all of us came into this business because we wanted to contribute to the noble goal of educating students. Can we escape the growing encroachment of endless training and data entry and free ourselves from the clutches of the goddess iStar? I hope so. In the mean time, I've got to try to catch up on my email.

John Burghduff, Professor, LSCS - CF

Time and Labor

A Shooting on Campus

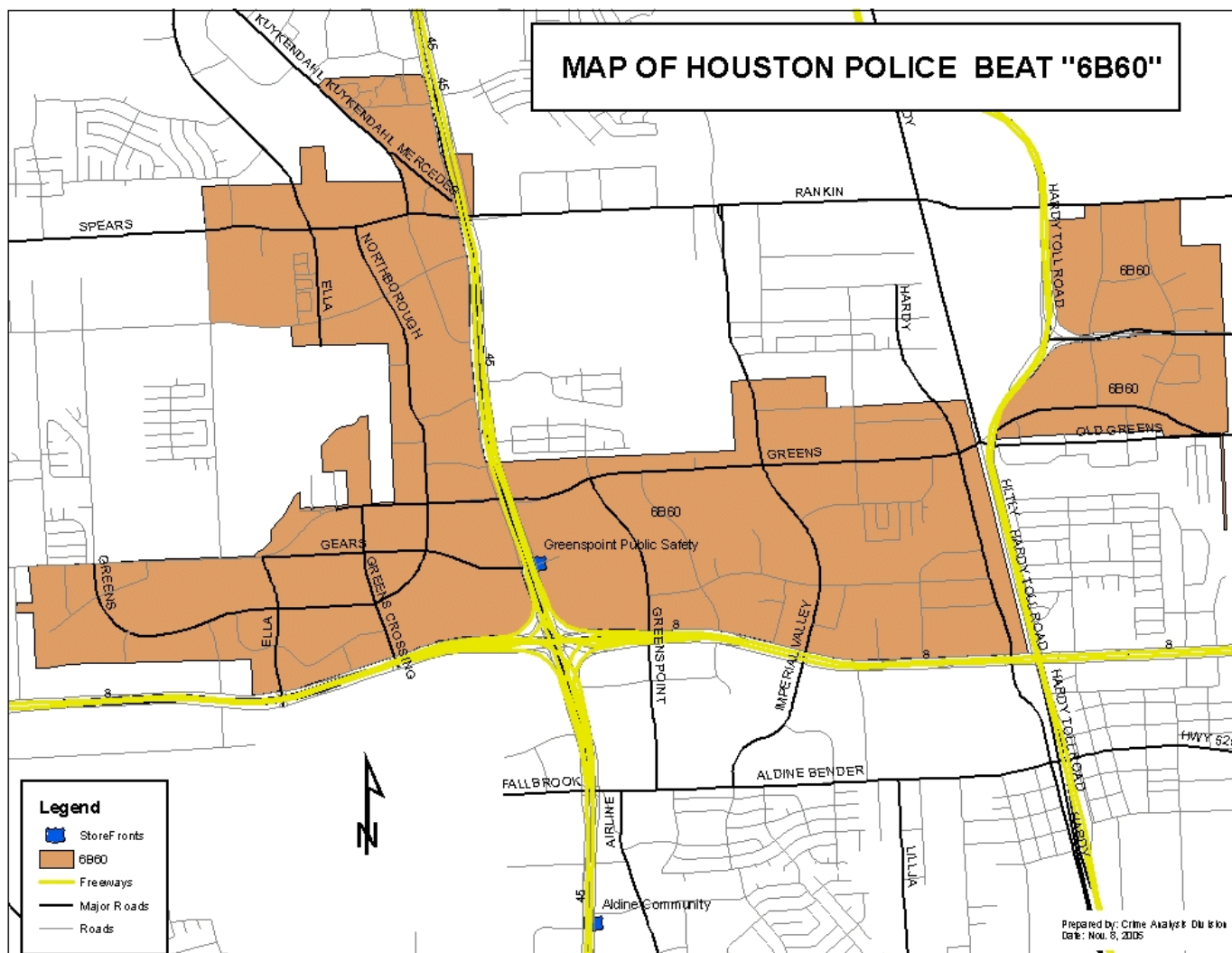
Last week, there was a shooting at LSC-North Harris. The story immediately became national news, partly because it fit into a narrative of school shootings and gun violence as national problems. It also helped fuel a national debate about gun control and school security measures. However, there is a different way to look at this shooting, and that is to ask what it says about the relationship between neighborhood violence and campus safety.

Unlike the well-known Connecticut, Virginia Tech, and Columbine massacres, the shooting at North Harris was not a premeditated mass murder. Two young men bumped into each other at campus, and later the incident escalated into a shooting that injured three people. The Greenspoint district is central to North Harris's service community with a reputation for widespread violence and crime. It has been tagged with the sardonic nickname, "Gunpoint." LSC-Greenspoint Center is located there.

Students at Greenspoint Center say that, in terms of safety, neighborhoods in the area are mixed. There are areas where a woman can walk alone at night without fear, and there are others where only people who are known in the neighborhood can safely walk at any time of day or night. There are various areas that are known for what is euphemistically referred to as "activity" places, located in areas where police cars enter "three deep." I investigated the crime statistics, by police beat, throughout North Harris's service community. I focused on Greenspoint because it was reported to be the home community for a student gunshot victim, because LSC-Greenspoint is located there, and because Greenspoint is a major constituent of the LSC-North Harris service community. I wanted to know if it is possible that LSCS students, in some areas, deal with this kind of violence every day.

Police Beat 6B60 is the Greenspoint beat, which is, in turn, part of the Greenspoint division. The crime statistics do not list gun violence as a category; however, they do list categories of violent crime, such as murder, rape, robbery and aggravated assault. In the month of November 2012—the most recent month for which statistics are available—there were 38 violent crimes reported, more than enough to be considered a daily occurrence.¹ For the division of Greenspoint (a larger area comprised of the Greenspoint beat along with five other beats), 164 violent crimes were reported for November 2012.² I concluded that, yes, there are areas in the LSCS service community where this kind of violence can be considered a daily occurrence. In other words, violent crime is a student success issue that became highly visible when it manifested on the North Harris campus in the form of a campus shooting.





The neighborhood conditions of our service communities, in many ways, constitute the learning conditions of our student body. No one learns well in a climate of violence and lack of adequate support. Greenspoint represents one of the most neglected and underserved districts in the Greater Houston area.³ K-12 residents of Greenspoint are served primarily by Aldine ISD. In 2010, *The Texas Tribune* reported:

Aldine is cited as a particularly striking example of the criminalization of school discipline in *The School-to-Prison Pipeline*, a report to be released this morning by Texas Appleseed, a nonprofit research and advocacy group focusing on social and economic justice. “The ‘pipeline’ refers to a disturbing pattern of school disciplinary problems escalating from suspension to removal from school, juvenile justice system involvement, and school dropout,” the report asserts. “Numerous studies by national experts ... have established a link between school discipline, school dropout rates and incarceration. ... *More than 80 percent of Texas adult prison inmates are school dropouts,*” [emphasis in original].⁴

Family income is below the poverty line for 80% of Aldine High School students.⁵ Huge swaths of the North Harris service community—especially Greenspoint and the Northside—are a food desert, which means that



residents have to travel long distances to supermarkets. Such travel can be expensive and difficult for impoverished families, especially in the absence of adequate public transportation. According to The Food Trust, “The lack of supermarkets in many communities means that residents must shop at convenience and corner stores with higher prices and lower-quality food. Diets that rely on food from convenience stores are often higher in sugar and fat, contributing to the incidence of diet-related disease.”⁶ These problems, along with a chronic lack of access to adequate health care and childcare, are all impediments to student success. They do not carry the shock of gunfire, but they matter a great deal. Much of the shock experienced by North Harris was due to the feeling that the sanctity of the college campus as a safe place had been violated. The trauma to the North Harris community will continue to affect us for a long time. In considering our response, though, let us remember that neither metal detectors nor razor wire will insulate us from the communities we serve. Neighborhood conditions—the good and the bad—will manifest among our student body because our student body comes from the neighborhoods.

Our students are overwhelmingly smart, courteous, and deeply committed to a college education. In many cases, they go to heroic lengths to succeed at college. This shooting was an isolated incident that we all hope will never be repeated. However, neighborhood violence will continue to affect student success, even if it is kept off campus and out of sight. So will chronic poverty and neglect. If there is a lesson to be learned from the shooting, it might be this: the problems of the community soon become the problems of the community college.

David Davis, Professor of History, LSCS-NH



¹ Houston Police Department, Crime Statistics for North Patrol Division, Beat 6B60, (<http://www.houstontx.gov/police/cs/beatpages/cs6b60.htm>).

² Houston Police Department, Crime Statistics for North Patrol Division, Greenspoint District (<http://www.houstontx.gov/police/cs/stats2012/nov12/districts/nov123b.htm>).

³ David L. Davis, “The Elephant in the Room,” *The Advocate*, April-May 2012, pp 6-7 (<http://aftlonestar.tx.aft.org/archives-advocate>).

⁴ The Texas *Tribune*, “Report: Texas Districts Quick to Expel,” by Matt Stiles and Brian Thevenot, April 14, 2010 (<http://www.texastribune.org/2010/04/14/report-texas-school-districts-quick-to-expel/>).

⁵ Davis, “The Elephant in the Room.”

⁶ “Food for Every Child: The Need for More Supermarkets in Houston,” The Food Trust, Special Report, December 2010 (<http://www.thefoodtrust.org/php/programs/houston.php>).



Campus Updates



The union adds its voice to commend all those who have helped others during the unfortunate events of January 22 and since. Employees across the campus reacted quickly and appropriately to safeguard our students and each other. The shooting was a reminder that our college community is part of a larger one and shares in that larger community's issues and challenges. The union fully supports all efforts that can be made at every level to help prevent any such occurrence from happening again. Mark your calendars for the next two union get-togethers at La Cabaña's, (3390 FM 1960 E. Humble TX 77338): We'll meet at 12 noon on Friday, February 22, and at 4:30 on Friday, March 1. Please come by for free appetizers and lively conversation. Let's keep each other informed about what's happening on campus.

Steve King, AFT - Faculty VP



Spring is in the air, and it's only February! With more 70+ degree weather than 50's and 60's it seems like spring break should be just around the corner. Spring 2013 seems to have started off smoothly for LSC-Kingwood. Major changes are coming to LSC-Kingwood with the creation of two new divisions. We would like to thank Dr. Persson for leading the way in this long overdue expansion and allowing faculty and staff to provide input in this process.

Dr. Persson addressed faculty and staff at her monthly "What's Up Doc" meeting addressing concerns over the shooting incident at LSC-North Harris. We appreciate her openness in allowing faculty and staff to give input. By the time *The Advocate* is delivered, AFT at Kingwood will have had our spring meeting allowing members to express any concerns they might have concerning issues on campus. Be watching for our next social at El Rancher!

Richard H. Almstedt, AFT - Faculty VP



AFT Montgomery membership continues to grow, and we continue to support and serve our members by providing advice and guidance. We are all looking forward to resuming our monthly socials the second Wednesday of the month, starting February 13, from 5 to 7 p.m.

Martina Kusi-Mensah, AFY - Faculty VP



Ahoy Maties,
Greetings from the deck of the HCS LSC-Tomball which left dock a few weeks ago for its annual spring cruise to Port Spring Break and Port Final. To date sailing has been fairly smooth with the exception of a really nasty waterspout over the horizon which struck the decks of LSC-North Harris and injured a few seamen and paying customers. The incident has everyone in the Admiral's armada seeking answers and asking questions about how to steer clear of future weather conditions such as this when at sea. All the mates and officers onboard the LSC-Tomball were grateful that the damage was less than it could have been and everyone is alright.

As ta matters on board the LSC-Tomball, there be sum minor concerns that have needed sum attention, but seem ta be workin out in favor of all parties involved. It appears thet the admiralty staff, includin tha senior level Petty Officers, ar workin more toward resoven matters betwixt the lower ranks and supervisory ranks than lukin fer weys ta show tem the down side of the walkin plank (you know, off the plank into the sea, kerplunk, kersplash, fishfood! – out tha door and fired fer those of you who can't read between tha lines.) Tha pernt (point) bein thet while not all may be perfect, folks here ar wurkin together more on board the LSC-Tomball than is rumored bout the rest of tha fleet.

Thar be one big event happinin at tha end of February, beginin of March (2/27 – 3/2) with our drama section of tha ship an thet be the annual statewide Playfest thet



Campus Updates, cont'd

brings ships from other navies to display there plays ta any that might be on board the LSC-Tomball durin those dates. It looks ta be a great time of camaraderie fer all involved an the fleet is welcome to come on board an watch.

Til next we talk, keep them vittles high and dry, the water barrel filled, and them holy stones a'polishin,

Richard Becker
Cap'n of the Watch



CyFair began the spring semester by welcoming Cher Brock as interim dean for Division I. Her many years of experience bring stability to that division while they search for a permanent dean. Special thanks are due to ALL of those who are filling in as interim deans, vice-presidents, and program managers around the campus as we continue through a time of many transitions.

AFT Happy Hours return for the spring semester with our first one scheduled for Thursday, February 28, from 5 PM to 7 PM. The location will once again be Husky's on West Road just east of Telge Road, a short distance from campus. Although our gathering will be as informal and fun as always, we're going to take some time to talk about events in Austin and around the Lone Star System that impact the life of our college. All faculty and staff are invited whether you are a union member or not. Come find out more about what the AFT does and visit with friends.

Watch for information about AFT Lobby Day on Monday of Spring Break. A group of us from LSCS will be going as private citizens of the State of Texas to meet with legislators and their staff to discuss issues important to teaching and learning.

John Burghduff, AFT - Faculty VP

If you are interested in membership or would like to discuss a work-related issue, our AFT Faculty and Staff Vice-Presidents are here to assist!

Please don't hesitate to contact them!

Letters to the Editor

Lawsuit Against Lone Star College Imminent

In the coming weeks, Gordon Carruth will be filing a lawsuit against the Lone Star College System that relates to his precipitous firing. Carruth, the President of the Faculty Senate, was fired after he stood up against bullying, harassment, retaliation and a series of unlawful and immoral acts by school administrators who are stifling free speech in a forum that should encourage it. The lawsuit will involve several different claims and is supported by an abundance of incriminating evidence. As soon as the lawsuit is filed, it will be public record that will be easily accessible via the Internet by not only the media but also private citizens who are interested in the manner in which their tax dollars are being used and the persons to whom many of our citizens' education is entrusted.

Once suit is filed, the attorneys representing Mr. Carruth (Mize Minces & Clark, PC) will inquire into the following topics when they depose school administrators about their actions:

1. Can the school's "investigation" of Mr.



Carruth's legitimate grievances really be considered fair, neutral and impartial when the "investigation" was conducted by the school's outside counsel (Jacob Monty)? In other words, how could Mr. Monty operate as both a zealous advocate and a neutral investigator at the same time?

2. Why did Mr. Monty's lengthy "fact-finding investigation" omit any reference to the bullying, harassing words of Dr. Ann Kirch, even though they were captured on an audio recording? For example, Monty simply ignores the following statements from Kirch to Carruth:
 - Referring to Carruth as "stupid"
 - "My attitude toward you is very much like my attitude toward my sons when they screw up"
 - Referring to Carruth as "the monkey in the cage that somebody can wave a toy at and you leap and jump around"
3. Why did the "fact finding" report ignore and fail to fully investigate the fact that dozens of other faculty members have expressed similar concerns and complaints—many in writing—about Kirch's heavy-handed, abusive approach?

There are three glaring problems with Monty's fact-finding investigation: (1) he did not really investigate and (2) he disregarded facts; and (3) he was far from neutral. Monty does not attempt to rationalize, justify, or explain Kirch's conduct. He merely ignores it altogether, summarily concluding that Carruth, a subordinate to Kirch, "harassed Kirch on the basis of her gender." Kirch made this complaint—which lacks supporting evidence—only *after* Mr. Carruth initiated formal complaints to school administrators about a series of abusive interactions with Kirch that violate school rules and arguably state and federal law.

The list of school administrators who are likely to be cross-examined includes the following:

- President Austin Lane
- Vice President of Instruction Ann Kirch
- Dean of the BASS Division Becky Gustamante
- Attorney/Investigator Jacob Monty

- Chancellor Richard Carpenter

The depositions of these administrators will not be confidential, so those concerned about the integrity and future of the college may have the opportunity to assess the justifications given by school administrators to explain their actions. I personally intend to read the transcripts and promise to offer my opinion on the most interesting excerpts.

On December 17, 2012, I voluntarily testified before two EEOC officials, Joseph de Leon, Supervisory Investigator, and Stephen Damiani, Lead Investigator. I described Lone Star College's violation of three constitutional rights—free speech, obligation of contracts, and due process. I also illuminated the glaring, significant flaws in Jacob Monty's pervasively speculative investigative report, which was used as the basis for firing Carruth and punitively transferring Prof. Larry Loomis-Price. The adjudication of EEOC complaints is separate from the imminent Carruth lawsuit, though both arise from a disturbing pattern of firing those who speak up against abuse and enabling and coddling the abusers themselves.

One can't know of course the outcome of lawsuits. But let me just say that I will not be surprised if Carruth is reinstated, given full back pay for lost salary and benefits, reimbursed for all legal costs, and given a cash settlement for damage to his personal and professional reputation. While there will be some justice in such a result, it will not be without frustrating injustice. Why, you ask? Because the taxpayers are likely to foot the bill in the end. If you have a problem with Lone Star spending your money to cover up the bad acts of its administrators, I encourage you to make yourself heard by writing to the school and speaking up. If you do, perhaps the school will think twice in the future about doing what it did to Carruth. If you do not, you should expect more of the same.

I still cannot believe the unthinkable cruel way that Carruth, after 17 years at the college, was abruptly fired and ordered off the campus in 30 minutes, escorted by an armed guard—no hearing, no defense, no due process, no nothing.

Ron Trowbridge, Former chief of staff to U. S. Supreme Court Chief Justice Warren Burger



Civil Disobedience, 21st Century Style

Dear Sirs:

Most of the professors who teach today are adjunct instructors. 70% and counting belong to the contingent labor force of Academia, those who teach without contracts. As the president of the *Modern Language Association* Michael Bérubé said, "Adjunct, contingent faculty members now make up over 1 million of the 1.5 million people teaching in American colleges and universities. Many of them are working at or under the poverty line, without health insurance; they have no academic freedom worthy of the name, because they can be fired at will; and, when fired, many remain ineligible for unemployment benefits..." This actually happened to me. But that's another story....

So you see, we are underpaid, exploited, invisible, in many cases. Because we want to change that, I started a petition to affect change; we have garnered almost 3600 signatures. And while this is substantial, it shames me too. Although we are overjoyed that fellow workers from *Papa John's*, *Applebee's*, or *Walmart* can start a petition and each garner hundreds of thousands of signatures, it saddens me that it is food or marketing that interests most, but education does not muster interest. This says something about society, and what we think about education. When I look at our petition, and then I look at *Papa John's*, which has over 120,000 signatures, or *Applebee's*, which has even more, it makes me wonder. We are constantly bombarded with messages valorizing the giants of the food and commercial industry in the media and in our lives. But how often do we think about learning, about knowledge, about education? Should the educators of our society have to suffer because media everyday engulfs us? And once we leave the ivory tower we **forget** our professors, our valued teachers. We never realize that many of us, the adjuncts, do not earn living wages, we do not have health care, we need to go from campus to campus to make ends meet.

So we need people to know we are the silent voice out there; we are the invisible. Have you thought of the toll not making a living wage takes on your teachers? Because a professor who is not paid living

wages, who has to commute between two, three, or more campuses, who does not have money for health care coverage, who does not even have the time to spend on lesson plans or to dedicate to students because he is scrambling to make ends meet, that professor cannot give his all to his students. And then it is the students who suffer; it is the parents who suffer. Remember, teacher working conditions become student learning conditions. So if the majority of teachers are undervalued, will students' education be undervalued, undercut as well?

This is the life of the New Faculty Majority. Though most are great at what we do, we cannot keep doing it at this cost. I have asked you to sign my petition (http://signon.org/sign/better-pay-for-adjuncts.fb1?source=c.fb&r_by=426534), to post it to your own accounts, and then to share it with others, so the petition will grow, so it will spread like wildfire, so we can effect change. With this new year, too, I have begun a Facebook page to keep up with adjunct news, and to begin a dialogue (<https://www.facebook.com/AdjunctJustice>). Lastly, a colleague and I created a TUMBLR page (<http://adjunctjustice.tumblr.com>) to publish contracts or pieces of adjunct exploitation. TUMBLR is visual, so this brings us to a whole new world. But there you have it: Civil Disobedience, 21st Century Style. Won't you join me? I would love to include the future of your voice and vision in our dreams.

Ana M. Fores Tamayo
Adjunct Justice

Petition: http://signon.org/sign/better-pay-for-adjuncts.fb1?source=c.fb&r_by=426534

Facebook Page: <https://www.facebook.com/AdjunctJustice>

TUMBLR: <http://adjunctjustice.tumblr.com>



AFT-Lone Star College

AFT Local Union # 4518

GOALS

- To promote academic excellence
- To protect academic freedom in higher education
- To preserve and protect the integrity and unique identity of each of the institutions of higher education in Texas
- To protect the dignity and rights of faculty against discrimination
- To ensure that faculty have an effective voice on all matters pertaining to their welfare
- To secure for all members the rights to which they are entitled
- To raise the standards of the profession by establishing professional working conditions
- To encourage democratization of higher education
- To promote the welfare of the citizens of Texas by providing better educational opportunities for all
- To initiate and support state legislation which will benefit the students and faculty of Texas
- To promote and assist the formation and growth of Texas United Faculty chapters throughout Texas
- To maintain and promote the aims of the American Federation of Teachers and other affiliated labor bodies

Professional career
protection and a
united voice at work
Join us today!

BENEFITS

- \$8,000,000 Occupational Liability Insurance
 - provides security while teaching
 - protection against litigation
 - malpractice protection
- \$25,000 Accidental Death Insurance
- Legal Assistance
 - Free consultation and representation on grievances and job related problems
 - Services of leading labor attorneys
 - Legal Defense Fund protection
- Political Power
 - Texas AFT lobbyists in Austin
 - AFT lobbyists in Washington
 - Representation at the Coordinating Board
 - Support for local electoral work
- Affiliations
 - Affiliated with the Texas AFL-CIO
 - Affiliated with the American Federation of Teachers and Texas AFT
- Staff Services
 - Professional representatives to assist and advise in processing grievances
 - AFT research facilities
 - Leadership Training
- Savings and discounts on goods and services with AFT PLUS Benefits
- Free \$10,000 term life insurance policy for first year of membership

Monthly AFT Dues

Membership Eligibility

Full-time Faculty	\$34.15
Full-time Professional Staff	\$27.81
Full-time Support Staff	\$24.35
Adjunct Faculty & Staff	\$12.10

Membership in the American Federation of Teachers (AFT) is open to full and part-time faculty and staff up through the dean level. If you would like to join or find out more information about membership, please contact any of the officers listed on page 12 of this newsletter, or check out our online information and application at:

www.aftlonestar.org



www.texasaft.org

American Federation of Teachers
Texas AFT
AFL-CIO



www.aft.org

American Federation of Teachers -Lone Star College Membership Application

AFT-Lone Star College is an affiliate of the American Federation of Teachers and the Texas AFT and accepts membership from all non-supervisory employees of the LoneStar College System. Indicate below whether you are a new member or a current member wishing to update your contact information. Membership with AFT-Lone Star College provides each member with an \$8 million Professional Occupational Liability coverage policy, legal defense coverage and access to representation for work-related issues. In addition, AFT-Lone Star College members are entitled to special savings and discounts through our AFT PLUS benefits program. **If you have questions about joining, please call AFT- Lone Star College @ 281-889-1009. You may also visit our website: www.aftlonestar.org**

- 1) Fill out the application below and choose your method of payment
- 2) Remit this application to AFT-Lone Star College President, Alan Hall

By US mail: AFT - Lone Star College P.O. Box 788 Spring, Texas 77383-0788 **OR** Interoffice mail: Alan Hall @ A-217, North Harris



2012-2013 Monthly Membership Dues rates:
Based on your position with the LoneStar College System, please select your appropriate dues rate.

Full-time Faculty \$34.15/mo. or \$409.80/yr.

Full-time Professional Staff \$27.81/mo. or \$333.72/yr.

Full-time Support Staff \$24.35/mo. or \$292.20/yr.

Adjunct Faculty \$12.10/mo. or \$145.20/yr.

Part-time Staff \$12.10/mo. or \$145.20/yr.



IMPORTANT NOTICE:

Payroll deduction allows members to pay union dues in monthly installments. If you prefer to write a check to pay for your union dues, be advised that AFT requires the full yearly amount payable in 2 six-month installments. Exceptions to the rule apply for Part-time Staff and Adjunct Faculty only.

First Name:	<input type="text"/>	Middle Initial:	<input type="text"/>	Last Name:	<input type="text"/>
Home Address:	<input type="text"/>				
City:	<input type="text"/>	State:	<input type="text"/>	Zip code:	<input type="text"/>
Home Phone:	<input type="text"/>	Email Address:	<input type="text"/>		
Employee ID #:	<input type="text"/>	Campus:	<input type="text"/>		
Position:	<input type="text"/>	Room #:	<input type="text"/>	Referred by:	<input type="text"/>
I am paid:		<input type="checkbox"/> Bi-weekly		<input type="checkbox"/> Semi-monthly	
		Paid over:		<input type="checkbox"/> 9 months <input type="checkbox"/> 9.5 months <input type="checkbox"/> 12 months	
Are you a current or new member?					
		<input type="checkbox"/> Current member <i>(Updating information and/or payment method)</i>		<input type="checkbox"/> New Member	
Choose method of payment:					
		<input type="checkbox"/> Payroll Deduction <i>(Complete the union dues agreement below)</i>		<input type="checkbox"/> Cash/Check <i>(Two 6 month payments payable to AFT-LSC)</i>	

Union Dues Deduction Agreement

I hereby authorize Lone Star College System to deduct each pay period an amount equal to the dues in the amounts fixed in accordance with the Bylaws of AFT including any increase in dues in future years and pay same to said Union in accordance with the terms of the agreement between Lone Star College System and American Federation of Teachers. This agreement will remain in effect until Lone Star College System receives a written notice of cancellation from me, AFT or at the time of my termination, whichever occurs first. This authorization is subject to sufficient wages being available to comply with all other required deductions and existing federal and state laws.

Signature: *(Print this form and sign here)*

Date

[Click here to print form](#)

For AFT-Lone Star College office use only. Do not write in this box.

Position verified: YES NO *(Initials)* _____ NOTES: _____
 Dues Class: FTF AF FTFS FTSS PTS C _____



P.O. Box 788 Spring, Texas 77383-0788

We're on the Web!
www.aftlonestar.org



Call for Articles

We invite all employees to send us their opinions, news, questions, and so forth. *The Advocate* is a forum for information and free interchange of ideas. Send your ideas. Send your articles to **Pat Gray**, Editor via e-mail: patsy.gray@lonestar.edu, or submit to any of the following officers.

Alan Hall, President	North Harris	ACAD 217-G	281-618-5544
David Davis	North Harris	ACAD 264-G	281-618-5543
Linda Dirzanowski	North Harris	Health Professions Red Oak	281-943-6819
Jim Good	North Harris	ACAD 264-F	281-618-5573
Stephen King	North Harris	ACAD 162-H	281-618-5530
Allen Vogt	North Harris	ACAD 264-C	281-618-5583
Rich Almstedt	Kingwood	FTC 100-G	281-312-1656
Laura Codner	Kingwood	CLA 110—D	281-312- 414
Catherine Olson	Tomball	S 153 - H	281-357-3776
Richard Becker	Tomball	E 271-D	281-401-1835
Janet Moore	Tomball	E 210 -E	281-401-1871
Van Piercy	Tomball	S 153-J	281-401-1814
Martina Kusi-Mensah	Montgomery	G 121-J	936-273-7276
Louise Casey-Clukey	Montgomery	B 100-G	936-273-7394
John Burghduff	Cy-Fair	HSC 250-G	281-290-3915
Brenda Rivera	Fairbanks	119	832-782-5068
Earl Brewer	Fairbanks	S - 13	832-782-5029

Membership Has Its Benefits

The union encourages employees to join because they believe that college employees should have a voice in their professional lives. We don't encourage employees to join because they anticipate conflict or are already engaged in a conflict. In fact, if they are already embroiled in a situation, we are unable to help them. It is all too common for someone to approach the AFT and say something like, "I've been an employee for the district for several years, and I've just recognized the importance of joining." Typically, following that comment is, "I'm in trouble and need help." I finally lost track of how many times in the last year I've had to say, "I'm sorry, but member benefits don't cover anything that pre-dates membership." The individuals to whom I had to give this message were invited to join and provided some advice on how to proceed with their situation, but assistance ended

there. Were they members, a host of benefits would have been available.

The AFT provides its members with advice and guidance as well as representation in conflict resolution and grievances. We have our own local attorney and can seek legal advice and counsel for members. We maintain a local legal defense fund. In addition, membership dues include, at no extra charge, \$8 million in professional liability insurance for claims arising out of professional activities.

Most of our members don't join because they believe that they may need the AFT's help in a conflict. They join because they believe in the values of the AFT— that employees should be treated with dignity and respect, that employees should help each other, that employees should have a

voice in their professional lives, that employees deserve fair pay and good working conditions, and that the district needs a system providing checks and balances. They join because they want to support an organization that helps others in so many ways. A nice benefit is that, if they do need help, it's there for them.

If you believe in these values and are not a member, now is the perfect time to join. The AFT advocated effectively for the raise employees received this year. The annual membership dues are a small percentage of the raise. If you believe in our values, take action now and join the AFT.

—Alan Hall

