



# The Advocate

## Not All Those Who Wander Are Lost

**AFT-Lone Star  
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our 2017  
Spring  
Celebration at  
Pappasito's  
Cantina**

**Friday, April 21<sup>st</sup>  
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There was an interesting juxtaposition of speeches at the December 1, 2016, meeting of the Lone Star College Board of Trustees that got me thinking about the work we do at community colleges.

First, Dr. Rebecca Riley, President of LSC-Montgomery, spoke about the Pathways Project. Shortly thereafter, Dr. Anthony Carreras, Faculty Senate President at LSC-Kingwood, spoke about the importance of the Liberal Arts.

“Pathways” is one of several terms used in the community college world to talk about efforts to help students carefully plan the courses they take to reach their goals as quickly as possible. Other terms for this idea are “meta-majors” and “institutes.” Research shows that many community college students finish far more than the 60 credit hours that typically transfer to four-year universities. We know that, at least in some cases, this happens because students do not know which classes will directly lead them to their goal and, therefore, they take classes they “don’t need.”

Although we know that many community college students do not know precisely what they want to accomplish at our colleges, they may have some sense that they want to work in some broad area, like the sciences, the fine arts, the liberal arts or workforce. By carefully

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enumerating degree plans that apply broadly to each of these “pathways,” a community college can better guide students to choose the courses they should take and persist until they reach their goals.

Clearly this is a worthy goal—other community colleges have already had some very positive success with these “pathways,” “meta-majors,” or “institutes.”

In juxtaposition, Dr. Carreras spoke about a number of students from around the system who had broadened their horizons by taking extra courses in the liberal arts generally and our theater programs particularly. He introduced us to a number of students, all of them with majors not in theater, who had decided to participate in plays on our campus. Although none of them is likely to pursue a career in acting, the experiences in our theaters taught these students to find a strength and confidence in themselves that they did not expect but which will certainly serve them in whatever they choose to do. In short, these classes they “didn’t need” are the ones that have most impacted their lives.

In Roman times, “liberal” (as pertaining to a liberal education) was defined as that which was worthy of a free person. For millennia it was understood that the purpose of higher education (whatever form it took at the time) was to develop young people into active citizens with a broad exposure to the whole array of human knowledge and a commitment to the betterment of society, not just the betterment of tradesmen in one specific area. This is what was required to mold a human being into a free person. And so, a math major like myself could discover interests in philosophy, religion, history, and music that have profoundly impacted my personal life, my service to the community, and, in the process, my day job as a mathematics teacher / professor and my unpaid second job as a union organizer.

For most of human history, a liberal education was available to a scarce few. The United States is unique in that powerful social experiments—like the foundation of land grant universities in the 1870s and 1880s, the GI Bill in the 1940s and 1950s, and the community college movement

catching fire in the 1960s and 1970s—broadened access to this liberal education to a wide array of citizens.

In these turbulent times, the values of a liberal higher education are under threat. Although the core curriculum still dictates that students take a broad array of courses, pressures from industry (to make sure students cover more classes in their majors) and from government (to keep degree plans to a limited number of hours they are willing to fund) conspire against students who want to take a closer look at the scenic view just off the pathway. The Texas Higher Education Coordinating Board defines success in education as “earning a credential,” not as molding free persons. Success is measured by momentum points narrowly defined by a limited number of disciplines, not by what helps create good citizens. Tuition costs and the burden of student debt force students to limit side trips off the pathway. Taxation is viewed as government interference to fight rather than a societal investment in the future to embrace.

So, yes, let us build pathways to help students more clearly know how to reach their goals.

Clearly, it is our moral duty to do so. However, in the process, let us

struggle against forces that seek to turn those pathways into assembly lines where students can’t explore all the truth that will make them free. If we work hard and make our case to the society around us, especially those in power, we can do both.



The students to whom Dr. Carreras introduced us veered off of their pathways for a while and discovered that “not all those who wander are lost.”<sup>1</sup>

<sup>1</sup> A quotation from J.R.R. Tolkien, *The Fellowship of the Ring*

John Burghduff  
Professor of Math, LSC-CyFair



## LSC Protects Transgender Student Rights

At the February 2<sup>nd</sup>, 2017 meeting, the Lone Star College Board of Trustees approved revisions to several LSC policies protecting students from discrimination based on gender identity and gender expression.

Nationwide, discussion of the rights of our transgender friends, neighbors, and family has often been obscured by misinformation and baseless fears. Ironically, discrimination based on gender identity and expression has left this community among our most vulnerable.

According to the 2015 U.S. Transgender Survey and the 2015 GLSEN School Climate Report,<sup>1</sup> 73% of those who were out or perceived as transgender at some point between Kindergarten and 12<sup>th</sup> grade experienced some form of mistreatment, such as being verbally harassed, prohibited from dressing according to their gender identity, disciplined more harshly, or physically or sexually assaulted because of their status. LGBTQ students in general who report significant mistreatment have lower GPAs, are more likely to drop out, and are less likely to go to college. In college, 19% of those who were out or perceived as transgender were verbally, physically, or sexually harassed because of their identity or expression.

Among those already in the adult world, in the past year, 27% of transgender individuals who held or applied for a job during that year reported being fired, being denied a promotion, or not being hired for a job because of gender identity and expression. At some point in their lives, 30% have experienced homelessness, and 12% have been homeless in the past year. For fear of being mistreated as a transgender person, 22% did not see a doctor when needed.

Amidst this bad news, there is reason for hope. At the K—12 level, research shows that LGBTQ students who attended supportive schools were less

likely to face abuse, more likely to feel accepted as part of their schools, and more likely to graduate and go to college. Many of the independent school districts in Texas, including Houston and Dallas, currently enshrine gender identity and expression as protected classes in their non-discrimination policies.

Surely, such protections will be shown to make a difference at the college level as well. Many of the colleges and universities in our area have already adopted non-discrimination clauses that include gender identity and expression. Examples include Houston Community College, San Jacinto College, Sam Houston State, Texas A&M, and UT-Austin.

AFT-Lone Star College submitted a proposal approximately two years ago to revise our college policy manual to add gender identity and gender expression to all the non-discrimination clauses for both students and employees. A host of Lone Star employees have been working behind the scenes to advocate for these revisions and to promote other changes to make our college open and inclusive towards transgender students, faculty, and staff. These efforts have included advocating for the addition of gender-neutral single user bathrooms at convenient locations on all campuses and promoting the option for students to declare preferred names in myLoneStar different from the names on their birth certificates to more adequately reflect their identity.

Although many have been involved in this effort and deserve recognition, special thanks are due to LSC-CyFair professors Aaron Alon and Heidi Green, who organized the effort and gathered signatures in support of the policy change.

On the night of the February Board meeting, a number of attendees wore purple, a color that champions and celebrates the transgender community. AFT-Lone Star College President Alan Hall spoke in favor of the proposed changes. The audience was deeply moved by a powerful speech on the proposal from LSC-CyFair student and PTK officer Noah Miller. The text of his speech follows this article, in this edition of *The Advocate*, and we believe you will find it inspiring.



The office of the General Counsel, in the formal agenda for the meeting, wrote that expanding the college's non-discrimination policies to include gender identity and expression "aligns the college with inclusive language reflective of its student population." The Board of Trustees passed the policy revisions on a unanimous vote.

Formally enshrining the rights of transgender students in Lone Star policy is a great step forward for our college. AFT-Lone Star thanks the administration of the college, and in particular Chancellor Steve Head and the office of the General Counsel, for supporting these revisions. We especially thank our Board of Trustees for their courageous and enlightened support. We also look forward to the passage of companion policies that will be coming before the Board in the next few months adding the same protections for LSC faculty and staff.

**At Lone Star College, all are welcome and all are valued.**



1. Special thanks to Lou Weaver, Transgender Programs Coordinator for Equality Texas, for providing this data.

John Burghduff  
Professor of Math, LSC-CyFair



## Honor Student Noah Miller's Speech to The Board

*Editor's note: The following is the speech delivered by Cy-Fair Honor Student Noah Miller to the Lone Star College Board of Trustees on February 2, 2017.*

Good evening, and thank you for extending me the opportunity to address the board. My name is Noah Miller. I am an Honor Student at LSC Cy-Fair. I also have the privilege of representing our student body as a student government executive board member. I am here tonight to voice my full and unequivocal support for the measures proposed that make gender identity and expression protected categories under LSC System Policy.

My family moved to the Cy-Fair area in 2002; we moved here because of the numerous opportunities, better jobs, and better schools. Texas has been good to us. Lone Star College has been good to us.

The college system that you have been entrusted to lead has given me a first rate education. Your mission of universal access has inspired me. Your faculty members have pushed me to be more and to do more than I ever thought possible. Your administrators have made progress possible. But most importantly the students that I have befriended have expanded my horizons. They have become a second family to me.

Together, the students on my campus have held flood relief drives, gathered for holiday dinners, and engaged in competitive research projects. But when you boil it down, the over-arching purpose of these activities is not to win awards, or to pad resumes. It is to create an environment, a campus culture, a Lone Star mentality where everyone wakes up and feels excited to set foot on our campus. We want all of our students to feel that opportunities for advancement are just within their reach. And our extremely supportive administration and faculty have promoted this positive, broad based message. We have made great strides towards creating an inclusive campus.



Every month I am proud to preside over a student assembly where student of all backgrounds, Christian and Muslim, gay and straight, even dance majors and accountants, sit side-by-side and not only address each other in an amicable tone, but frequently partner on events and attend each other's meetings. Common decency and compassion have prevailed.

That being said, virtually every student that I have spoken to believes that transgender student's rights and protections should not rest simply on hope that simple decency will prevail. Underpinning every student success story that I have encountered is a basic understanding that our campuses are an extension of their home, that they are protected and welcomed.

All students should be able to access this same profound experience, unfettered and protected. All students should be able join clubs and to explore their interests and passions without threat. All students deserve to be included in the college's non-discrimination ordinance, and in the tragic event of hateful activity they deserve the right to file a complaint for swift disciplinary action.

For my family and myself, this is more than a political position; it is deeply personal. My younger brother, Jonah, is transgender. When he first told my family that he was transgender, we didn't understand, so we researched it. We didn't know how to proceed, so we sought professional counsel. And through this process here's what we learned and reaffirmed: people need to feel accepted and welcomed in their home; growth cannot take place without security. My brother has been subject to scrutiny that I could have never endured. Truthfully, he is the strongest person I know. His humanity has been called into question; he has been physically threatened and passively demeaned. But in spite of all of the adversity he has been subjected to, he has defied the negative narrative often spun about transgender students his age. He leads a popular club on campus; he excels academically, and was just nominated for his homecoming court. But we must embrace the truth that asking students to display his resilience without protection is both

unnecessary and unrealistic. It is a uncalled-for hindrance to success, and further complicates a stressful process.

Jonah graduates in 2018, and our dinner conversations frequently relate to his next step. We often entertain the notion that he should journey across the country or the state to find a school, where he would find protection under the law—but with Lone Star in our back yard and with my own positive experience at the college, that's a real shame. What a loss for the community. My brother will be a credit to his family's name and every school that he has attended. And he would certainly be a credit to Lone Star College. I urge you to pass this important measure so that we can live up to our claim to protect all members of the Lone Star College family.

Thank you.

## Alan Hall Appointed to AFT National Committee



**Hall and Bonnie Halloran, President of Lecturers' Employee Organization, U of Michigan, at the national AFT meeting, January 2017**

AFT-Lone Star College President Alan Hall was recently appointed to serve on the Higher Education Program and Policy Council of the national American Federation of Teachers in Washington, DC. He attended his first meeting in mid-January



in Washington. The committee consists of approximately 33 members from across the country. Several universities are represented and, with the addition of AFT-Lone Star, four community colleges, the other three being from Michigan and New York.

Reflecting on his first experience with the PPC, Hall said,

I was impressed with the caliber of the committee. Bright people all, they have an excellent grasp of issues, and it was interesting to see that their concerns coincide with ours at Lone Star. Topics included concerns for students regarding immigration issues/sanctuary campuses, student debt, and health care access among others.

I was moved by the depth of concern expressed by committee members, their thoughtful discussion, and their willingness to engage personally in issues of social justice. It was a remarkable two days, and I look forward to working closely with these talented committee members moving forward.

Staff



## LSC Foundation Essay Contest Winner: Diego Zaragoza

***Editor's Note:** From time to time something comes across our desk that reminds us once again why we love this business called education and we have to share it with you. The following piece is the winning essay of this year's Lone Star College Foundation Essay Contest, written by LSC-CyFair student Diego Zaragoza. We are publishing it in The Advocate with Diego's permission. You will be glad you read this. Congratulations, Diego, and thanks for inspiring us.*

Lone Star College was my second chance—my redemption ticket. After graduating from high school, I reaped what I sowed. Because of many academic failures, I had given up on myself. I did finish high school with the minimum graduation requirements; however, I was not prepared for what was coming next.

I was about to face some of the biggest crises of my life. I graduated from high school in Bolivia where my mom remarried but soon divorced my stepdad after I graduated. Consequently, I moved to Mexico with my dad, but little did I know, he was also going through a divorce himself. Not only was I experiencing ongoing family instability, but I also had no idea what to major in, I had poor academic skills, and I could not pass the university's acceptance exams. I felt behind in relation to my peers, and I did not know where to start nor how to compensate for so many years of recklessness.

In the midst of all this chaos, my grandfather offered me the opportunity of a lifetime. He granted me the choice to move to Houston to start my higher education experience. This was an opportunity that many can only dream of. In the midst of this upheaval in my personal life, I moved to yet another country to face even bigger challenges. I believe creativity is born from distress, and crisis can bring progress. I could not have asked for a better place to overcome my challenges than Lone



Star College Cy-Fair. I was placed in the lowest remedial math and English classes. However, I promised myself that this time it would be different. I would conquer my limitations. In high school, I had failed math twice and had a teacher who was impatient and would say things like “don’t be stupid, think” when I did not understand a concept. These words were fatal to my self-esteem. I felt stupid.

At Lone Star College Cy-Fair I found professional, patient faculty who did not think less of me because I was in college and still doing 9<sup>th</sup> grade math. Even better was the support of excellent tutors in the academic center who answered all my questions patiently. They sat with me and thoroughly explained any concepts I may not have understood in class. Being able to comfortably ask a question sparked a hunger in me. I could ask as many questions as I wanted. Slowly but steadily, I was winning the race. Many people take this previous assistance for granted; but I knew better and felt grateful. I eventually conquered Calculus 1 with an A and decided to go a step further and tutor those who were taking the remedial classes where I had started. I wanted to show those students that it is possible to climb out of that remedial phase.

Like many international students, I was new to the culture and needed a job. I was very fortunate to have found a family in Student Life. Here, I had the opportunity to get involved on campus, meet new people, and be financially compensated for doing good things. Being involved on campus was just what I needed; it led me to step out of my comfort zone. I became Executive Vice President of the Student Government Association and was able to help other students with their concerns. I was not only succeeding academically, but also learning how to believe in myself.

Although I was achieving some academic success, I still felt overwhelmed because of all the expectations that I thought college had for me. I was continuing to go through some emotional turbulence with my family and other relationships. I started developing anxiety, and even though I had great friends who were supportive, it was not enough. I

visited the counselors at school, and they worked with me week after week, month after month, by supporting me and helping me to know myself better. I am now a proud student ambassador, involved in the Phi Theta Kappa honor society, and only have one more semester to finish my Associate of Business.

To me, Lone Star College Cy-Fair is not just a community college. It is not just a place where you take classes and leave. Lone Star College is what you make it! I think that is what makes this college special; it gave me the opportunity to change and grow. Lone Star College Cy-Fair has more than influenced my life; it completely changed my life.

Diego Zaragoza

## Tales from the Unionside

No more “W.” No more Obama. With Donald Trump’s presidential election, the “W” haters and the Obama haters and the rest of us now have a chief executive we can all look down on. With the forty-fourth president’s departure from office, historians will be busy over the next decade evaluating Barack Obama’s time in office. Will he be classified with the presidential greats—Lincoln, Washington, and FDR or with the presidential failures—Buchanan, Harding, and Andrew Johnson? Time will tell.

Thinking about the White House ratings game got me to reflect on the North Harris presidents I have worked under, from W. W. Thorne, the first, to Steve Head, the sixth. This group of six presidents all had their strengths and weaknesses from my perspective as a political scientist and union man. Founder of North Harris County College Bill Thorne was a Lyndon Johnson-like figure with great political skills, a fragile ego, and an authoritarian personality. A bantam rooster of a man, Thorne was loved by some but feared by all. His greatest achievement was the major role he played in persuading community leaders and voters to support the creation of the college in 1972.



Had LBJ stopped with the Great Society and avoided the Vietnam War, he would have been a great president. Had Thorne not gone on to become NHCC's first president, his legacy would have been different. It was a board of crony trustees who selected W. W. to head the college despite the fact he held no doctoral degree and had no college administrative experience. If you believed that NHCC should be more than a fifth year of high school, working under Thorne drove you to church or bars for comfort. What W. W.'s administrative reign of terror did was to fire up some of us to seek outside help in the name of the American Federation of Teachers to stand up for faculty and employee rights.

The second North Harris president was Dr. Joe Airola, a professional educator and long-time member of the National Educational Association (NEA). Airola reminds me today of President George H. W. Bush, a person of experience and knowledge, as he worked hard to transform the college into a first-rate academic institution. Holding up Del Mar college as the best in the state, Thorne's successor pushed hard to upgrade NHCC by hiring Ph.Ds and experienced college faculty members from inside and outside of Texas. During his administration, the Airola rule was established, whereby "North Harvard College" would hold to a minimum of 70 percent of classes taught by full-time faculty members.

It was Joe Airola's belief that NHCC should not be like Houston Community College, where adjunct faculty members of varying experience and quality taught over 80 percent of the classes. Today, the Airola rule is a distant memory, done in by successive administrators and trustees who favored a corporate and global model as opposed to a community and local emphasis. In 1984, Dr. Airola became the first college system chancellor, and Dr. Larry Phillips, the spitting image of President Gerald Ford in appearance and manner, took over as president number three.

Well known to most college employees, Larry Phillips had started out at North Harris as the head of continuing education and moved up to the vice-

president's position. As president, his unassuming manner and easygoing style were in stark contrast to Bill Thorne's. It was Dr. Phillips who overrode a mailroom decision with the command "Deliver the mail," when he learned that a new policy had been established where personal and unofficial mail would no longer be delivered to office suites but could be picked up by employees at the college mailroom. This one act earned him the gratitude of many over a misguided bureaucratic decision. After Chancellor Airola retired in 1991, President Phillips left the college and took over as head of Angelina College, where he stayed as president until his 2015 retirement.

Following the presidencies of Thorne (LBJ), Airola (Bush 1), and Phillips (Ford), Dr. Sandy Shugart, aka Bill Clinton, burst on the North Harris scene in 1991. In appearance and style, Shugart was a dead ringer for Slick Willie. Smart, bright, and charming, Sandy was the first president without any background with the college. He was an educational visionary with big dreams along with great personal ambitions. Poet, songwriter, and performer, Shugart made his predecessors seem a dreary lot in comparison.

It would take some time for most Americans to get on to Clinton, and it took some time for many of us to get on to our fourth president. His willingness to take credit for the good and lay blame for the bad on others did not ring true over time. In his final years in office, it was uncovered that our president had engaged in some costly budget games that did not sit well with campus leaders. To prove his fiscal management wizardry, Shugart had quietly been returning NHC-budgeted funds to the district office. When word of this spread about, it was time for Sandy to go so that we could save some of the good memories of the early years.

Following Shugart's departure for Florida fame and fortune at Valencia College, the college system selected Dr. David Sam as his replacement. When I first met Sam, I told Alan Hall that we had seen it all at North Harris—from a southern sheriff in Bill Thorne to a global ambassador in David Sam. From an interpersonal standpoint, the fifth North



Harris president resembled Ronald Reagan in many ways. With a winning personality and positive attitude, he also had the most impressive educational resume of any other college president past or present: an MBA, a Ph.D. in political science, and a law degree.

It was a sad day for many when Dr. Sam took a position in 2008 as president of Elgin College in Illinois. For many faculty members, the shelf life of most college heads is around seven years before things begin to spoil. With Sam, the campus atmosphere was fresh, and had he chosen to remain, it would have been a welcome development. His reason for leaving Texas to take a position in the Midwest was to be closer to family living there. Finding a sixth president was not as easy as it had been in the past, as the formal search process broke down. This led to the surprise selection of Vice Chancellor Steve Head, who had been a former Kingwood College president.

The irony of the choice was that Head, who started out working at North Harris in the 1980's, was not one of the original presidential candidates. After several candidates came to campus and laid eggs, Vice Chancellor Head threw his hat into an empty ring and ended up with the post, but not without generating some mystery and intrigue. Much like George W. Bush, Head has been underestimated by those around him. Dr. Head has achieved his personal goals beyond others' expectations.

Like "W," whose own mother felt he would lose to Governor Ann Richards in 1994, Steve Head has surprised many who felt his LSC days were numbered after being passed over for chancellor in favor of Richard Carpenter. In personal conversations in the past, two trustees expressed reservations to me about appointing Head. In the end, Steve Head defied his critics and advanced to the top position of LSC.

As North Harris president, Steve Head's tenure brought massive changes to the system's original college. As a member of the presidential search committee, I had been a strong supporter of his and ended up with buyer's remorse. My disagreement

with the Head administration focused on his use of a business model to run a community college. Steve was big on physical appearances and did well in improving the buildings and grounds on campus. Inside the college, the business model meant privatization, contracting out services, and turning over the child care center to the YMCA. Under Dr. Head, the work environment was worthy of Thorne, with an added twist of Trump's "You're fired."

With Steve's selection as chancellor to replace Dr. Carpenter, Dr. Gerald Napoles became the seventh North Harris president in 2015. While President Trump has had no honeymoon period in office, Dr. Napoles still enjoys an era of good feelings at the college. But as with Obama, time will tell whether Napoles will turn out to be a David Sam or a W. W. Thorne.

Bob Locander  
Professor of Political Science, LSC-North Harris

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



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# 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
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# 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



**2016-2017 Monthly Membership Dues rates:**  
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Full-time Faculty \$40.00/mo. or \$480.00/yr.

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**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:  Middle Initial:  Last Name:

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City:  State:  Zip code:

Home Phone:  Email Address:

Employee ID #:  Campus:

Position:  Room #:  Referred by:

I am paid:  Bi-weekly  Semi-monthly

Paid over:  9 months  9.5 months  12 months

Are you a current or new member?  Current member (Updating information and/or payment method)  New Member

Choose method of payment:  Payroll Deduction (Complete the union dues agreement below)  Personal Check (YOU MUST PAY 6 MONTHS AT A TIME)

**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

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



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

Alan Hall, President	North Harris	ACAD 217-G	281-618-5544
Stephen King	North Harris	ACAD 162-H	281-618-5530
Chris Phlegar	North Harris	ACAD 270-H	281-618-5543
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Catherine Olson	Tomball	S 153 -H	281-357-3776
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Earl Brewer	Fairbanks	S - 13	832-782-5029
Dave Gaer	University Park	UP - 134	281-290-2663

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