



# The Advocate

## Coming Soon to a Campus Near You!

### A Preview of AFT Events for 2016/2017

As we come to the end of the school year, we want to give you a preview of some projects the AFT is working on for 2016/2017. Building on the success of the “Bullying in the Workplace” presentations by Joe Bontke (from the EEOC) that the union cosponsored with the Chancellor, we are planning two more workshops we believe will be valuable to our employees.

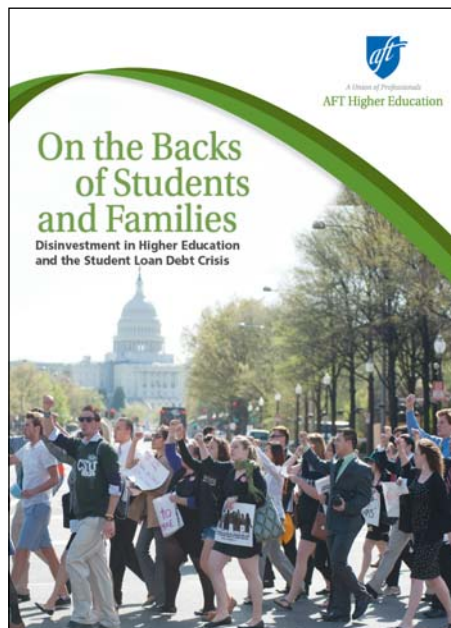
- Student Debt Clinics for Employees

Currently, 43 million Americans are struggling to pay off student loans. One in five of those Americans is in default, unable to make a payment on the student loan for over a year. Student debt is increasing at a record pace and has passed the \$1 trillion dollar mark nationwide.

These figures are not abstract for those of us working in higher education. We worry about our students taking out huge loans to pay for the classes we teach. The truth is that student debt is a burden for many of those taking classes and looking for help in our student services offices and libraries, but also for some teaching the classes, as well as counselors, advisors and librarians. It is a burden for those who are learning trades and for some who are practicing

those trades in our offices, labs, physical plants, and grounds.

For these reasons, AFT-Lone Star College is joining a new campaign, in partnership with the national offices of the American Federation of Teachers, Jobs for Justice, the U.S. Student Association, the Student Labor Action Project and the Highlander Research and Education Center to address the issue of student debt for everyone in the Lone Star family.



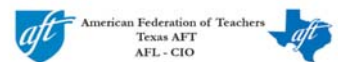
The campaign is called “Debt-Free Future.” It strives to battle the debt-based economy by increasing access to debt relief and flexible repayment options. There are existing programs designed to help workers in public services, but they are not well-

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### AFT - Lone Star College AFT Local Union # 4518

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known. Our immediate goal is to help Lone Star employees enroll in these debt-relief programs and to host training about debt-relief options. Some of our AFT members are already undergoing training on these programs in order to run workshops for employees this coming school year. If student debt is a problem for you or your coworkers, watch for more information in the fall. We can help.

Politically, we plan to join our partners in advocating for the expansion of such programs and in urging the Department of Education to promote these alternatives. Locally, we hope to partner with the Lone Star College System administration in bringing this information to our current students in hopes of rescuing them from the dead-end road to debt before they get far down it.

“Debt-Free Future” is a tool we can use to ease the burden of student debt for people right here in Lone Star College—employees and students. You can visit [www.forgivemystudentdebt.org](http://www.forgivemystudentdebt.org) to learn more.

- Health Insurance Workshop for Adjunct Faculty and Part-Time Staff

Health insurance remains a hot-button issue in the current election year. This is an important debate that, at its best, asks us to examine the core values that underlie what America is and should be—a debate that the AFT participates in at all levels, from local to national. However, for the purposes of this article, we are going to cut through that debate to the hard realities some of our employees face and the tools that currently exist to help.

For better or for worse, health coverage in the United States has long been predicated on full-time employment through employer-provided insurance. The unemployed and minimally employed may be eligible for government support through Medicaid. Americans who are self-employed, employed by small companies and, significantly for our discussion, employed part-time, have been left to try to purchase health insurance on the open market. For most people in that category, cost has kept that option completely out of reach. The end result of this

predicament is that, in 2014, more than 5 million Texans lacked health insurance, including almost 30% of the residents of Harris County.

Our own adjunct faculty and part-time staff sit squarely in the middle of that group of Americans most at risk of not having health coverage. Some may be covered by insurance at a full-time job they hold; others may be covered by a spouse’s insurance. However, the significant percentage of employees who rely on pasting part-time jobs together to survive can be in big trouble.



In recent years, the Affordable Care Act (ACA) has opened up insurance “exchanges” in which individuals between 100% and 400% of the federal poverty level can buy into stable group insurance plans. These plans meet strict minimum standards, do not exclude pre-existing conditions, charge the same premiums for men and for women, have no lifetime caps on benefits, provide free routine physicals, and are “portable” from one job to another.

However, some of our employees may have looked at these programs and come to the conclusion that they are not all that affordable. What many people



do not realize is that the “sticker price” is not what they actually have to pay for the insurance exchanges. According to Patrick O’Maheen, political science fellow at Rice University, 90% of participants in the exchanges are eligible for significant premium subsidies that can reduce the cost dramatically, sometimes to near zero. 64% of participants are also eligible for subsidies that significantly reduce out-of-pocket costs (co-pays). The salaries that many of our part-time employees earn put them squarely in the range that is eligible for this help.

The ACA opens up other options for some employees. Some of our younger employees (up to the age of 26) can now be covered on their parents’ insurance. If Texas were to decide to accept the Medicaid Expansion option included in the ACA, individual employees with total incomes up to about \$16,000 would be eligible for free coverage without having to first deplete their savings.

The million-dollar question for our adjunct faculty and our part-time staff is “How do I know what benefits and savings are available to me personally and how do I sign up for them?”

AFT-Lone Star plans to bring ACA “coaches” on campus this fall to help employees answer this very question. Watch for health insurance workshops on a campus near you. We plan to offer these workshops in time for the 2017 insurance enrollment period, which begins in November.

The AFT firmly believes that improving the lives of our employees, whether by helping them deal more effectively with the burden of debt or by helping them find the health coverage they need for themselves and their families, ultimately impacts our ability to serve our students and our community. We are looking forward to bringing these programs to Lone Star College.

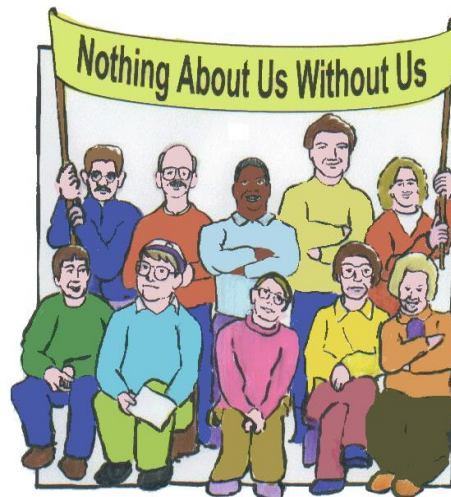
- Personal and Issue Advocacy

In addition to the student debt and health insurance programs we are planning, AFT-Lone Star College will continue our ongoing advocacy for individual members who need our help with problems at work.

Always feel free to contact a union officer on your campus (listed on the last page) when you have a concern.

More globally, we continue to advocate for policies and practices that make Lone Star better. The AFT has provided important leadership in promoting improvements to the grievance and appeals processes and to workload issues for adjunct faculty. We have brought the issue of salary compression to the forefront. This issue has been partially addressed by the administration but still needs attention. We have highlighted the problems in staff classification that were caused by the Evergreen consultants. These problems have not yet been addressed.

Keeping these concerns on the front burner and addressing whatever new or old concerns may come up will continue to be central to the work of AFT-Lone Star as the years roll on.



—John Burghduff  
Professor of Math, LSC-CyFair

## Make Your Voice Heard

### Offering Feedback on Policy Changes

Among many other duties, Lone Star’s office of general counsel is tasked with drafting the policy proposals that come before the Board of Trustees for consideration and debate each month. The office has recently created a website where policies and procedures that are in development are posted. This website includes a link for feedback and comments.





The union encourages our Lone Star family— faculty, staff, administrators, students, and our supporting taxpayers—to visit this website, [www.lonestar.edu/proposed-policies](http://www.lonestar.edu/proposed-policies), to read and reflect on the proposals that are coming through the pipeline, and to offer feedback on the easy-to-use form found there. The transparency that this website brings to the process of crafting college policy is worthy of commendation. Opening this site reflects Lone Star’s cultural belief that we are better together. Let your voice be heard on the important issues that affect your everyday life and that, ultimately, contribute to our ability to serve our students most effectively.



The AFT commends the administration and, in particular, General Counsel Mario Castillo and his staff for this innovation.

John Burghduff  
Professor of Math, LSC-CyFair



## Social Justice

On occasion, I run into someone who embraces old stereotypes about unions. The usual comment is “Unions are only concerned about their members’ benefits and salaries.” I wish that those folks could have been with John Burghduff (LSC-CyFair), Martina Kusi-Mensah (LSC-Montgomery), and me (LSC-North Harris) a couple of weeks ago at an AFT Higher Education conference in Las Vegas. Certainly, three of the workshops touched on those stereotypical topics, but the remaining twenty-eight plus focused attention on other issues. Those workshop topics included focus on racial equality, bullying and stress, free community college for students, and student debt.

There are two others that I attended that I want to highlight. One, titled “Ending Campus Sexual Violence,” included a screening of a 2015 documentary, *The Hunting Ground*, about the fight to end rape on college campuses. Facts noted in the film included the following:

- 16 to 20 percent of women who enroll in college are sexually assaulted while in college.
- 88 percent of women raped on campus do not report it.
- In 2012, 45 percent of colleges reported zero sexual assaults.
- Only 2 to 8 percent of sexual assault claims are found to be false.
- Less than 8 percent of men in college commit more than 90 percent of sexual assaults.
- 96 percent of college presidents say their institutions handle sexual assault appropriately.

The film contrasts the last statistic with stories of college presidents deflecting claims of assault and protecting their institutions. Even when evidence has supported the conclusion that students were guilty of rape, the college punishments seemed inappropriate, including brief suspensions or required participation in community service.

The victims of these assaults are typically freshmen females, and the events occur most often on campuses that have fraternities and athletic programs.



Inappropriate responses are particularly prevalent when athletes are accused. The film makes a compelling case that officials deliberately protect their lucrative athletic programs, for instance, by punishing a football captain/quarterback with only a one-game suspension although the evidence clearly indicated that he was guilty of rape. In another instance, four students found guilty were suspended, but the suspension was not enforced until after their graduation. The film provides an uncomfortable number of examples of this administrative behavior. As I sat in the audience, I could hear attendees gasping at the insensitivity of these officials and the failure of the colleges to take appropriate action.

**Striving for social  
justice is the most  
valuable thing to do  
in life.**

**—Albert Einstein**

Workshop presenters provided a handout titled “Tips for Working with People Impacted by Gendered and Sexual Violence.” They also led a thoughtful discussion on the topic of sexual assault. Everyone in the room was deeply affected by the troubling data and at the same time impressed by the excellence of the workshop.

Another workshop titled “Trans Inclusion” was equally sensitive and thoughtful. The three presenters, who included two transgender individuals, discussed the legal rights of transgender people and the struggles they face, including feeling lonely, misunderstood, and ostracized. Another major

issue is adequate health care. According to one speaker, 50 percent of transgender individuals attempt suicide. In higher education, there is an issue of a student’s name on a class roster that identifies the transgender student when the professor calls the roll. There is also the concern about issues such as which restroom to use.

The union leaders attending this workshop were highly supportive of policies that protect the transgender population and eager to be helpful. I was impressed by the frankness of the discussion and touched by the challenges confronting the transgender individuals, as well as the eagerness of the attendees to go back to their campuses to help transgender inclusion, something that is already underway at Lone Star College.

Overwhelmingly, the workshops were not about salaries and benefits but about family, decency, and social justice. I was proud to be in the room. We all were.

—Alan Hall

### Tales from the Unionside

March madness rolled into Texas twice this year as the crooked shooters appeared on the 2016 Republican and Democratic primary election ballots, and the straight shooters appeared on the NRG Stadium court to compete in the NCAA Final Four championship.

With 3.6 million Texans voting in the two presidential primaries, Republican Ted Cruz and Democrat Hillary Clinton came out as the Lone Star winners. For most public sector union members, the Republican race held little interest as the G.O.P. today has established itself as the anti-government and anti-union party in American politics. What love Republicans get from organized



labor comes from unionists working in law enforcement, fire prevention, and the prison system. Most election surveys indicate that 70 percent of union members vote “Democratic,” which puts labor in Texas as part of “Them” rather than “Us” for Austin-elected officials viewing the world through red lenses.

As a default Democrat, I voted on March 1 after my afternoon class at a polling place in Montgomery County, where I nearly had to wake up the election clerk who had not seen a blue voter for hours. Such is the lonely life for those not voting for the G.O.P. in Texas where the Democrats have not won a statewide race in this century. As a life-long Chicago Cub fan, I was hoping to be alive to see the Cubs win the World Series, but I have set that bucket list item aside and replaced it with being alive to witness the swearing in of a Democrat as Texas governor. Time will tell, but if I were twenty years younger, my chances would be much better to see two—or at least one—Blue victory.

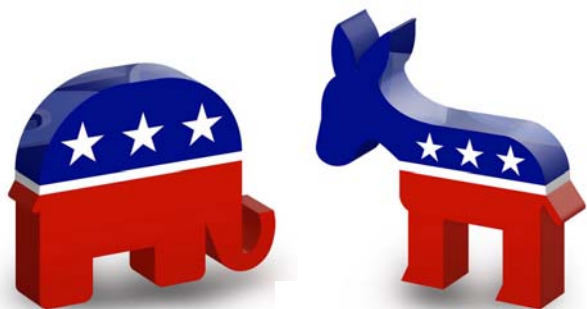
Although the American Federation of Teachers endorsed Hillary Clinton for president, I had to go for Bernie in the Texas primary as much for what he stands for as to be consistent with a statement I made five years ago to my government students. In talking about U.S. constitutional amendments, I told them that my proposed 28<sup>th</sup> amendment would be to prohibit any person with the last name of “Bush or Clinton” from running for president. Former students, your old professor is still crazy, but I do maintain a consistent craziness in the twilight of my teaching career.

In a more serious vein, the Republican primary ballot this year resurrected an issue of concern for union members. G.O.P. voters overwhelmingly ap-

proved Proposition 3 that asked them to say “yes” or “no” to the statement “Texas should prohibit government entities from collecting dues for labor unions through deductions from public employee paychecks.” This issue of forbidding dues-deductions from union members’ paychecks nearly became state law in 2015. It is another example of the G.O.P. using administrative rules as a “politics by other means” approach in a stealth attack against its perceived opponents.

These “other means” approaches range from the state photo identification law to the new state restrictions on abortion outpatient clinics, and to a likely Round Two on dues-deduction in the 2017 legislative session. On photo ID, Republican actions are a clear example of voter suppression directed at low-income people, not known as a G.O.P. core constituency group. The 2013 Texas abortion law change, mandating that clinics meet the same medical standards as ambulatory surgical centers and that doctors performing abortion operations have admitting privileges at nearby hospitals, has meant the closing of half of the state’s abortions clinics and will be at the center of the 2018 re-election campaigns of incumbent Republicans. If not for a last-minute save for Labor, dues-deduction from union members’ paychecks would have been zeroed out in 2015. The political pushback and the calendar saved public employee unions from a big administrative headache and the likely loss of members, which was the Republican reason for doing this in the first place.

While unionized education employees in Texas do not possess collective bargaining rights as do union educators in California, the U.S. Supreme Court decision in the case of *Friedrichs v. California Teachers Association* on March 29 was a big victory for labor and a setback for anti-union forces. In *Friedrichs*, political conservatives trying to strike a blow against public-sector unions brought a suit on behalf of a few teacher plaintiffs who did not want to pay agency fees in lieu of joining the union and paying regular dues. Since 1977, the U.S. Supreme Court has upheld the right of unions to collect fees from nonunion members for their fair-share cost to the union for its collective bargaining expenses.





The 4-4 California labor victory would not have happened had not Justice Antonin Scalia died before the ruling was made, as Scalia's vote would have been for the plaintiffs and not the union. Without a fifth vote, the tie meant that the appellate ruling requiring the payment of agency fees by nonunion members would stand as law. Had the court ruled otherwise, it would have brought up the dilemma of the free-rider problem, where those who pay nothing to the financial cause will benefit from the dollars spent by others on behalf of all.

#### SUPREME COURT OF THE UNITED STATES

No. 14-915

REBECCA FRIEDRICH, ET AL., PETITIONERS v.  
CALIFORNIA TEACHERS ASSOCIATION, ET AL.  
ON WRIT OF CERTIORARI TO THE UNITED STATES COURT OF  
APPEALS FOR THE NINTH CIRCUIT

[March 29, 2016]

PER CURIAM.

The judgment is affirmed by an equally divided Court.

Republican anti-union groups have not given up on this type of case as other similar cases from around the country are in the judicial pipeline. It never ceases to amaze me as a political scientist how clueless most educated Americans are about the union movement in the United States. Labor is the one political force in the country that stands up for the people. The Republican Party for the past 75 years has been the party of the upper class in America, and the Democrats have tried to present themselves as the party of the people. This portrayal was accurate enough back in the 1930's and the 1960's, but beginning with Bill Clinton in 1992, the Democrats have become the party of the upper-middle class. I would hope that labor in America and the average citizen would realize that Democrats are not necessarily our friends for life nor are Republicans our eternal enemies. It would be good for all of us to embrace the idea of "no permanent allies, no permanent enemies, only permanent interests."

Bob Locander  
Professor of Political Science, LSC-North Harris

*Editor's Note:* Locander is a regular political columnist for *The Advocate*.

## Assistance for Flood Victims



After relentless rains pounded the Houston area (with some neighborhoods getting as much as 17 inches in a day), catastrophic flooding has devastated thousands of homes. Texas AFT has seven local unions in the area and thousands of members, many of whom have had their homes flooded, their cars damaged and other financial hardships caused by the deluge.

Lone Star College Chancellor, Dr. Steve Head, announced that the LSC Foundation agreed to provide \$50,000 for special grants of \$250 to students and employees who suffered from flood related damages. To make a request, employees and students will fill out a simple form which is being provided by college presidents and vice chancellors.

Additionally, AFT Lone Star is working with our state affiliate, Texas AFT, to provide assistance for AFT members. Texas AFT has a long history of assisting members in need, including relief from hurricanes and the Bastrop fires—events to which our members responded quickly with donations to our Disaster Relief Fund. **Now it's time to step up and answer the call for help again. Our goal is to raise \$20,000 by next Monday** so that we can provide direct relief to affected members. Please note that all donations will be used for disaster relief and no other purpose. Visit [www.texasaft.org](http://www.texasaft.org) to donate.

**If you are an AFT member and would like to apply for assistance visit the Texas AFT website at: [www.texasaft.org](http://www.texasaft.org)**





# A Highlight On UNION PLUS BENEFITS

## MetLife Auto & Home Insurance

Buying a car and a home are likely the two biggest purchases you will make in a lifetime. Because it is important to protect these valuable assets, the AFT has joined with MetLife Auto & Home to provide access to special group discounts on auto and home insurance.

## No-Cost Term Life for New Members

New AFT members who are actively employed are entitled to \$10,000 of term life insurance coverage with MetLife for one year at absolutely no cost. New members must complete, sign and return an application to be eligible.

## Disability Income

This is a voluntary insurance program with MetLife that will provide nontaxable replacement income if you are unable to work due to an accident or extended sickness.

## Senior Term Life

Members and their spouses or domestic partners (ages 55-74) can get economical Senior Term Life insurance to help pay final expenses and ensure peace of mind.

*These are just a few of our insurance programs. Go to [www.aft.org](http://www.aft.org) to see all the great offers!*

<b>AVIS</b> 1-800-698-5685 Reference union I.D. # 8723700	<b>National</b> 1-877-227-7368 Reference union I.D. # 5029562	
<b>Budget</b> 1-800-455-2848 Reference union I.D. # V816100	<b>Alamo</b> 1-800-462-5266 Reference union I.D. # 7015700	
<b>Hertz</b> 1-800-654-2200 Reference union I.D. # 205666	<b>Enterprise</b> 1-877-222-9711 No I.D. Number	

**Save up to 25% on rental cars!**

When you need to rent a vehicle, we can help you get the best deal. Check out the union-member savings and services offered by Alamo, Avis, Budget, Enterprise, National and Hertz. **Drive away in style—for less—with the car, van, SUV or truck of your choice** while supporting fellow union workers.

Discounts apply to rentals at participating locations. Weekend periods may apply. Other terms and conditions apply. Rates and savings vary depending on type of vehicle, time of year, location and length of rental.

- **SAVE UP TO 25%** on your rental.
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More than 79,000 AFT members already enjoy the advantages of the Union Plus Credit Card, now issued by Capital One®, N.A., a U.S.-based bank.

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

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**CREDIT & BUDGET COUNSELING**

- FREE credit education—tips, pitfalls, checklists, videos, credit score facts and other resources.
- A written **ACTION PLAN** that summarizes your financial situation, provides a budget, creates a spending plan and reviews options to repay debt.

**AT&T DISCOUNTS**

- 15% off selected monthly service charges for most cellphone and data plans.
- **Up to \$200 in rebates** when you use your Union Plus Credit Card to purchase a new smartphone (\$100) or switch to AT&T, the only unionized wireless service (\$100).

For full details, visit [UnionPlus.org/AFTcard](http://UnionPlus.org/AFTcard)





## Health Club Discounts

Save on new memberships at more than 10,000 health clubs nationwide.

## Health Discount Savings

The Union Plus Health Discount Savings gives participating members and their families significant discounts on dental and eye care from participating program providers.

## Hotel Discounts

Save up to 20 percent off the “best available rate” at more than 6,400 participating hotels in locations worldwide when you book online or call using the AFT discount code.

## Motor Club

Participants in the Union Plus Motor Club can get help with vehicle-related problems, anywhere in the country, with emergency roadside assistance 24/7/365. And it costs less than other auto clubs.

## AFT Advantage

AFT Advantage is a valuable benefit that gives you and your family exclusive access to a FREE online shopping program for AFT members. Save anywhere from 10 percent to 70 percent off electronics, apparel, home furnishings, tickets and much more.

## Auto Buying

The AFT + Auto Buying program can keep you on the road with savings on new cars and used fleet vehicles.

For more information about our benefits, visit: [www.aft.org](http://www.aft.org)

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<p>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.</p>	<p><b>KNOWLEDGEABLE HELP</b> Our professionals can help you determine your price range and provide the financing options that meet your needs.</p> <p><b>UNION PLUS FIRST-TIME HOME AWARD</b> Active or retired union members may apply for our \$500 Union Plus First-Time Home Award.</p>	<p><b>\$500 MY MORTGAGE GIFT™ AWARD</b> Receive a \$500 My Mortgage Gift™ Award from Wells Fargo Home Mortgage with every purchase or refinance.</p> <p><b>UNIQUE HARDSHIP ASSISTANCE</b> Union Plus provides interest-free loans to help you make mortgage payments if you become unemployed, disabled, locked out or on strike.</p>
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or call **1-800-848-6466**

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A Union of Professionals  
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\*All program plans for new and existing customers require a new two-year contract. This offer cannot be combined with any other discounts. The 15% Union Plus AFT+ wireless discount is not available on the new XE Phone, additional lines for family plans, unlimited plans and Unity plans. Data services on secondary lines are not discounted.  
\*\*Active members who purchase the XE and XE Phone at regular price and receive the 15% AFT+ Wireless Union Plus discount off the AFT+ wireless service plan. XE/FI. There will be no discount for service using the original iPhone.

**UnionPlus.org/AFTatt**

**AFT**  
A Union of Professionals  
AFT+

**Union Plus**



# 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	\$40.00
Full-time Professional Staff	\$28.60
Full-time Support Staff	\$25.88
Adjunct Faculty & Staff	\$14.00

### 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](http://www.aftlonestar.org)



[www.texasaft.org](http://www.texasaft.org)

American Federation of Teachers  
Texas AFT  
AFL-CIO



[www.aft.org](http://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](http://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



**2015-2016 Monthly Membership Dues rates:**

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

- Full-time Faculty \$40.00/mo. or \$480.00/yr.
- Full-time Professional Staff \$28.60/mo. or \$343.20/yr.
- Full-time Support Staff \$25.88/mo. or \$310.56/yr.
- Adjunct Faculty \$14.00/mo. or \$168.00/yr.
- Part-time Staff \$14.00/mo. or \$168.00/yr.



**IMPORTANT NOTICE:**

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

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

### Union Dues Deduction Agreement

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

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

Date

[Click here to print form](#)

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

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





# The Advocate

## 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 **Katie Hurter, Editor** via e-mail: [katie.hurter@lonestar.edu](mailto:katie.hurter@lonestar.edu), or submit to any of the following officers.



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

**We're on the Web!**  
[www.aftlonestar.org](http://www.aftlonestar.org)



Alan Hall, President	North Harris	ACAD 217-G	281-618-5544
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
Cindy Hoffart-Watson	Cy-Fair	LRNC 101C	281-290-3265
Kathy Hughes	Fairbanks	FBC 218A	832-782-5063
Earl Brewer	Fairbanks	S - 13	832-782-5029

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 pro-

vided 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, AFT is there for them.

If you believe in these values and are not a member, now is the perfect time to join. If you believe in our values, take action now and join the AFT.

—Alan Hall