



The Advocate

"Please remove your cap as you enter the building"

In the September/October 2013 issue of *The Advocate*, the AFT published an article covering many aspects of Lone Star College's new compensation and job classification system unveiled in August. One of the specific changes that concerns the union is the introduction of salary caps for faculty. A practice that had been eliminated by our previous chancellor, John Pickelman, it is now again the case that once a faculty member reaches a certain salary, he or she becomes ineligible for further cost-of-living increases. From this point on, that faculty member sees his or her buying power decline as prices for goods and services continue to rise.



If one currently receives a salary well below that cap, this issue might feel somewhat abstract and definitely a matter of concern only for the distant future. With the power of compounding, however, that cap can arrive amazingly soon for a faculty member. To bring this issue closer to home we have designed some charts to show how soon the prospect of living on a fixed income could actually be.

It is impossible to know how our compensation model might evolve over the next several years and what types of cost of living increases Lone Star employees may be given. For the sake of this discussion, let us suppose that the administration approves the same cost of living increase (4%) that we received this year each year for the next 10 years. Let us further suppose that there are no changes to the decision to cap faculty salaries. Under these assumptions, the following charts predict the date when a faculty member could top out at the maximum salary depending on what his or her current salary is.

For faculty with Master's Degrees on a 10 ½ month contract:

If your current salary is in this range your salary could top out at this date.
\$99,497 +	you have already Topped out your salary
\$95,670 - \$99,496	September 1, 2014
\$91,991 - \$95,669	September 1, 2015
\$88,452 - \$91,990	September 1, 2016
\$85,050 - \$88,451	September 1, 2017
\$81,779 - \$85,049	September 1, 2018
\$78,634 - \$81,778	September 1, 2019
\$75,610 - \$78,663	September 1, 2020
\$72,701 - \$75,609	September 1, 2021
\$69,905 - \$72,700	September 1, 2022
\$67,217 - \$69,904	September 1, 2023

Inside this issue:

"Please remove your cap..."	1 - 2
Discriminatory Effects	2 - 4
The Institutionalization of Inequity	4 - 5
Extraordinary Hospitality	5 - 6
AFT Defends Employees	6
Time and Labor Healing the Community Through Art and Social Action	6 - 8
Scholarships	8
AFT PLUS Benefits	9
About the AFT	10
AFT Membership	11
Membership Application	12



We're on theWeb!

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For faculty with Doctorates on a 10 ½ month contract:

If your current salary is in this range your salary <u>could</u> top out at this date.
\$103,886 +	you have already topped out your salary
\$99,890 - 103,885	September 1, 2014
\$96,048 – \$99,889	September 1, 2015
\$92,354 - \$96,047	September 1, 2016
\$88,802 - \$92,353	September 1, 2017
\$85,387 - \$88,801	September 1, 2018
\$82,103 - \$85,386	September 1, 2019
\$78,945 – \$82,102	September 1, 2020
\$75,908 - \$78,944	September 1, 2021
\$72,989 - \$75,907	September 1, 2022
\$70,182 - \$72,988	September 1, 2023

The Human Resource office has promised us to consider a “market adjustment” every two years which could result in raising salary caps upwards. There are three obvious concerns:

1) A faculty member who has reached the salary cap can only hope for a salary increase every other year.

2) By definition, a market adjustment focuses on the salary schedule’s competitiveness with “peer” institutions rather than on the rising costs of goods and services with which a faculty member must deal

3) There is no guarantee that an adjustment will take place. The last one Lone Star System instituted was 12 years ago.¹

The AFT has four reasons for publicizing this issue:

1) Most faculty members will approach these salary caps after 20 or more years of loyal service to the college. Although most of us aren’t looking for any particular award, we at least hope that we can plan for our salaries to keep up with inflation as we approach an age of significant expenses: kid in college, aging parents, hopes of retirement. Faculty need time to adjust their savings plans to prepare for a stagnation in salary.

2) Our brothers and sisters on the staff side have dealt with pay caps for a long time. The issues are the same for them and faculty should stand in solidarity with them.

3) As a matter of equity, if there is a reason for faculty and staff salaries to be capped, there should be no exceptions for other employees. At least in the original plan, administrators in the “chief executive” band were exempted from salary caps. An email from the Chief Human Resources Officer to the author of this article states “All LSCS new salary schedules (inclusive of the Chief Executive bands) have a cap.”² This band has not yet been posted with the other bands on the college intranet. We believe this information needs to be made public.

4) We hope that highlighting the impact of this policy will start a dialog that ultimately reverses this decision.

John Burghdoff
Professor of Math, LSC-CyFair

Notes:

¹https://intranet.lonestar.edu/hr/Documents/8_15_13%20Updated%20EC%20Presentation%20Slides%20for%20Compensation%20Plan.pdf

²Email from Ronda Rotelli to John Burghdoff, 11/5/2013.

Discriminatory Effects

As most employees have heard, on June 4, 2013, a federal lawsuit was filed against the Lone Star College System, alleging that its at-large trustee elections violate federal voting laws. The plaintiffs asked the court to impose on the college a single-member district system of trustee elections. In other words, the LSCS service area would be divided into districts, each represented by one elected board member.

Employees may not be aware that single member districts are the norm for large community college systems in Texas. Alamo Community College, Dallas County Community College, El Paso Community College, Houston Community College, and Tarrant County College all have single-member districts. On this issue, LSCS was out of



sync with its peer institutions, and one might ask why it lagged behind.

Soon after the suit was filed, LSCS retained the services of C. Robert Heath, an Austin attorney with a lot of experience in this type of litigation. Presumably, Heath advised the trustees to settle the case, which usually indicates that the attorney believes his clients are in a weak legal position. Rather than fight the lawsuit, LSCS began negotiations to settle it and is now awaiting final orders from Judge Kenneth Hoyt of the United States District Court for the Southern District of Texas.

It is well known that voters in The Woodlands have controlled LSCS trustee elections for many years because voter turnout in that area is relatively high. For a long time, that meant that wealthy business owners had a disproportionate influence over Board elections.

We have heard many people complain that the mere fact of relatively high voter turnout in The Woodlands does not mean that LSCS intended to discriminate against minority voters. While that is true, it is irrelevant to this lawsuit. In a case such as this, the courts do not consider whether discrimination was intended; the courts focus solely on the effect of the election system. Even if the trustees had no discriminatory intentions whatsoever, arguably, the effect of the LSCS election system has been to reduce the influence of minorities over its board elections.

Renée C. Lee summarized the problem well in *The Houston Chronicle*:

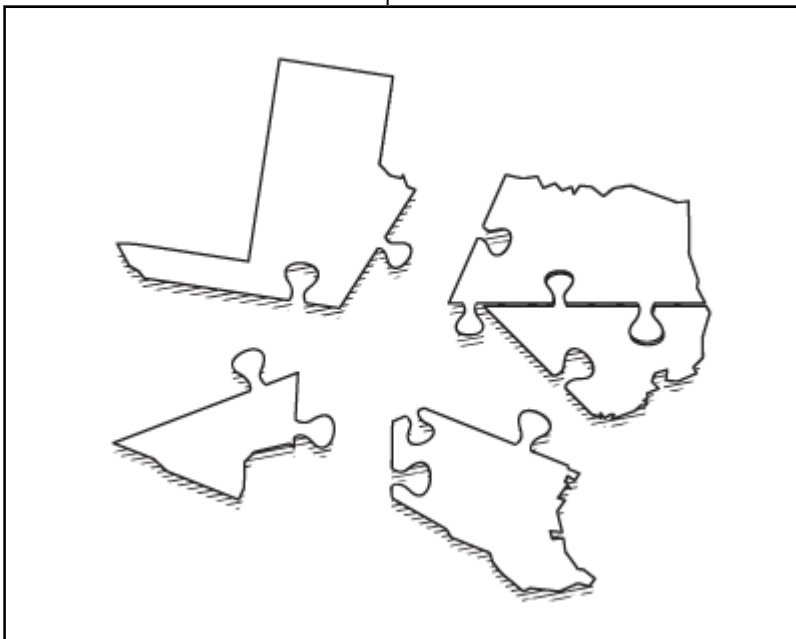
An at-large election "has the effect of preventing African Americans and Latinos from electing and retaining the candidates of their choice" and "has the effect of minimizing and reducing the voting strength of minorities in the community college's voting area," the suit said.

Nearly 1.8 million residents live within the col-

lege system's voting boundaries. Thirty percent are Hispanic, 16 percent black and 46 percent are Anglo, the lawsuit said.

Despite the large number of minorities, no Hispanics and only a few blacks have been elected to the board, court documents said.

The AFT would like to add to Lee's summary that the composition of the LSCS Board of Trustees has also been very different from the demographic composition of the students we serve.



In a parallel situation, in December 2010 the LSCS Board of Trustees voted to break the college's proud tradition of equal treatment for all classes of employees by voting to substantially reduce due process for staff when they file a grievance. The Board has made no effort to explain or defend this decision. Do the trustees believe that staff deserve a lesser degree of due

process because they earn less money than other employees? Do the trustees believe that access to justice should be rationed according to one's job classification? Or was their decision purely arbitrary? To be clear, the AFT has no evidence that this change was motivated by discriminatory intentions. Indeed, the Board's intentions are both inexplicable and irrelevant. It is the effect that matters.

This change to the grievance policy is also parallel to the Board election lawsuit because it was a peculiar break from LSCS's peer institutions. Alamo Community College, Dallas County Community College, El Paso Community College, Houston Community College, and Tarrant County College all provide the same grievance policy for all of their employees, regardless of their employment classification. In effect, the LSCS Board chose to reject the industry standard on equal treatment of employees without any explanation for doing so.



If we divide LSCS employees into administrators, faculty, and staff, it is easy to see that staff are, by far, the most diverse group of employees. In fact, staff are more like our students than either of the other two groups. Regardless of their intentions, by curtailing due process rights for staff with no stated rationale, the Board has effectively, and arbitrarily, discriminated against the demographic group from which most of our students come. Perhaps the plaintiffs who filed suit against the college in June had good reasons to doubt the sensitivity of the LSCS Board to the diverse community that it serves.

The Board has been on public notice about the discriminatory effect of the unequal grievance policy for three years because the AFT has pointed it out repeatedly in this newsletter (back issues are available at www.aftlonestar.org). Yet the Board remains unresponsive. The AFT continues to call upon the Board to reverse this decision and to demonstrate through action its commitment to fair treatment of diverse employees and sensitivity to the community we serve.

Staff

¹"Lawsuit: Lone Star College voting system hurts minorities," *The Houston Chronicle*, accessed November 13, 2013: <<http://www.chron.com/news/houston-texas/houston/article/Suit-claims-Lone-Star-College-voting-system-hurts-4576761.php>>.

The Institutionalization of Inequity

The best measure to determine the successful delivery of a product or service is to ask the customer. If the customer does not buy one's product or service, then the wise business will adjust accordingly. Many Lone Star College employees aren't "buying" the result of the Classification and Compensation Survey by LSCS and Evergreen Solutions. Another principle of customer satisfaction is to care for the internal customer (employees) as well as the external customer (students) because if the employee does not feel cared for, eventually that state of mind shows up in the work done for external customers.¹

The result of the Classification and Compensation Survey is the institutionalization of inequity. The first example of this institutionalization is the lack of recognition for time worked by employees in their present positions. For instance, for the few people who have finally been given a job title that matches what they do, their time doing that job was not factored into their new Career Band/Level. In other words, they are like employees who have been newly promoted to that position. The new position does not compensate or recognize their time worked in that position. This action by administration keeps the payroll cost low, but does not achieve the initial goal of the Survey, which was "to accurately reflect the work performed."² It also forces the employee into a new time line to achieve the next level of promotion. Then there are other employees who were "thrown a bone." They were offered a promotion, but their title still does not reflect what they do. Of course, in both of these instances, there was no increase in pay.

The greater harm of the Survey is the lack of appropriate matching of employee job duties to job descriptions. This results in additional harm when individuals are assigned job titles that do not match the work performed, which results in exploitation. Many employees are still performing tasks that exceed their job descriptions. Now the employee has choices: 1) to not do what their supervisor expects because it exceeds their job description, 2) to not exceed expectations because the track record of LSCS is to reward excellence by withholding compensation, 3) to just do their time until retirement, 4) to not care about "going above and beyond" service to the customer, and 5) to look for another job. Supervisors have choices also: 1) do they "write up" their employee because the employee refuses to do work that is the supervisor's responsibility, 2) do they ask the employee to do work that is beyond the job descriptions, 3) do they punish the employee when the employee refuses to do so?

The "new" career band/levels have no meaning. They currently offer only confusion. It is not clear what our job descriptions are anymore. Are Division Operations Managers considered supervisors, or managers? Do job descriptions correspond to industry standards? The AFT will be asking for documentation of the study to see how LSCS arrived at these classification and compensation conclusions.



Many employees feel as if they have been demoted. This survey has not been a great morale booster. Many employees will continue to do excellent work because of their personal values and because we care about the college. But the fact that we care does not change the structure of exploitation.

The 2013-2014 budget approved by the Board of Trustees in August³ appears informed by the results of a flawed Classification and Compensation survey; and since the budget has been determined, there is no room for compensation correction by the so-called "Second Review." It appears that the administration's goal is to fit our current compensation and titles into their budgetary goals, rather than paying employees their just due by changing titles to correspond to actual daily work and compensating accordingly. When substance does not match image we have illusion. What we have at Lone Star College is the Illusion of Equity.

Notes:

¹Vasudha Deming. "5 Principles of Customer Care." *Customerthink*. CustomerThink Corporation. 28 April 2010. Web. Nov. 19 2013. http://www.customerthink.com/blog/5_principles_of_customer_care.

²"Employee Orientation Lone Star." PowerPoint presentation used in employee Orientation Sessions February 2013.

³Board of Trustees. *August 1, 2013 Workshop and Regular Meeting*. Lone Star College. n.d. Web. Nov. 19 2013. "Financial Report and Consideration No. 3, (ACTION ITEM 3), Exhibit "H."

Earl J. Brewer III
Maintenance Specialist LSC-Fairbanks

Extraordinary Hospitality

Until recently, LSCS Board of Trustees meetings were generally hospitable events providing opportunities for faculty, staff, and administrators to visit, discuss issues, and interact in a positive way. Members of the community were also able to take advantage of this hospitable environment.

The meetings began at 5:00 p.m. If a workshop was scheduled, the Board would watch the workshop and then go into executive session. In that session, the Board would meet in a private dining room and have dinner as they discussed various issues. At the same time, all other attendees were provided a large meeting room in which to gather. In this room, the atmosphere was always convivial. However, there was a shift a couple of years ago when the college presidents began to meet separately for dinner with the Faculty Senate presidents in a closed room.

The general atmosphere reflected an additional shift at the August 2013 board meeting. Many attendees discovered that the large meeting room had been closed (locked) without notice. There was no longer a comfortable gathering place for the rank and file. The Board continued to dine in their private dining room, and the college presidents continued to dine in private with the Senate presidents. An AFT officer approached the building manager to see if some folks could at least sit in another empty room to visit and discuss issues. The manager responded that he had strict orders to keep all rooms locked, but we were welcome to sit on the benches in the lobby or in chairs inside the boardroom, less hospitable environments than the large meeting room. At the September meeting, a table was placed in a hallway to block access to the room where the college presidents and Senate presidents meet. The concern here is the shift in atmosphere in the building. It is stiffer, quieter, less convivial.

More ominous was a change in the August Board Agenda. Previously, the Board agendas included "Citizens Addressing the Board" in the first few minutes of the regular session, usually around 6:00 p.m. Citizens wishing to discuss a particular agenda item could speak to it before the Board voted on the issue. However, the August agenda moved citizens addressing the Board to the very last item on the agenda. Citizens were permitted to express their concerns only after the Board had already completed its business.

The AFT attends all Board meetings, and we stay until the bitter end. We feel compassion for citizens of the community who have to sit there for two or three hours before speaking. However, we have deeper concerns for these citizens and our own speakers who are forced into a situation where their comments are rendered moot by



the agenda order. The Board's voting on items and then listening to input about those items defies logic and suggests disregard for valuable input.

One additional issue is the short amount of time a citizen has to address the Board. Policy states that a citizen has "up to five minutes" to speak. However, the Board practice is to limit speakers to three minutes. That limit makes it difficult for a speaker to express concerns, and many have been cut off when the timer expires. Several speakers have already asked the Board to extend the time to the limit allowed by its policy, but so far no change has been forthcoming.

A college environment should be a place of open dialogue and a variety of opinions. Citizens should be able to address the Board on topics before it takes action on them. Communication and interaction should not be deliberately restricted by the Board and administration. To be heard is a key element of democracy.

Alan Hall

AFT Lone Star Defends Employees' Rights

One of the benefits of membership in the AFT is our legal defense. We are able to offer our members thirty minutes of free consultation with our attorney on any matter. For work-related issues, we have a legal defense fund. There are many issues that require assistance from our law firm (Tritico/Rainey) which are covered by the defense fund. These issues range from legal advice, representation in grievances, to filing lawsuits. We think it is worth noting some of the bigger issues. A couple of years ago, we spent \$18,000 of union legal defense funds in a suit involving an illegal policy adopted by the Board of Trustees denying employees the right to representation, including by an attorney, in a grievance. Once the suit made it to court, the administration/Board of Trustees notified the court that they had changed the language of the policy, after which the suit was dismissed. Although this action was taken and paid for by the union, all employees benefitted from the outcome. Last year, we spent \$10,000 representing a professional staff member who was inappropriately terminated. As a result of our attorney's efforts, the employee was reinstated with back pay.

More recently, we spent \$16,000 representing a faculty member. We cannot comment on this case because, at this writing, it is still active.

The AFT has always provided the LSCS administration easy ways to avoid litigation and will continue to do so. We never rush to litigation. Before we act on a case, we first have it reviewed by Tritico/Rainey and by Martha Owen, General Counsel for the Texas AFT, in Austin. If two independent attorneys agree that the case has merit, then we proceed.

Although we always prefer to avoid litigation, AFT Lone Star will provide its members the legal services included with their membership and defend employees' rights.

Alan Hall

Time and Labor

Healing the Community Through Art and Social Action

Last February, LSC-North Harris was visited by Charlotte, "Mama C." O'Neal, as part of our Black History Month celebration. She gave talks and performances at Greenspoint Center, The Arena Theater, and the Women's Resource Center. Her central message was about healing the community through art and social action. For Mama C., this means poetry, visual art, music, and co-managing the United African Alliance Community Center in the African village of Impaseni, at the foot of Mt. Meru, near Mt. Kilimanjaro, in Tanzania. Last February, Mama C. was in the States for her annual "Healing the Community Tour." Mama C. knows a lot about the subject.

Born and raised in Kansas City during the tumultuous years of the civil rights struggle and authoritarian crack-downs, Mama C. became a leader in the Kansas City chapter of the Black Panther Party. Her husband Pete was Chairman. The Panthers originally organized to protect women and children in their neighborhoods from police brutality. However, they soon learned that, in order to be effective in that role, they would also be required to provide social services. The Black Panther Party organized and maintained the first free breakfast program for children in low-income neighborhoods, along with many other much-needed social services. The Panthers were also revolutionaries willing to face the full



might of the federal, state, and local governments where the Panthers organized and operated. They were young, devoted to their cause, and sometimes unguarded in their language. Most of their leaders were assassinated or incarcerated. Assata Shakur remains in exile in Cuba for a murder she is not even accused of committing. Pete O'Neal remains in exile in Tanzania, after being charged with violating a firearms law that had been enacted two weeks before then. Pete was told that he would be killed soon after he was taken into custody. Pete and Mama C. O'Neal fled to Algeria and then to Tanzania, where they founded the U.A.A.C.C.

I met Pete and Mama C. when I was in Tanzania on an LSCS Faculty International Exploration grant. I was in the city of Arusha with a friend, Antoine, who is an educational safari guide. I had seen a documentary about Pete O'Neal, and I inquired about his whereabouts, hoping for an opportunity to meet this man and converse with him. Soon, we met a Massai warrior who said he knew the way to Impaseni. After much driving along various bush roads, inquiring in Swahili for directions, and retracing our path a few times, we came to the walled compound of the UAACC. The walls were covered in murals. Outside the walls was a water spigot. People from the village filled their buckets from the spigot and carried them home on their heads. I later learned that the well that provided this water had been paid for by another Panther, Geronimo Pratt, with funds from the settlement of a wrongful imprisonment lawsuit against the Federal Government. Geronimo Pratt had been a political prisoner for 30 years, falsely accused of armed robbery and then railroaded into prison. I spent the next three days with Pete and Mama C. We talked, worked, and played music. When I left, I determined that I would bring Mama C. and her message to Lone Star, if I could.

I admire the courage of LSC-North Harris President, Dr. Head, in approving Mama's C.'s role as a signature Black History Month speaker. One colleague whispered to me as we left a meeting where the up-coming visit had been discussed: "Isn't that one of those groups that hate white people?" I explained to my colleague that the Panthers were never a hate group. They are community organizers. Their leaders, like those of other radical groups in the 1970s, have taken up other means of resistance against brutality and racism. Many pursue freedom through economic success, media, or the political process. Pete and Mama C. run a children's home and a school in the African bush. They are revolutionaries of

the peaceful sort, healing the community through art and social action. After her gig at LSCS, Mama C. spent a few days with me, in my small and run-down Montrose apartment. I had recently moved there, and all I had to offer her was a mattress on the floor. She graciously accepted my humble hospitality, and we had long talks about the Way of the Peaceful Revolutionary, interspersed with reading each other's poetry and jamming with musicians who passed through. Such experiences are a benefit of college support for the "higher" part of higher learning. What I learned from Mama C. cannot be taught in graduate school or read in a book, but it can be passed on.

I found an opportunity to see this process demonstrated at the Victory Gardens in Acres Homes this past spring. A partnership between the Greenspoint Center for Diversity Studies and the Near Northwest Management District made it possible for North Harris College students to plant a garden at White Oak Conference Center in Acres Homes. One day, when we were working in the garden, a lady from a local community group stopped by and chatted with us. She told us she was very glad to see the garden because her house "was built over a dump" and the soil was toxic. I was angry to hear of the injustice done to this woman, her family, and to countless others who seem to have been put in that position because they were poor or because they were not considered white. It was frustrating to think that I was powerless against that injustice. But I took comfort in what we were doing together, healing the community, as much as we could, through social action.

I feel that union leaders have many things in common with both Pete and Mama C. We have accepted a duty to defend the rights of all employees, regardless of the consequences, and we are prepared to do this. However, we must also remember our own role in healing the community. Our members are faculty, staff, and administration. In other words, we represent all workers, except for upper administration. As such, we share a great deal of common ground with all levels of administration. It is hard to find an employee, at any level, who is not sincerely dedicated to our shared mission of student success. At my college, Student Services undertakes heroic efforts at student outreach, trying to usher as many students as possible through the numerous hurdles of college enrollment and attainment. The same could be said of Student Life. Whenever I have called or visited any college official on behalf of a student, I have been met



with helpful courtesy and a genuine desire to do whatever is possible for the student. I have no doubt these efforts go a long way toward pushing completion statistics much higher than they would otherwise be. The union does vigorously contest policies and actions that negatively affect our members—because we must and do defend the rights of our members through every ethical means available to us, including discussions with administrators, grievance procedures, appeals to the Board, the political process and, as a last resort, the Courts. Nevertheless, it would be mistaken to characterize the union as “anti-administration.” It would be unwise for us to alienate those members whose jobs revolve around working closely with upper administration, and are charged with carrying out the administration’s goals. Most union officers also work closely with upper administration, in one capacity or another. Clearly, we can be diverse in pedagogy, policy, and politics, yet unified in our commitment to the dignity and worth of every employee, regardless of rank. In this way, our community can be healed.

David Davis

Professor of History, LSC-North Harris

2014 Texas AFL-CIO Scholarship

The Texas AFL-CIO awards college scholarships through its central labor councils in the state. The Montgomery County Central Labor Council and the Harris County Central Labor Council both participate in this program.

Who May Apply: Children of AFL Lone Star College members or children whose legal guardians are members. Applicants must be high school seniors who are planning to attend a university, college, or technical institute in the summer of fall term of 2014.

The postmark deadline for applications is Friday, January 31, 2014. For application information, contact Alan Hall.



Letter to the Editor

I’ve been with Lone Star College since 2009, first at Cy-Fair then at the Tomball campus, which is also where I live. Like most faculty I started as an adjunct; then later I was promoted to a 70% faculty. At the end of the Spring semester I was notified that my 70% position was ending. This brought me right back to where I started as an adjunct. After years with Lone Star College, teaching more than 40 classes and almost 1000 students, I got an email from Human Resources stating that my Chain of Management had informed them that my position was ending. No one called me to express gratitude or met with me to discuss my future with the college. I just got an email saying that my position has ended and that I was going to be dropped from all of my benefits. That email pretty much turned my life upside down.

As an adjunct this summer I’m teaching two classes, which is exactly the same number of courses that a full-time faculty member in my department teaches in the summer. Yet my pay dropped overnight from \$1500 a paycheck to \$500 a paycheck with no benefits. If I want to continue with Cobra it would cost almost \$500 a month which is half of my monthly pay. To be clear I still teach exactly the same number of classes as other full-time faculty, but my monthly pay dropped from \$3000 a month to \$1000 a month with no benefits. That’s about an 80% pay cut for doing exactly the same job.

When I’ve asked how it’s fair that I make so much less I seem to get a shoulder shrug and a “well that’s just how it is.” No one can help me understand how this is fair or ethical. My students have no idea that someone with a graduate degree, 15 years of work experience with almost five as a faculty member at Lone Star College that I live below the poverty line. My dream job, the job that I’ve trained for my whole life, right now doesn’t even pay me enough to buy food for my family. I have no idea where to go from here.

Editor’s note: To protect this adjunct from negative repercussions, the name has been withheld.



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06/13

If you are interested in Membership, benefits 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! See the back page of this publication for contact information.



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02/13



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

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- \$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

Full-time Faculty	\$34.98
Full-time Professional Staff	\$27.81
Full-time Support Staff	\$24.70
Adjunct Faculty & Staff	\$12.38

Membership Eligibility

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 20 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



2013-2014 Monthly Membership Dues rates:

Based on your position with the LoneStar College System, please select your appropriate dues rate.

- ☐ Full-time Faculty \$34.98/mo. or \$419.76/yr.
☐ Full-time Professional Staff \$27.81/mo. or \$333.72/yr.
☐ Full-time Support Staff \$24.70/mo. or \$296.28/yr.
☐ Adjunct Faculty \$12.38/mo. or \$148.44/yr.
☐ Part-time Staff \$12.38/mo. or \$148.44/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 (Updating information and/or payment method) <input type="checkbox"/> New Member					
Choose method of payment: <input type="checkbox"/> Payroll Deduction (Complete the union dues agreement below) <input type="checkbox"/> Cash/Check (Two 6 month payments payable to AFT-LSC)					

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 FTPS 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
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
Kathy Hughes	Cy-Fair	FBC 218A	832-782-5063
Brenda Rivera	Cy-Fair	TECH 216D	281-290-5919
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

