



The Advocate

Fall Celebration at Papasito's Cantina

It's Friday,
November 8th,
from 3:30-6:30pm!

Come take a break
before the end of the
semester--enjoy your
union friends, relax, and
sample Papasito's
legendary Tex-Mex.
Food and a beverage
will be provided.
Bring your significant
other. It is going to be
fun!

Papasito's Cantina
15280 I-45 North
(on the east feeder road
between Richey and
Airtex)

281.821.4500



Compensation and Job Reclassification

On Monday, August 19, in all-campus meetings held across the system, the Lone Star College Human Resources Department announced sweeping changes to the compensation structure for full-time employees. Following the meeting, all full-time employees were given individual letters explaining how the changes applied specifically to them, while contractual employees were given their contracts for the year. The fanfare was exceptional and hopes were high among employees. There was some good news for everyone, some very pleasant surprises for a few, and an unwelcome shock for others. Few issues are more central to the concerns of employees of any organization than fair and accurate compensation. The AFT exists to promote the issues of LSCS employees, knowing that the well-being of our faculty and staff is critical to the success of our students. Therefore it is important to us to address these changes, recognize the positive aspects, and raise concerns in hopes of improvement.

Cost of Living Increases

Salaries for all full-time employees of the college include a 4% cost-of-living increase. The recent recession, coupled with a string of difficult Texas legislative sessions, has left many of our employees vulnerable. So a salary increase is especially welcome news. The following graph shows the growth in LSCS salaries for full-time employees since the arrival of Chancellor Richard Carpenter in

Inside this issue:

Compensation and Job Reclassification	1 - 7
Texas AFT Lobbies for Adjunct Benefits	7
Continued Progress	8 - 9
Why Do You Build Me Up, Buttercup...	9 - 10
New Tuition Waiver Benefit	10 - 11
Letter to the Editor	11
Time and Labor:	12 - 13
In Memoriam	14
We are CyFair	14 - 16
About the AFT	18
AFT Membership	18
Application	19
AFT Officers	20



We're on theWeb!

www.aftlonestar.org

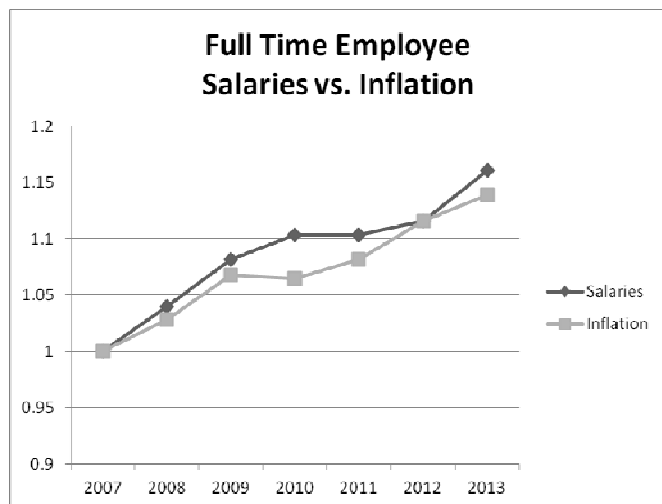
E-mail:

aftlonestar@yahoo.com

Join AFT Lone Star
Call: 281-889-1009



2007¹ against increases in the Consumer Price Index as reported by the Bureau of Labor Statistics.² The table shows the growth per \$1 in salary and \$1 of consumer price in 2007. The date indicates the beginning of the school year, and the CPI is based on inflation for the previous year.

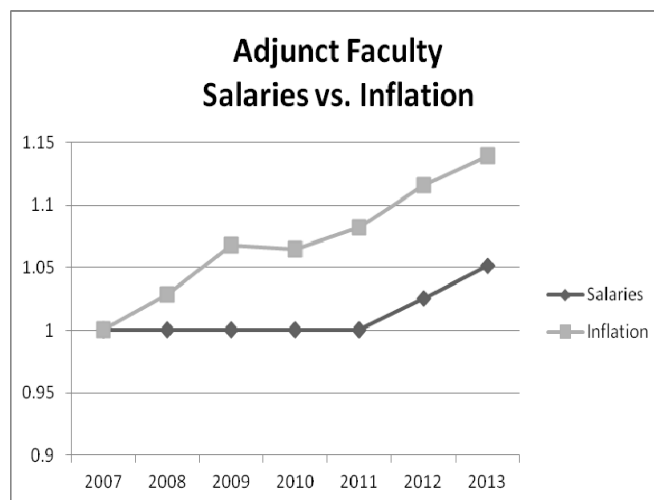


The AFT wants to recognize the administration and the Board of the Lone Star system for keeping employee salaries ahead of inflation. Also, this year's 4% salary increase puts the college slightly ahead of the average salary increase for large and midsize companies across the Houston metropolitan area, which is 3.6%.³ Given the economic and political climate of the last several years, these are noteworthy achievements.

As is the case for all Americans, the fact that costs in certain areas (notably health care and higher education) are rising much faster than the overall inflation rate means that, for some of our employees, much of this salary benefit erodes away. This, unfortunately, will continue to be a problem for the foreseeable future regardless of employer.



The picture is less positive for our part-time employees. For example, the pay rate for adjunct faculty was increased by only 2.6% this year. Although adjunct pay has finally begun to tick upward over these last two years, the following graph shows that adjunct pay has fallen significantly behind inflation since 2007.



In the presentations about the compensation restructuring on August 19, the LSCS administration reported that adjunct pay increases make our pay rate "the most competitive in our market area."⁴ The AFT finds this claim puzzling. At the new rate of \$39.75 per contact hour, an adjunct teaching a typical 3 credit hour class without a lab at Lone Star will be paid \$1,908 per course. As of January 2012, we were able to identify public and private two and four year institutions in our area paying from \$2,200 (Blinn College) to \$3,300 (Houston Baptist University) for such courses.⁵ Adjuncts in our system also teach at these schools and others that pay more than we do, so we do not understand how LSCS could be considered the "most competitive."

Compensation Restructuring for Professional and Support Staff

Inequities in pay have been a serious concern for our professional and support staff for many years. This issue has been accentuated in recent years as the college has grown rapidly while budgets have been tight. There are many examples of staff members whose duties have expanded dramatically beyond the job descriptions under which they were hired even though their formal job categories have not changed. There are also numerous examples of departments in which one employee now does the work that two or more employees used to do,



or that two or more employees still do at another college in the system. There are also examples of employees with the same titles at different colleges doing significantly different work.

Another source of inequity is a policy we have at LSCS that an employee who is promoted to a higher employment category can only have his or her pay increased to 2% above the minimum pay for the new category, or to 8% above his or her previous salary, whichever of these is greater.⁶ Because of this policy, there are examples of long-term employees who have risen through the ranks who are now earning significantly less than new hires with the same job, even when the new hire has less overall experience and fewer credentials.

For many years it has been next to impossible for employees to get their job positions reclassified to match their extra duties. The reclassification process can take years, and it often fails to result in a change.

For all of these reasons, staff members were hopeful earlier this year when they learned that LSCS had hired a consulting firm, Evergreen Solutions, to reexamine the entire classification structure. Evergreen Solutions boasts an impressive list of non-profit clients nationwide on their website. Also on their website, they advertise Compensation and Classification studies that promise exactly the solutions that LSCS would need to solve our pay inequities:

- Compensation and Classification Studies
- Create internal and external equity within employee classification and compensation
- Update and create job descriptions to accurately reflect the work performed
- Recommend specific implementation plans at all levels
- Provide and demonstrate the necessary tools to maintain the system over time⁷

From the very beginning, however, employees began to see red flags. The AFT did some investigation into Evergreen Solutions and reported on our research in the April/May edition of *The Advocate*.⁸ Solutions they have proposed in the past have included replacing elected officials with appointed officials, laying off employees, and decreasing the need for faculty by increasing class sizes and reducing faculty planning time. Both their

methodologies and their claims have been called into question by the press and by community groups. The complete article can be read online at *The Advocate* archives under the "News" tab on our website www.aftlonestar.org.

Evergreen Solutions began their work with Lone Star in the spring by asking employees to fill out a Job Assessment Tool (JAT) in which employees were asked to describe in considerable detail the actual duties they perform in their jobs. Given Evergreen Solutions' extensive experience, employees were surprised to see how inappropriate the JAT was to the work we do at a community college. It was so inappropriate to faculty use that the Faculty Senate Presidents urged faculty to refrain from filling it out, a recommendation that was then endorsed by Dr. Carpenter. Staff members continued to fill out the JAT as best they could even though it was a cumbersome tool and some questions were peculiar. For example, job functions as diverse as clerical work and lawn mowing were lumped into the same question. A requirement of the JAT was that the form had to have the approval of employees' supervisors. Some staff members were told by their supervisors to change their responses, compromising the integrity of the process even further.

In spite of these flaws, staff members remained hopeful that finally someone would look at their individual cases, assessing the duties they actually performed, and begin to bring some equity in classification and compensation. However, when employees listened to the Human Resources department presentations on August 19 and received their individual letters, they were shocked to learn that this is not what was done at all.

For staff, all that Evergreen Solutions appears to have accomplished is to take all of the existing job titles we have across the system and to dump them into nine "compensation bands." They did not consider that employees with the same title often perform different duties. They did not assess whether those titles related to the work individual employees actually did. We were further troubled to hear from one of the Human Resources representatives who took questions at one college that no LSCS official even looked at the actual JAT forms before the nine bands were approved.

As they read their compensation letters, many professional and support staff members saw that the title of



their new compensation band sounded like a demotion and/or that their level within the band was lowered. Some of them noticed that the maximum pay for their new band was actually lower than the maximum pay for the category they had been in last year. So, although they received their 4% cost of living increase, their future income potentials had been reduced. As the impact of the changes became clear, there was considerable consternation on all campuses.

Within hours of the first Human Resources presentations, the chancellor sent out an email announcing that the titles of the bands were open to review, and that later, there would be a second phase in which individual employees' situations would be looked at on an individual basis. Perhaps if the spokespersons who initially presented the reclassification on the campuses had been clearer that a second phase was planned (assuming it had been at that juncture), the stress level would have been lower.

All employees were given the opportunity to fill out appeal forms, and we know that many forms were filed. Those who filed for an appeal of their classification received emails acknowledging their receipt. Near the end of those emails, however, the Human Resources department stated that "many positions will be validated through this process as remaining unchanged." The AFT sincerely hopes that this phrase does not imply that employee appeals will not be seriously considered.

A review committee that includes rank-and-file LSCS employees has been formed to examine the classification bands and the individual employees within those bands. The AFT is pleased that the system is attempting to build some transparency into the process. At the same time, we are concerned about the confidentiality of employees' appeals and we hope these two concerns will be balanced wisely. This job will be massive, tantamount to completing the task we thought Evergreen Solutions was expected to have performed already. Evergreen Solutions is being brought back to assist with this project although—given how this process has proceeded so far—we have to question whether they have the capability to be of much help.

There is a bright spot in the classification plan that the AFT wishes to acknowledge. All employees whose 2012/2013 pay fell below their new classification band

saw their pay raised to the minimum of that band before the 4% cost of living increase was assessed. This is a welcome boost for employees who, for some reason, had salaries that were artificially low in the past. Some of them saw well-deserved dramatic increases in pay and we thank the administration and the Board for this action.

Compensation Restructuring for Faculty

On August 19, faculty also saw some significant changes to the compensation system. There are some issues that affect faculty and staff similarly. However, although problems on the staff side seem to focus on the equity of the pay and classification of scores of employees whose situations will have to be examined on a case-by-case basis, issues on the faculty side fall into a few broad categories.

We will begin by acknowledging some positive changes. For reasons that are both historically and logically unclear, it has been the practice among most community colleges for decades that incoming professors are only given credit for a limited number of years of teaching experience in determining their initial salary. This practice discourages experienced faculty from applying. For a long time, this maximum number of years of teaching experience granted by Lone Star College has been five years. Many other community colleges grant a maximum of five years of experience as well. In the new compensation model, incoming faculty can get credit for up to seven years of experience.⁹ This is definitely a step in the right direction, albeit a small one.

Another positive change is that the entire pay scale for newly hired faculty has been raised to be more competitive.

Because of these two changes, some relatively new returning faculty members, especially those who were hired with considerable experience already, would have had salaries lower than what they would have been for faculty who had just been hired under the new scale. Those faculty members' salaries were increased to match the new scale before the 4% cost of living increase was assessed. For some professors this resulted in a percentage increase in the double digits. Since these new salaries bring them more in line with their experience, the AFT is glad for this change.



In spite of these two positive changes, there are four broad categories for concern regarding faculty compensation.

Compression of Pay

This is the downside of the pay adjustment related to the new initial hire pay scale. There are many faculty who would have benefited if seven years of experience had been allowed when they were initially hired but who, through years of cost of living increases, have progressed well above the minimum in that scale. There are others who, regardless of their experience at the time they were hired, have salaries that are above the newly adjusted pay scale. Neither of these groups of employees benefit from the “bump” caused by these two new changes. The result is a “compression of pay” between newer faculty and more experienced faculty.

Elimination of Pay Bands

Under our old salary scale, there were bands of pay for professors who had earned 18 graduate hours beyond a Master’s degree, 36 hours beyond a Master’s degree, and for professors who had reached the (admittedly ill-defined) status of ABD. These bands have been eliminated. Therefore, a newly hired faculty member who has just graduated with a Master’s degree would receive the same initial pay as a newly-hired faculty member with the same teaching experience who happened to be a month short of defending his or her doctoral dissertation.

The first concern this change raises is that LSCS salaries for applicants with course work beyond a Master’s degree will be less competitive than those at neighboring institutions that have not eliminated these bands. The

Houston Community College System, our closest neighbor, is one such institution.

The second concern is that, although professors hired on one of the eliminated bands will not see their salaries decrease, they will not have the opportunity to move to a higher band until/unless they earn a Doctoral degree. Since one of the purposes of this Compensation Reclassification process is “external equity,” making Lone Star salaries more competitive with the larger market, the AFT does not understand the logic of this decision.

Conflicting Pay Scales for 12 Month Faculty

Most faculty in the Lone Star College System work on either a 9 month contract or a 10 ½ month contract. There are a few categories of faculty who work on a 12 month contract. Some of those work a total of 229 days a year; others work 260 days a year. Among those who work 260 days a year, there are now separate new hire pay scales for continuing education / corporate college faculty and librarians and counselors. Although the number of work days is the same, CE and CC faculty will be paid more than librarians and counselors. For example, a new CE professor with a Master’s degree and seven years of experience will earn \$69,118, while a new librarian or counselor with the same credentials will earn \$64,381.⁹

No principle is dearer to the labor movement and to fair-minded people everywhere than the principle that equally qualified people doing equal work should earn equal pay. These conflicting scales are a deep concern.

Lifetime Pay Caps

For many years in the early days of this college system, faculty pay was based on a “step system” that meant that there was a lifetime pay cap for faculty beyond which salaries would not be increased. This lifetime cap was eliminated under the leadership of Chancellor John Pickelman. The new compensation plan reinstates this cap. For example, under the new plan, a faculty member on a 10 ½ month contract with a Master’s degree can earn no more than \$99,497. Similarly a 10 ½ month professor with a PhD can earn no more than \$103,886.⁹ Faculty members who currently earn above these levels (there are some) will not see their pay cut. However, after this year, both they and any other faculty members





who reach these levels will no longer receive annual cost of living increases. The entire pay scale could be raised at some point in the future, but faculty near the top of the scale will have the opportunity for pay increases for only a small time until they reach the cap again.

From time to time, you will hear a speaker railing against the “outrageous” pay of some school teacher making a \$100,000 salary. This is usually someone who has some axe to grind about public education in general. What people like that fail to appreciate is that faculty will not reach that kind of salary until they have devoted thirty or more years of their lives to the institution. One never hears that senior workers in other fields don’t deserve to be compensated for their years of service. No one would argue that they should reach a point beyond which their salaries can never go higher.

These salaries are, actually, incredibly modest compared to those available to professionals with similar credentials in other fields. A lawyer with only five years of experience in a mid-size law firm of 35-75 lawyers earns between \$116,000 and \$169,000.¹⁰ The median income for family practice physicians regardless of years of experience is \$178,928.¹¹ Neither of these salaries are for the “elites” among law or medicine. Like us, these are the workers in the trenches away from the glamor and glory.

The bands for professional and support staff all have maximum caps as well and this is an issue for them, too. Many staff members will probably have opportunities for promotion to higher bands, or, at least, to higher levels within a band. Some will not choose to seek promotion for their own personal reasons, but there is no logic behind capping their pay either. What makes the situation unique for faculty is that there are few bands. Aside from attaining a higher degree, professors are professors and there is nowhere to go “up” without leaving the work we love (whether to go into industry or even to go into administration within the college).

Interestingly enough, among all the bands for faculty and staff there is one and only one band that does not have a maximum cap. There is no pay cap for chief executives (the chancellor, vice chancellors, and college presidents).⁹ The chancellor can rest assured that his salary (listed by *The Texas Tribune* as \$337,525 for the new school year¹²) can continue to go up without the encumbrance of a lifetime cap.

Recommendations

The new compensation and classification system is very complex and far reaching. We have not touched on all of its aspects, and, undoubtedly, we will all discover other positive and negative issues as time goes by. Based on the observations we have made so far, the AFT has a number of recommendations we would like to suggest.

Our first recommendation is to our employees. Please read the new compensation scales very carefully for yourself so you are sure you know how they affect you. All of the various bands plus the Human Resources PowerPoint that was given on August 19 can be found on the college intranet at the following address:

<https://intranet.lonestar.edu/hr/Pages/2013-2014%20Compensation.aspx>.

The remaining recommendations are for the consideration of the Board of Trustees and the administration:

- In our January/February 2012 article, the AFT concluded that raising adjunct pay at the rate of 4% per year for a period of 5 years would get our pay on par with that of Blinn College.⁵ This would at least make us competitive with the community colleges in the area. We recommend adoption of this plan.
- For professional and support staff, we urge full support for the committee that will be looking at classification and compensation problems. We urge careful examination of each appeal so that each employee is fairly compensated for the job he or she actually does.
- We recommend streamlining the reclassification process to make it easier to make adjustments in the future.
- We recommend that the 2%/8% rule for staff members being promoted be eliminated so that employees coming up through the system are paid equitably with new hires.
- For faculty, we recommend the restoration of the eliminated pay bands, the end of lifetime pay caps, and the unification of 260-day 12-month faculty onto a single pay scale.
- We recommend that future changes in the compensation structure be carefully studied to make sure that experienced faculty and new faculty benefit equally.



Many departments across the Lone Star System have been understaffed for years. It has been the dedication of our faculty and staff going above and beyond the call of duty to “stand in the gap” that keeps our system functioning. Let us make sure that the compensation and classification models we adopt value their contributions to making Lone Star a great community college system.

John Burgduff

Professor, LSC-CyFair

References:

1. [www.lonestar.edu/departments/humanresources/Salary_Increase_History_2012-13\(1\).pdf](http://www.lonestar.edu/departments/humanresources/Salary_Increase_History_2012-13(1).pdf)
2. Bureau of Labor Statistics Data reported on www.inflationdata.com.
3. Sixel, L.M., “Bigger raises make it ‘a good year’ to be here,” *Houston Chronicle*, Sept. 13, 2013.
4. https://intranet.lonestar.edu/hr/Documents/8_15_13%20Updated%20EC%20Presentation%20Slides%20for%20Compensation%20Plan.pdf.
5. Burghduff, John, “The Life and Time of Adjunct Instructors,” *The Advocate*, January/February 2012.
6. LSCS Staff Handbook; the current edition has been pulled from the intranet pending revisions.
7. www.consultevergreen.com/index.asp
8. Staff, “Evergreen Solutions,” *The Advocate*, April/May 2013
9. <https://intranet.lonestar.edu/hr/Pages/2013-2014%20Compensation.aspx>
10. Severson, Dana, “The average salary for a lawyer with 5 years of experience,” *Houston Chronicle* webpage, <http://work.chron.com/average-salary-lawyer-5-years-experience-7757.html>
11. www1.salary.com/family-physician-salary.html
12. Texas Tribune website, www.texastribune.org/library/data/government-employee-salaries

Texas AFT Lobbies for Adjunct Benefits

In this newsletter, we often focus on issues that are local to our college. However, AFT Lone Star College is one local in a vibrant state and national union with 1.5 million members in over 3,000 locals. Working together, we speak with a unified voice on behalf of the students and employees of schools and colleges across Texas and the nation. Our voices are heard. We want to share with you a victory in this year’s Texas legislative session that started because of the hard work and persistence of your statewide union and its higher education locals.

We have written often about the challenges faced by our

adjunct faculty. They work tirelessly on behalf of our students with no employee benefits. With the spiraling cost of health care, lack of insurance is a major worry. For some years, adjunct faculty have had the opportunity to “buy in” to the state sponsored health program of which full-time employees are members. The problem has been that, to be eligible, adjuncts must have served seven consecutive long semesters (fall and spring) without a break in employment. If an adjunct missed even one semester because of cancelled classes or other issues, the clock started over again at zero. Few adjuncts ever reached eligibility.

Two officers in the Austin Community College AFT local, Marshall Bennett and David Albert, wanted adjunct faculty to have a better chance to access health insurance. Working with Ted Melina Raab, one of the full-time lobbyists employed by our state affiliate, Texas AFT, and with the support of all of the higher education locals in Texas, including ours, Professors Bennett and Albert approached State Representative Donna Howard (D-Austin) about authoring a bill that would make adjuncts eligible to buy into the state health insurance plan after only three consecutive semesters of unbroken service.

The common wisdom is that new ideas rarely make it from a proposed bill to a law in one session in Austin. However, Professor Albert, in particular, offered vigorous testimony before the House Higher Education committee, and with Mr. Raab working tirelessly behind the scenes, HB 2127 passed both houses on the first attempt; as of September 1, it is now state law.¹

Adjuncts still have to purchase health insurance, but, as part of the larger state pool, it is cheaper than insurance bought on the open market. Having to complete only three consecutive semesters is a much more attainable threshold and we are glad that this opportunity will be available to more of our adjunct faculty members. This victory is a testimony to what employees, working together in a strong state-wide union, can accomplish on behalf of their colleagues.

—Staff

Reference:

- 1) <http://www.legis.state.tx.us/BillLookup/History.aspx?LegSess=83R&Bill=HB2127>





Continued Progress

On August 1, 2012, Dr. Carpenter met with a group of AFT officers to discuss how we could collaborate to improve the working environment within the Lone Star College System. Our discussion revolved primarily around the issues of civility in the workplace and fair, equitable treatment of all employees. The meeting was friendly, cordial, and productive.

As he had done in several previous meetings, Dr. Carpenter affirmed that LSCS needed to do a better job of providing formal training to employees when they are promoted to supervisory positions. AFT officers all agreed on that point, and we are pleased that some steps have been made in that direction.

At a crucial juncture in the meeting, an AFT officer commented that the polite professionalism displayed by employees who work in the Chancellor's office is exactly what we would like to see institutionalized throughout the entire system. Anyone who has worked with Helen Clougherty, Elva Borsch, and Julie Cobb will know exactly what that officer meant by that statement. The Chancellor's staff sets high standards of civility and professionalism for the college system.

Although it is difficult to generalize about all of the offices and departments throughout all LSCS locations, the AFT has seen incremental improvement in civility. No doubt, the institutionalization of civility is never perfect, but we are pleased to see progress. We understand that LSCS is a large college system, and we know that an ocean liner cannot change directions quickly. Incremental progress, rather than sudden transformation, has always been the AFT's approach to this sort of issue.

Despite these fundamental improvements, the AFT believes that genuine progress in fair and equitable treatment of all employees requires board intervention. As we have previously noted in *The Advocate*, and in our monthly presentations to the LSCS Board of Trustees, we believe the Board erred when it chose, in the December 2010 meeting, to dramatically curtail due process rights for staff. For well over 30 years, staff, faculty, and administrators all had the same due process rights because they shared the same grievance policy.

But in December 2010, with no input from faculty or staff, and no public discussion, the board abruptly broke from LSCS's proud history of equal treatment for employees. Because of this change, staff can now only appeal a grievance to their second level supervisor, a person who is not likely to be a neutral arbiter. Unfortunately, in so doing, the Board showed insensitivity to our most diverse group of employees, support staff. In light of recent public criticisms and litigation concerning insensitivity at LSCS to Latino/Latina employees, the AFT believes this action sends the wrong message to the internal college community, our remarkably diverse student body, and the larger community LSCS serves.

In addition to this insensitivity, the AFT believes that, as an institution of higher education, LSCS should model the kind of ethical standards that we hope to instill in our students. We strive hard to improve student success rates, but all educational institutions should also teach professional, ethical behavior to students who, as they succeed, will move into leadership positions themselves.

Due process in employee grievances does not guarantee a perfect grievance policy; it does, however, improve the odds that the grievance process will get to the truth of disputes between employees and their supervisors or co-workers. By promoting a culture of fairness and equality, the AFT also believes that LSCS will operate in an even more efficient manner. Employees who are treated with respect are more likely to go above and beyond the call of duty in their jobs.

Furthermore, the AFT believes that the Board erred when it eliminated its previous, equally longstanding responsibility to hear appeals of grievances. In recent years, the AFT has provided documentation to the Board showing that the Offices of Human Resources and of General Counsel do not always follow the procedures that are in the current Board Policy Manual. The AFT believes that Human Resources and General Counsel must be required to play by the same rules as all other employees. Any time either of those offices misses a deadline or any other provision in the grievance procedure, fails to look at all of the evidence objectively, or fails to provide rational explanation of its conclusions to the grievant, the Board must have a way to know that those procedural violations have occurred. By eliminating policy that affirmed its responsibility to hear appeals, the Board also eliminated its ability to know if the grievance



policy is being followed. Despite evidence of procedural violations, the Board has thus far missed a golden opportunity to reaffirm its commitment to fair and equitable treatment of all LSCS employees.

In *The Advocate*, and in presentations to the Board, the AFT has already discussed examples of these policies at peer institutions in Texas that set the industry standard. Indeed, in the April/May 2013 issue of *The Advocate* (easily downloaded at www.aftlonestar.org under "News"), the AFT pointed out that Dallas Community College, Tarrant County Community College, and Austin Community College all provide policy that articulates a process by which employees can petition their Board for a redress of grievances. The AFT also pointed out that the Dallas Community College and Tarrant County Community College policy manuals are based on a manual developed and maintained by the Texas Association of School Boards (TASB). The TASB manual provides the LSCS Board with an easily-consulted industry standard policy manual that provides citations to legal authority of all of its policies, another weakness of the current LSCS Board Policy Manual. The AFT believes that the lack of legal citations in the LSCS Board Policy Manual is tantamount to allowing students to write research papers without citations.

Citations help level the playing field for all who read the Policy Manual because they facilitate employees' ability to look up the sources for themselves. Citations are a matter of academic integrity and professionalism.

Additionally, all of the policy manuals mentioned in the previous paragraph also provide the same grievance policy for all classes of employees. The AFT is not demanding equality of outcome. The outcome of all grievances should be based on evidence and due process. The AFT is only asking for equality of opportunity. All employees should have the same chance for fair treatment by their supervisors, co-workers, the Office of Human Resources,



and the Office of General Counsel.

Because the industry standard is so clearly articulated in the TASB manual, it is easy for the LSCS Board of Trustees to revise the Policy Manual and return the college to its longstanding tradition of fair and equal treatment of all employees, regardless of class, race, ethnicity, or gender. It is imperative to remember that, with over 5,000 full and part-time employees, most of whom live within the Lone Star College District, fair and equal treatment of all employees is emblematic of our respect for the community we are privileged to serve. Stated somewhat differently, to a large degree employee relations are part and parcel of community relations.

—Staff

Why Do You Build Me Up Buttercup, Just to Let Me Down?¹

This is a lyric from a song that speaks to broken promises and disappointment. The recent Classification and Compensation Survey, which employed Evergreen Solutions, promised to look at each job and evaluate what each person was actually doing to see if the Classification/Job Title fit, or needed to be revised to "reflect the work performed," and to revise the Compensation/Pay Grade "to accurately reflect the work performed".² On this basis, the appropriate job classification and wage range would be determined for each job. This did not happen for employees who have worked at LSCS for a while. The employee surveys (JAT) were never evaluated by LSCS staff.³ This led to a multitude of erroneous classifications along with a total disconnect with what many employees actually do. One wonders what benchmarks Evergreen used to determine competitiveness if they could not even appropriately identify what we do.

For instance, whereas Police Officers have been placed in the Technical band, the Professional band is more appropriate because they require a State license. In fact, there is a "Law Enforcement" position (PR2) in the Professional band, but it is not defined. This level has too high of a starting wage for a police officer (\$55,665), so Police Officers need to be placed at the PR1 level, or another level needs to be created that has an appropriate wage range that is competitive with their peers in the ISD's and other colleges. For instance, a CyFair Independ-



ent School District (CFISD) Police Officer's starting salary is \$20.96 hour, or \$43,597/yr.⁴ LSCS starting salary is \$36,889/yr. How is this competitive? The stated policy is that employee wages need to be in the mid-range (average).⁵ LSCS Police salaries don't even make the lowest range in CFISD. LSCS Police wages need to at least match CFISD. One wonders if LSCS may be trying to fit people into their current wage band rather than the appropriate job description band.

Take my classification for instance. I am now a Specialist 3 (SP3). I was formally a Maintenance Technician III. The Specialist band is a clerical, administrative support band. My chief duties are to make sure the lights are on and the building temperature is comfortable. I work with 480 volt electrical circuits. A mistake on my part could blow my arms off and cripple me for the rest of my life. Other Maintenance technicians with my skill level, without certifications, are in the Technical band, which has a higher wage range. Even though I do far more than electrical and HVAC work, such as project management and supervising, I am in a band that does not adequately reflect what I do. JAT did not work for me. There are many other instances of misclassification, and the administration's response—that all review requests will be looked at, but don't expect many changes—is inappropriate.⁶ But, be assured that whenever any students, staff, faculty, and administrators are at the Fairbanks Center campus, all building systems that are essential for doing business, are in the capable hands of—a clerk.

Nothing has changed for those who are still doing above and beyond their job descriptions, or "job duties." Custodians are still acting as leads and supervisors because their managers expect it and are only being paid Specialist I wages. Specialists in the Student Advising areas will still be expected to do Advisor II work because of a shortage of Advisor IIs and not be compensated for it. Staff assistants doing Division Coordinator, Division Operations Manager, and Dean duties will still not be compensated. So, nothing has changed for employees who have been employed for a while, and do far more than their job descriptions.

The Buttercup song does end on the hopeful note that Buttercup will fulfill her promise. The idea of the study was a good one. An equitable outcome can still be realized if the administration does what it promised to do, and holds itself and Evergreen Solutions accountable to

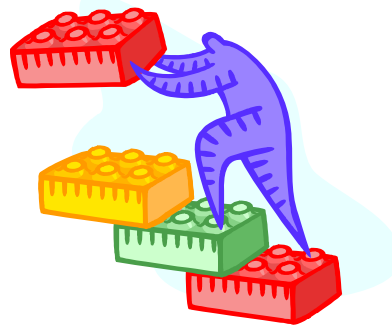
outcomes in accordance with that promise. So, build us up, don't break our hearts.

Earl Brewer, Staff

LSC-Fairbanks Center

References:

1. "Build me up Buttercup", *The Foundations*, 1968. imuzdb.com September 9, 2013.
2. "Employee Orientation Lone Star" PowerPoint presentation used in employee Orientation Sessions February 2013.
3. Human Resources official speaking at the "Follow Up Compensation Meeting", LSC-CyFair August 22nd.
4. <http://www.cfisd.net/humanres/opportun/postings/policeofficer13-14.pdf>
5. 2013-2014 Compensation Pay rates. Non-Faculty compensation ranges will be at the average of Texas Community Colleges, local and state tax funded agencies, and in some cases, private sector employers depending on market need. <https://intranet.lonestar.edu/hr/Pages/2013-2014%20Compensation.aspx>
6. Form letter email sent by Joan Flores with Ronda Rotelli's signature. "Request for Second Review-CyFair". "...while we do anticipate some changes from the initial placements, many positions will be validated through this process as remaining unchanged."



New Tuition Waiver Benefit

The AFT likes to recognize the LSCS Administration when it does well. A positive benefit recently implemented in June 2013 by the Administration and approved by the Board of Trustees is the Tuition Waiver. Full-time faculty and staff, adjunct faculty with six consecutive semesters of spring and fall classes, and part-time staff with 24 consecutive pay periods are able to take advantage of this benefit.

This is a wonderful benefit to those employees on the lower end of the pay scale who have difficulty affording the front-end cost of tuition and do not qualify for FAESA. Previously, the employee would have to wait to apply for reimbursement after completion of the course.

The genesis of this waiver was an October 2012 proposal from the Faculty Senate presidents that employees be able to take credit and CE classes "with the option of taking courses outside faculty members' subject areas." Chancellor Carpenter reviewed the request for the fiscal effect upon the budget. He went beyond the Faculty



Senate's request and informed that LSCS would extend the benefit to all eligible employees. Coursework no longer is subject to supervisory approval. Supervisors only verify length of service eligibility.

A check of the currently posted policy covering this benefit ([Section IV.F.2.06.a](#)) reveals that the old restriction of only "course related content" remains in force. It is unclear why this is still posted on the web, but the AFT applauds the

Chancellor and the Faculty Senate for this initiative. The "CR

and CE Employee Tuition Waiver Form" is available in the HR forms section under

LSCS Intranet or in iStar, go to the HR Site and the forms section is on the left side of the page.

Earl Brewer, Staff
LSC-Fairbanks Center

Reference:

Cyndie McNamee email June 18, 2013.



Letter to the Editor

This letter was submitted by Ron Trowbridge, Board Trustee.

—Editor

Let Ideas Prevail on Campus

At the Lone Star College System's Board meeting on August 1, I read a statement entitled, "A Community College Is Often a Better Option Than a University." My piece strongly supported community colleges, corroborated with hard data. At the conclusion of my statement, I said: "There are two major things that would jerk my chain as a trustee. The first is any violation of anyone's constitutional rights, especially free speech, obligation of contracts, and due process. The second is any poor treatment of people. We are all on the same

team, and that team consists of trustees, administrators, faculty, and staff—both union and non union, students, parents, the

public, and, I trust, legislators. There is no good reason we cannot all work together harmoniously."

I have come to be paranoid about defending free speech and press. The only weapon in free speech is words; the only power, ideas.

The inverse of free speech is censorship, which I generally oppose. I am reminded that when Jonathan Swift's *Gulliver's Travels* was first published, it was widely described as gross, vulgar—something to be censored. In my judgment, it is the best constructive satire ever written.

I believe that freedom of ideas should prevail on a college campus. These ideas can come from trustees, administrators, faculty, staff, students, parents, the media, legislators—everyone.

I have long been driven by John Stuart Mill's observation that "He who knows only his own side of the case knows little of that." Mill put the reason for this perceptively in *On Liberty*: "If any opinion is compelled to silence, that opinion may, for aught we can certainly know, be true. To deny this is to assume our own infallibility. Though the silenced opinion be an error, it may, and very commonly does, contain a portion of truth; and since the general or prevailing opinion on any subject is rarely or never the whole truth, it is only by the collision of adverse opinions that the remainder of the truth has any chance of being supplied."

If ideas are bad, let them receive the challenge of scrutiny.

Most of us do not like to hear criticism, especially when it is directed against us or against Lone Star College. But that criticism can be constructive.

So let the First Amendment triumph. The Framers knew what they were doing. And the pen can be more powerful than any institution.

Grampa Ron
Trustee



Time and Labor

Burning Down the House

While doing research on an unrelated topic, I ran across a surprising report from Pew Research Demographic and Social Trends Project, which is run by the Pew Research Center. The report was titled "Higher Achievements: US High School and College Completion Rates Continue to Climb."¹ The report's title drew my attention because most of the public discourse about higher education these days is focused on unacceptably low completion rates among US high school and college students. Moreover, the clamor about these low completion rates has reached the decibel level of moral panic. Common talking points include warnings that our national security is being jeopardized because our graduates are unable to compete in a global market. Educators are being told that we must radically change how we teach college, in order to improve success rates among our students.²

In light of this rhetoric, I was especially surprised to see the following sub-heading in the Pew report: "Young Adults Completing High School and College at Record Levels." As of 2012, one-third of US adults age 25-29 had completed at least a Bachelor's Degree despite large-scale changes in ethnicity driven by immigration, which had caused many experts to predict a downturn in college attainment. Over the age of 25, also, 31 percent of adults have a Bachelor's Degree, up from 12 percent in 1971. In addition, 57 percent have completed at least some college, up from 22 percent in 1971, and 88 percent have completed high school, up from 57 percent in 1971. The past five years have seen sharp increases in the completion of four-year degrees, including record levels for the key demographic groups age 25-29: 30 percent of males, up from 28 percent in 2011, 37 percent of women, 35 percent of US-born, and 28 percent of immigrants. Within this age group, 90 percent had completed high school, including 88 percent of males and 78 percent of Hispanics. Why, then, are edu-

cators not being congratulated and rewarded for such consistent and outstanding progress?

The answer is complicated. On the one hand, wealthy and powerful groups, most notably the Lumina Foundation and the Bill and Melinda Gates Foundations, are leveraging their financial and political clout to redesign the mission and structure of higher education. Whereas higher education was traditionally aimed at serving students, now the mission of higher education is being redirected toward serving the multi-national banks and corporations, such as the USA Group and Microsoft, whose profits underwrite these Foundations. The USA Group, before it was acquired by Sallie Mae, was the largest guarantor of student loans in the US. The role of the USA Group was to assume the risk for student loans to insure that banks would not lose money on those loans. However, the USA Group didn't actually shoulder the risk.

"What about those students who do not complete college? Some 67 percent of those who do not complete college say that they cut their education short in order to support a family. Another 57 percent said they would rather work and make money than go to college, and 48 percent said they could not afford to continue."

The federal government (taxpayers) covered the risk. The USA Group served as the middleman. Although they were officially a non-profit, the USA Group made \$118 million out of \$216 million in revenues for 1995. USA Group President Roy A. Nicholson was paid over \$1 million, his second-in-command received \$600,000, and the top 10 executives of the group earned an average of \$400,000, each.³ In 1994 and 1995, the US Department of Education accused the USA Group of creating spin-off companies that allowed the Group to bill the taxpayers twice for performing one service. *The Baltimore Sun* reported: "In the bland language of bureaucrats, the Education Department accused the company of ripping it off."⁴ The Lumina Foundation was created in the summer of 2000 when the USA Group sold its assets to Sallie Mae. Alongside the Walton Foundation (funded by Wal-Mart), the Lumina Foundation launched the Making Opportunity Affordable initiative (it has since been renamed College Productivity). The initiative's aim is "to improve productivity in higher-education institutions so that they can graduate more students and better meet workforce demands."⁵ The Fund's influence can be gauged by comparing it to the Texas Higher Education Coordinating Board's 2014 mission: "Dramatically increase the number of postsecondary completions; Keep college afford-



able and accessible for all Texans; and Align higher education outcomes with current and future workforce needs.”⁶ The future of higher education in Texas is being written by the profiteers of Federal Financial Aid.

High levels of student loan default have also caused regulators, politicians, and the public to look more closely at how effective taxpayer money spent on Federal Financial Aid actually is. Those who are paying the bill understandably want to know if they are getting their money’s worth from our institutions of higher learning. High rates of student loan default are concentrated among for-profit colleges, such as the University of Phoenix and Drake College of Business. Federal Financial Aid to for-profit colleges increased from \$4.6 billion in 2000 to \$26.5 billion in 2009. This type of college receives three-fourths of its funding from Federal Financial Aid. The University of Phoenix, the largest for-profit college, receives 86 percent of its revenue from federal funds, up from 48 percent in 2001. Although for-profit colleges educate only 11 percent of the nation’s college students, they account for almost half of all student loan defaults.⁷ The conclusion seems clear: the private business model of higher education wastes massive amounts of taxpayers’ money, while strapping their students with debts they cannot pay.

By contrast, the community college model has proved itself to be an affordable investment of public trust, focused on the betterment of students. Traditionally, this model has been based on shared governance, transparency, and free speech. The solid gains made by the US college and university system were made incrementally over time. Experience and common sense teach us that this is how true success stories are built. Now we are told that the house we have built over this time must be torn down to make room for one built on the for-profit model, where shared governance is replaced by a CEO management style, transparency is obscured by layers of private contracts and outsourcing, and free speech is replaced by group-think among a cowed and compliant faculty.

What about those students who do not complete college? Some 67 percent of those who do not complete college say that they cut their education short in order to support a family. Another 57 percent said they would rather work and make money than go to college, and 48 percent said they could not afford to continue.⁸ The ef-

forts to improve student success that is being made at all levels of LSCS are commendable. Every effort should be made to increase student persistence and attainment, and college administrators, along with dedicated faculty and staff, are working feverishly to accomplish this. Unfortunately, however, the present-day “Completion Agenda” was designed by the same financiers who have soaked billions of taxpayer dollars out of the system in



the form of Federal Financial Aid. It is a snake-oil remedy pushed by deep-pocketed hucksters with powerful connections in Washington and Austin.

David Davis

Professor of History, LSC-North Harris

References:

¹ “Higher Achievements: U.S. High School and College Completion Rates Continue to Climb,” Pew Demographic and Social Trends Project, Pew Research Center.

² James B. Meritosis, “Redesigning Higher Education . . . From the Inside Out,” Keynote Address to the National Association of College and University Business Officers, Annual Meeting, Indianapolis, July 15, 2013.

³ David Folkenflik, “Student Loans Generate Profits, Middle Men Guarantee Loans and Chase after Defaulters,” *Baltimore Sun*, March 2, 1997. http://articles.baltimoresun.com/1997-03-02/news/1997061034_1_guarantee-agencies-college-loans-usa-group.

⁴ David Folkenflik, “How USA Group Won Maryland’s Student Loan Business, State Agencies Handled Guarantees Previously,” *Baltimore Sun*, March 2, 1997.

⁵ Denise Kersten Wills, “Lumina Foundation for Education,” *Philanthropy Roundtable*, May 1, 2009. <http://www.philanthropyroundtable.org/article.asp?article=1579&paper=0&cat=141>

⁶ Texas Higher Education Coordinating Board. <http://www.thecb.state.tx.us/>

⁷ Daniel Gordon, “The Homeless at College,” *Business Week*, April 30, 2010. http://www.businessweek.com/magazine/content/10_19/b4177064219731.htm

⁸ “The Value of College,” Pew Research Social and Demographic Trends. <http://www.pewsocialtrends.org/value-of-college>



Bryan Barrows

Professor Bryan Barrows, Professor of Speech Communications and longtime AFT member at LSCS-North Harris, died on July 30, 2013. First and foremost, Bryan was known as a great teacher and mentor to students, but a lot of people will remember his many performances of *Who Was Martin Luther King*. One of our retired AFT officers, Velma Trammel, asked me to go see this one man play that Bryan wrote and performed. It had a profound effect on me. I immediately made an offer to Bryan that the AFT would make sure that this play would be performed all across the college system. We would solicit a stipend from the college for each performance, and AFT would provide a stipend. Our only condition was that the union would always be a co-sponsor. We shook hands on the agreement and moved forward. Everywhere we went, the play received an enthusiastic response from the audience. Often the theaters were filled to capacity, and attendees would line up to talk with Bryan after the show. Many were deeply moved, but none so deeply as young African Americans.

After several years of successful events, the administration quit cooperating with the AFT on these performances, and Bryan honored his commitment to the union. There was nothing in writing—only a handshake, but he honored it. To all of us who worked with him, to his students, Bryan was a man of his word and an ambassador of good will. He will be missed.

Anice Bullock

Professor Anice Bullock died on August 19, 2013. A licensed professional counselor, she became a licensed Marriage and Family Therapist in 1992 and earned her PhD from Texas Women's University in 1992. She served as a counselor at the college for many years and retired from LSCS-Tomball. A longtime AFT member, Anice dedicated herself to helping students. Her warmth and enthusiasm inspired her own students and those whom she counseled. In fact, a number of those students developed lifelong friendships with her.

Her care and respect for others and her genial personality were among the many attributes that stood out in Anice. Every professor hopes to have a positive influence on students, and Anice certainly did.

—Alan Hall

We Are CyFair

On Tuesday, April 9, 2013, a troubled young man stalked the halls of the Health Science Center at Lone Star College-CyFair, randomly stabbing 14 students in the throat. All of the students, their names never officially released to protect their privacy, recovered from their physical wounds. Some have had more trouble with the emotional trauma. Our thoughts and prayers continue to be with them.

Although much has already been said or written about the events of that day and the lessons learned and much is left still to be said, our focus in this article is to recognize the many courageous employees and students of LSC-CyFair who saw that help was needed, and, ignoring the possible danger to themselves, took action. We have attempted to gather the names of as many of these brave souls as we could find so we could recognize them here. We know that we have missed others and to them we offer our apologies for the oversight. We hope that they understand that we appreciate their sacrifices as well even if their valor is known only to themselves.

On April 9, in the midst of terror, the people of CyFair discovered the strength we have within ourselves that binds us together as human beings and as members of an extended family. We are CyFair!



- | | |
|--|--|
| <ul style="list-style-type: none"> • Nimbe Aguilera, disability services, cared for the wounded in a faculty suite • Nouredine Ajana, student, cared for the wounded • Amy Aragon, lab coordinator, cared for the wounded in HSC1 • Zoe Aragon, student, cared for the wounded • Ann Baker, staff assistant, coordinated communication through facility radios • Celia Barnes, college relations staff, cared for the wounded • Simone Bennett, staff assistant, cared for the wounded in HSC1 • Denise Berkey, nursing professor, cared for the wounded in HSC1 • Eric Bertrand, student, helped to apprehend the perpetrator • John Burghduff, mathematics professor, worked to lock down HSC2 • Kerrah Cain, staff assistant, worked to lock down HSC1 and directed emergency responders • Judith Cardenas, custodian, used her radio to report stabbings in progress • Elvira Cavazos, division coordinator, cared for the wounded in HSC1, contacted emergency services and worked to lock down HSC1 • Monica Collins, student, assisted a victim and accompanied her to the hospital • Lisa Cougot, division operations manager, identified the perpetrator and joined in efforts to apprehend him • Teddy de Pascal, adjunct faculty, cared for the wounded • Smruti Desai, biology professor, cared for the wounded in HSC2 • Stephanie Dillon, program manager, disability services, cared for the wounded in the police station • Ronnie Fernandez, PC technician, warned TECH 123 to lock down • Maria Florez, biology professor, cared for the wounded in HSC1 | <ul style="list-style-type: none"> • Ciera Ford, student, cared for the wounded • Daniela Gallegos, student, cared for the wounded • Cindy Galvan, adjunct biology instructor, cared for the wounded in HSC1 • Janet Gannon, math and science coordinator, worked to lock down the tutoring center • Daniel Garcia, custodian supervisor, guided police and ambulances to the crime scene and informed campus administration • Kim Gearing, part-time counselor, provided counseling support during and after the incident • Elizabeth Gilbert, adjunct and tutor, worked to lock down the tutoring center • Tim Givens, maintenance technician, directed emergency responders to the wounded from the parking lot • Cindy Griffith, dean, coordinated care of the wounded in HSC1 and HSC2 and worked to lock down HSC1 • Susan Hall, nursing lab coordinator, cared for the wounded in HSC1 • Sandra Hayes, custodian, cared for wounded victims in the cafeteria and police station • Jennifer Heller, adjunct and tutor, worked to lock down the tutoring center • Sarah Heinrich, part-time counselor, provided counseling support for faculty and staff after the incident • Suzie Hsieh, biology professor, cared for the wounded in HSC1 • Donny Jansen, college relations, cared for the wounded • Edna Jordy, adjunct and tutor, worked to lock down the tutoring center • Jane Kacir, nursing professor, cared for the wounded in HSC1 • Milton Kandeh, biology professor, cared for the wounded in HSC1 • Mohammed Kabenahssanipoor, student, helped to apprehend the perpetrator |
|--|--|



- | | |
|---|---|
| <ul style="list-style-type: none"> • Yoshika Lowe, adjunct and tutor, worked to lock down the tutoring center • Laura Lyon, advisor, cared for the wounded • Steven Maida, student, helped to apprehend the perpetrator • Jeremi Martin, sonography professor, worked to lock down HSC1 • Kim Miller, emergency medical services professor, cared for the wounded in HSC1 and HSC2 and coordinated emergency responders • Dorothy Morgan, advisor, cared for the wounded in HSC1 • Rachael Mossman, adjunct biology instructor, cared for the wounded and worked to lock down HSC1 • Mohammed Nosrati, adjunct math instructor, cared for the wounded in HSC2 • Kelly O'Hara, part-time counselor, provided counseling support during and after the incident • Maria Piedrola, custodian, used her radio to report stabbings in progress • Jose Pineda, student, helped to apprehend the perpetrator • James Pirtle, maintenance technician, assisted the wounded and directed police and emergency responders • Scott Pagano, adjunct biology instructor, cared for the wounded in HSC1 • Marcus Phillips, laboratory specialist, accessed the P.A. system to order a lock down in HSC2 • Becky Ray, counselor, cared for the wounded and provided counseling support • Rajini Reddy, echocardiography professor, worked to lock down HSC1 • Tiffany Reno, student life, cared for the wounded • Lynda Rieger, division coordinator, cared for the wounded in HSC1 • Jose Rodriguez, sonography professor, cared for the wounded in HSC1, helped to lock down HSC1 • Kristina Sampson, mathematics professor, cared for the wounded and communicated with emergency responders in HSC2 | <ul style="list-style-type: none"> • Debbie Seidel, division coordinator, cared for the wounded and worked to lock down HSC1 • James Seymour, history professor, coordinated communication between the administration and the faculty after the event • Cynthia Shade, trainer, worked to lock down the tutoring center • Susan Sicheluff, coordinator, alerted counselors to the need for help in the police station • Mick Stafford, library director, coordinated lock down efforts in the library • Chris Stapleton, student, assisted in apprehending the perpetrator • Angelica Sutton, counselor, provided counseling to employees and students • Steven Teeple, echocardiography instructor, cared for the wounded in HSC1 • Gholam Toutounchi, physics professor, first known witness, contacted police and alerted employees • Padmaja Vedartham, biology professor, cared for the wounded in HSC1 • Melody Vinton, student, cared for the wounded in HSC1 • Miranda Walker, coordinator, cared for the wounded • Jay Warren, catering, cared for the wounded • Susan Wilkerson, advisor, cared for the wounded in the police station • Brad Wilson, maintenance technician, assisted Ann Baker in keeping employees informed • Bob Wilson, maintenance technician, directed emergency responders to the wounded from the parking lot • Julie Wilson, counselor, provided counseling to employees and students • Ramir Yulatic, sonography professor, worked to lock down HSC1 <p>Thanks are also due to the facilities and custodial staff of LSC-CyFair and the employees of C&S Janitorial Services who worked on cleaning the building after the incident was over.</p> |
|---|---|



AFT MEMBERS

get more bang for your buck.

+ GET MORE FROM MEMBERSHIP

+ Hotel Discounts

- 20% off the best available rate at Wyndham Hotel and Resorts family
- 25% off Endless Vacation rentals
- 20% off Extra Holidays resort condos

+ Entertainment Discounts

- Movie ticket discounts
- Theme park savings

+ for more information about this and other savings:

aft.org/members



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



SAVE 15%*
on AT&T Wireless Services

- Save **15% off** monthly service charges for most cell phone and data plans.
- Get a **\$100 new smartphone rebate** when you use your Union Plus Credit Card to sign up for a plan. Qualify for an additional **\$100** towards the cost of moving your service from another carrier to AT&T.
- Members qualify for **SPECIAL OFFERS** on AT&T cell phones and accessories.

AT&T is the **ONLY** national unionized wireless service company that's proud to be union."

*Credit approval and new two-year service agreement required. Offer cannot be combined with any other discounts. The 15% Union Plus AT&T wireless discount is not available on the iPad, additional lines for family plans, unlimited plans and Unity plans. Data services: Only the 5GB data plan and the shared minutes and data for AT&T Mobile share plans are discounted. All other individual data plans, data plans on secondary lines, and text plans are not discounted. Other conditions and restrictions apply.

UnionPlus.org/AFTatt



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.



POCKET MORE OF YOUR MONEY
with benefits from Union Plus!

UNION PLUS CREDIT CARD
works as hard as you do.



- No annual fee and competitive interest rate.
- 24/7 U.S.-based customer service.



- 100% fraud liability protection.
- Cardholders may be eligible for hardship assistance, including job loss, hospital and disability relief grants provided by Union Privilege.



Other Union Plus benefits that offer advice and help you save

- **CREDIT & BUDGET COUNSELING**
- **AT&T DISCOUNTS**



For full details, visit

UnionPlus.org/AFTcard



07/13

READY TO BUY OR REFI?

EXCLUSIVE benefits available with AFT Union Plus® Mortgage.

Whether you're looking to buy your first home, your next home, or refinance your current one — we're committed to helping you achieve your homeownership goals and stay comfortably in your home for years to come.

KNOWLEDGEABLE HELP

Our professionals can help you determine your price range and provide the financing options that meet your needs.

UNION PLUS FIRST-TIME HOME AWARD

Active or retired union members may apply for our \$500 Union Plus First-Time Home Award.

\$500 MY MORTGAGE GIFT™ AWARD

Receive a \$500 My Mortgage Gift™ Award from Wells Fargo Home Mortgage with every purchase or refinance.

UNIQUE HARDSHIP ASSISTANCE

Union Plus provides interest-free loans to help you make mortgage payments if you become unemployed, disabled, locked out or on strike.

UnionPlus.org/AFTmortgage
or call **1-800-848-6466**



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

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

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 style="width: 90%;" type="text"/>	Middle Initial:	<input style="width: 80%;" type="text"/>	Last Name:	<input style="width: 90%;" type="text"/>
Home Address:	<input style="width: 98%;" type="text"/>				
City:	<input style="width: 80%;" type="text"/>	State:	<input style="width: 20%;" type="text"/>	Zip code:	<input style="width: 30%;" type="text"/>
Home Phone:	<input style="width: 80%;" type="text"/>	Email Address:	<input style="width: 90%;" type="text"/>		
Employee ID #:	<input style="width: 80%;" type="text"/>	Campus:	<input style="width: 90%;" type="text"/>		
Position:	<input style="width: 80%;" type="text"/>	Room #:	<input style="width: 20%;" type="text"/>	Referred by:	<input style="width: 30%;" 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

