



# The Advocate

## Leveling Disparity of Power:

### An Analysis of the Lone Star College Grievance Policy

Whenever one person agrees to accept employment from another, both join in a covenant to work together towards the common goals of the institution of which both are a vital part. That covenant operates in tension, however, for there exists a disparity of power. The employer maintains the authority to review, to correct, to discipline, and, ultimately, to terminate employment. The employee operates in trust that his or her work will be judged fairly and rewarded properly and that he or she will be treated with respect and dignity. That trust can be nothing more than wishful thinking unless the employer embraces his or her legal and moral obligation to establish and honor a due process for appeals that includes a fair hearing, a full consideration, and a just adjudication. This is especially important when conflict arises and a decision is made to the detriment of an employee.

Lone Star College has been recognized as an excellent work environment, but even here an employee and a manager can come into conflict for various reasons, sometimes leading to disciplinary action such as a reprimand, a corrective action plan, probation, suspension, or termination. The AFT believes that, just as the college is on the leading edge in many other ways, Lone Star should be on the forefront of fair, humane, and progressive treatment of employees in times of conflict.

For this reason, AFT Lone Star College has been studying policies for employee appeal and grievance at some of our sister institutions across Texas. These policies may seem arcane and dry at first glance, yet the careers and livelihoods of employees are often in the balance, making the policies fundamentally vital. Grievance policies vary considerably from college to college. We particularly want to highlight the policy for grievance and complaints at Austin Community College (ACC) as a model from which Lone Star College can learn.

We invite all interested readers to examine both policies carefully online. ACC's grievance policy is available at <http://www.austincc.edu/hr/vp/grievance.php>. Lone Star's is available at <http://www.lonestar.edu/emp-rights-privileges.htm>. Our policy manual features section and paragraph numbers to which we will refer. The grievance policy is outlined in Section F.10, for example. ACC's policy manual is not numbered like ours, so we will not be able to footnote it as closely. The entire process, however, is outlined at their website listed above.

### Equal Protection

Several crucial differences exist between ACC's grievance policy and Lone Star's. First, at Lone Star College, different classes of employees have different rights in a griev-

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ance (Sections F.10.07 - F.10.12). Non-contractual employees have fewer rights of appeal than contractual employees. Austin Community College does not make this distinction. In fact, at least so far, we have been unable to locate any community college grievance policy other than our own that makes this class distinction. Elsewhere, all employees have equal rights before their employer.

### **Levels of Appeal**

Any employee with a complaint about an issue related to work conditions or relationships at Austin Community College, regardless of contract status, can appeal a supervisor's decision all the way through the administrative chain to the level immediately below the CEO. This is a key right. Emotions can cloud judgment between any two people in conflict. A second level supervisor with an established relationship with a first level supervisor may also find it difficult to be objective. The farther from the level of conflict an appeal process goes, the greater is the possibility for objectivity.

By contrast, at Lone Star, a non-contractual employee is allowed only one appeal—to the second level supervisor *whose decision cannot be appealed* (Section F.10.08). A contractual employee may appeal one level higher and that decision is final (Section F.10.10).

### **Grievance Review Committee**

At Austin Community College, in a disciplinary action where a supervisor is alleged to have violated an employee's academic freedom, or to have violated the law, employees who are not satisfied with the resolution after two levels of appeal may take their case to a Grievance Review Committee. The aggrieved employee nominates five colleagues for membership; the supervisor nominates five fellow administrators. The employee chooses two people from the supervisor's list. The administrator one level below the CEO in the supervisory chain selects two people from the employee's list. This Grievance Review Committee investigates and recommends a resolution to the CEO who makes the final decision.

This committee reminds us of the committees to which a student can appeal an academic integrity ruling. Although the methodology for constituting an academic integrity review committee is different, a key feature is that the committee includes some of the student's peers. We believe, in a vital academic community, it is appropriate for employees to enjoy due process rights similar to what we offer our students.

Lone Star permits a grievance review committee as well but only after an employee has been terminated (Section F.10.12). Here, the committee consists of three members—all chosen by the chancellor. There is nothing in policy to guarantee that a peer or anyone else concerned with the employee's interests will be included.

### **Mediation**

In addition to the tools and procedures above, ACC employees may elect to halt temporarily a grievance process to submit their case to mediation. ACC maintains a cadre of trained, neutral mediators, chosen from faculty and staff, who are formally trained through the University of Texas School of Law to resolve grievance issues. We have found the option of mediation at other colleges, including Houston Community College in our neighborhood.

Mediation provides a less-confrontational avenue outside of the supervisory chain in which a positive reconciliation between employer and employee might develop. No mediation option exists at Lone Star.

In conclusion, we have found features of the Austin Community College Grievance Policy that are more progressive than ours in equal protection, level of appeals, use of grievance committees, and mediation. We recommend that the Lone Star College System Board of Trustees study these features as a model for Lone Star. Given the collective talent and commitment of the faculty, staff, and administration of the Lone Star System, we believe that an even stronger policy that is just, fair, and humane can be written here. AFT Lone Star College would welcome the opportunity to participate in that discussion. Of course, even the most progres-



sive of grievance policies is only as strong as the commitment to fairness of those involved in implementing those policies. Employees are not necessarily always in the right; equally, a higher level supervisor cannot simply rubber-stamp the decision of a lower level supervisor. With a commitment to fairness and justice, Lone Star can level the disparity of power currently built into our procedures and rise to new heights of excellence in employee/employer relations.

John Burghduff, Professor of Math, LSCS-CF

**"Equal justice under law is not merely a caption on the facade of the Supreme Court building, it is perhaps the most inspiring ideal of our society. It is one of the ends for which our entire legal system exists . . . . [I]t is fundamental that justice should be the same, in substance and availability, without regard to economic status."**

**Lewis Powell, Jr., (1907-1998)**  
U.S. Supreme Court Justice

### A Problem Solved—Kudos

Recently, an AFT Lone Star member experienced a Human Resources problem that affected compensation. After several unsuccessful attempts to resolve the problem herself, she contacted AFT President Alan Hall. Since the HR issue spilled over into compensation, Alan contacted Cindy Gilliam, Vice Chancellor of Administration and Finance, to enlist her help in resolving the issue with HR. Within two business days, the problem was corrected by HR.

The AFT has always had a good working relationship with Vice Chancellor Gilliam and appreciates her quick attention to this matter, as does our member.



Pat Gray, Editor

### Communication with the LSCS Board of Trustees

The AFT applauds the administration's emphasis on improved communication. In October 2008, a system-wide Strategic Planning Committee, with input from students, staff, faculty and administrators, articulated ten goals, the fifth of which assertively committed LSCS to "Create effective internal and external systems of communication." Since that time, LSCS has received awards for its improved systems of communication, most recently a silver award from the National Council for Marketing and Public Relations for the Chancellor's online newsletter. It is the union's hope that this recognition of the need for good communication will be echoed by those in the system, that communication at and across all levels is considered important, not just image polishing.

Open communication is essential to the culture of any effective governing body, and we should always remember that LSCS is a local governmental entity, similar to an independent school district. In a democratic nation such as ours, governing bodies should champion democratic processes which are founded upon transparency, a commitment to equal and fair procedures, and open communication. Although Dr. Carpenter no longer meets with AFT officers, we remain committed to our role as responsible LSCS employees. Thus we have elected to use the democratic process of directly addressing the Board of Trustees about policy issues at their monthly meetings. We are proud to play our proper role in that public venue.

To that end, Dr. John Burghduff, AFT Faculty Vice President and Math Professor at LSC-CyFair, has volunteered to bring various issues to the Board on the union's behalf. At the September board meeting, he introduced himself to the Board and explained our plan to address it regularly. At the October meeting, Burghduff praised LSCS

counselors for the essential services they provide to our students in times of need before a crisis can



escalate into an incident similar to what occurred at Victoria College on September 21, 2011, when shots were fired on campus. However, he also noted concerns about the reduction of the number of counselors at individual colleges, problems with privacy for students who seek their help, the replacement of retiring counselors with advisers who are not trained to deal with personal counseling issues, and, at one college, counselors being told they are no longer allowed to handle crisis events. In the November meeting, Burghduff also recommended that the Board consult Austin Community College's employee complaint and grievance policy for ways to improve fairness in our own policy and bring it closer to that of our "peer benchmark" institutions.

The AFT raises these policy issues not in a spirit of complaint, but in a spirit of dedicated cooperation, much like the cooperative effort that went into the work of the 2008 Strategic Planning Committee. As the Board deliberates about policies and resource allocation, and as administrators make practical decisions, they can always do better by listening to all voices, even those with which they may at times disagree. Most teachers would agree that open, all-inclusive discussion in class usually fosters the greatest learning.

We sincerely invite board members to participate fully in this move toward more open communication. As section B.3.01 of the *LSCS Board Policy Manual* states, each board member is ethically obligated to "Encourage the free expression of opinion by all Board members, and seek systematic communications between the Board and students, staff and all elements of the community." Additionally, since "A Board member's loyalty is to the entire System rather than to any part or constituency within it or in the community at large," it is incumbent upon board members actively to seek information from a wide variety of sources (B.1.03).

Nonetheless, a recent search in the online LSCS contact directory yielded only LSCS contact information for eight of the nine trustees. By contrast, one board member has also provided a non-LSCS email address in the contact directory, which allows students, faculty, staff, and members of the local community to send email without concern about it going through an LSCS server. Although we have

no reason to believe LSCS would monitor emails to board members, it is well known that corporations can and do use software that automatically monitors and flags email the company deems inappropriate or problematic. The awareness that this is a common practice in the corporate world is enough to discourage individuals from contacting board members through an LSCS email address. Providing a private email address in the online LSCS contact directory is an easy way for board members to fulfill their ethical obligation to communicate with students, community members, and employees. Each member could set up a free email address (Yahoo, Gmail, Hotmail, etc.) dedicated to this purpose, conveniently keeping the correspondence separate from their other email.

Open communication will help us work together toward the common goal of educating LSCS students in the best ways we can with limited resources. Civil communication in the spirit of cooperation not only promotes a professional and democratic culture within LSCS, it also sets a positive example for our students, helping us prepare them for lives of educated and active citizenship.

Alan Hall

### Attention AFT Lone Star Members

AFT Lone Star recently sent a survey to members via personal email



**UPDATE  
YOUR  
MEMBERSHIP  
INFORMATION**

accounts. If you did not receive the survey, it is because we do not have an accurate email address for you. The union values your opinion and urges you to provide feedback on this survey regarding an important issue.

In order to participate, please go to our website and update your email address. When we receive the update, we will forward the survey link to you.

**[www.aftlonestar.org](http://www.aftlonestar.org)**



## Time and Labor

### Occupy Houston

Recently, I attended the Harris County Central Labor Council as a delegate from AFT Lone Star. A young man from the democracy movement Occupy Houston addressed the hall to tell us who they are and what they are doing. Occupy Houston grew out of the Occupy Wall Street movement, which began September 17 at Zucotti Park in the Wall Street district of New York City. Occupy Wall Street is a protest against inequality, corruption, and corporate unaccountability. The protests have been ongoing for over a month, and they have spread to innumerable cities across the globe. Protesters have taken as their slogan, "We are the 99 percent," in reference to the intense concentration of wealth and power in the hands of the top 1 percent of American income earners and the costs exacted from the remaining 99 percent.



The basic problem the occupiers are responding to is this: From 1979 to 2009, income for the top 1 percent grew by 275 percent. During that same period, income for the middle 60 percent grew by just under 40 percent. There are many causes for this trend, but one of the most important causes is public policy, which has been driven by the conservative movement for the past 30 years. Beginning with the presidency of Ronald Reagan (1981-89), public policy in the U.S. has been directed toward reducing taxes for the wealthy, de-regulating industry, and undermining unions' rights to collective bargaining. The chief accomplishment of the conservative movement has been to concentrate wealth in the top one percent of U.S. income earn-

ers while shifting risk and lessening income to the other 99 percent.

One of the most important ways that income has been transferred from working Americans to the investor class has been through tax policy. Cutting taxes for the wealthy has been the mantra of the conservative move-



ment since the election of Warren G. Harding in 1920. The Harding administration based its tax policy on the "Trickle-Down Theory," as articulated by Secretary of the Treasury Andrew W. Mellon. Mellon said that if we concentrated wealth into the hands of the investor class, they would invest that wealth in production, resulting in more jobs and higher salaries for everyone. What it *actually* led to was The Great Depression. Harding and Mellon cut taxes for the wealthy while Harding's choice for the Supreme Court, William Howard Taft, declared that minimum wage laws and restrictions against child labor were unconstitutional. Wages and production both fell. The concentration of wealth into the investor class led to bubble markets, such as the Florida real estate bubble and the Great Bull Market of the roaring 20s. Furthermore, when workers became unable to purchase the goods that were being manufactured, sales dropped off, orders fell, and factories closed. The collapse of the stock market in 1929 became known as Black Tuesday and is generally thought of as the beginning of The Great Depression. Our present-day economy is similarly out of balance, and it got this way through a similar process.

One of the reforms of The New Deal was the Wagner Act, known formally as the National Labor Relations Act. The Wagner Act guaranteed unions the right to organize and bargain collectively for fairness in the labor market. One worker doesn't stand much of a chance trying to bargain with a large corporation, but a union can bargain collectively for higher wages, fairer practices, and safer work-



ing conditions. Another aspect of the New Deal was to raise taxes on the wealthy and for the government to invest in large-scale projects, such as the Tennessee Valley Authority (TVA). The TVA was a big federal project to build dams along the Tennessee River to control flooding, provide affordable electricity, and create jobs. Such measures, together with the production demands of World War II, ushered in an era of widespread prosperity and economic growth. During this period,



the median incomes of the middle class and the top one percent were closer than at any othertime in U.S. history. Labor unions played a crucial role in bringing the economy more into balance.

This era of widely shared prosperity began to close around 1980, with the election of Ronald Reagan as the leader of a new conservative movement. One of his first acts as U.S. president was to break the air traffic controllers' union by firing 13,000 striking workers. Reagan's hostility to labor unions was palpable, and he appointed regulators who shared that hostility. According to the Bureau of Labor Statistics, union membership decreased from about 20 percent of all wage earners to about 12 percent from 1983 to 2010. Some of this decline can be attributed to the outsourcing of union jobs to developing nations, but that, too, grows out of public policy that has tilted strongly in favor of investors over workers. Trade deals between the U.S., China and other developing nations paved the way for such outsourcing, which has led, over time, to the hollowing out of the U.S. manufacturing base. Students of history can see the irony here as the United States after World War II was the single manufacturing giant on the planet; now we are hard pressed to find items labeled "Made in America." Pensions, which previously guaranteed a worker's retirement income, have declined along with good union jobs, and they have been replaced by 401Ks, which place all the investment risk on the individual workers. Everyone

reading this probably knows someone who lost his retirement due to the stock market collapse that followed our most recent real estate bubble. Welfare spending on families has been reduced from \$238/family in 1979 to \$154/family in 2006. Yet, corporate welfare has ballooned to \$94 billion, an 11 percent increase since 2001. Meanwhile, the CEO of Citigroup, which received a \$50 billion bailout from the federal government, i.e. our tax dollars, made over \$10 million last year, despite the caps on executive pay that were put into place when the bailout was implemented. In 2010, General Electric made \$14.2 billion in profit but paid nothing in corporate taxes.

The rest of us are having a recession. Politicians are fond of the cliché which says a rising tide lifts all boats; however, their liquid metaphor seems to miss the mortgaged houses that are now "underwater," foreclosed and empty. Many workers own no boats and are floundering, some even drowning, in this economic hurricane.

I was proud of my union brothers and sisters for the warm welcome and the respect showed to the Occupy Houston movement. Healthy unions are central to a democratic society and a fair market. Those are the very goals Occupy Houston is pursuing, and we welcome them to the struggle.



David Davis,  
Professor of History





## Campus Updates



At our campus, AFT continues to advise and represent members in resolving issues and conflicts. I am happy to report the ongoing success of Union Fridays, a twice monthly get-together at La Cabaña's, where members gather to talk shop and just about everything else. Check your home email for a notice about the next meeting; if you haven't received such a message yet, let me know at [stgrda@earthlink.com](mailto:stgrda@earthlink.com) and I'll put you on the list. Have a restful holiday!



No Reports at this time



No Reports at this time



No Reports at this time



This has been a busy semester for the union at Cy-Fair. Perhaps there has been a lot of stress because of SACS or budget cuts or the lack of rain or something else, but there definitely is a drought of kindness on the part of some supervisors. (Others are great.) We've been assisting various employees and we urge anyone who needs help or advice to contact Kerry or me at the Barker Cypress Campus or Earl or Brenda at Fairbanks. Our contact information is on the last page.

We have now had three AFT happy hours. We've had a small but solid group at each one. We've talked about issues of importance to employees, gotten to know one another better, introduced ourselves to some prospective members and had a lot of fun. We have one more scheduled happy hour this semester on Thursday, December 8 from 5:00 - 7:00 PM at Husky's on West Road at Telge, just to the east of campus. ALL employees are welcome, members and nonmembers. Come for a short time or a long time, enjoy some appetizers and (nonalcoholic) drinks and meet some cool people. Happy hours will pick up again in the spring, beginning with the second Thursday in February.

John Burghduff, Faculty VP





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### AFT + ENDORSED INSURANCE

#### Auto & Home Insurance\*

Provides protection for members' most valuable assets—their cars and homes. Benefits include special member discounts, convenient payment options and a deductible savings benefit for safe drivers.

#### Term Life\*

Designed to provide financial protection for your loved ones in the event of a premature death. New AFT members are entitled to \$10,000 of coverage for a period of one year at no cost.\*\*

#### Disability Income\*

Provides up to 60 percent of a member's monthly income in the event he or she is unable to work due to an accident or extended sickness.



\* NYSUT members have similar programs through NYSUT Member Benefits Trust. To obtain more information about these plans, members can call 800/626-8101.

\*\* This program is not available to NYSUT members.

The AFT Benefit Trust has an expense reimbursement/endorsement arrangement with the providers of many of the products promoted on this page.

#### Universal Life\*

If actively at work, a member can obtain up to \$150,000 of protection with no medical tests or health questions.

#### Catastrophic Major Medical Plan\*

To help avoid the financial hardships that accompany major illness and injury, this plan acts as an umbrella that supplements a member's basic health insurance by paying expenses not covered by his or her primary coverage or Medicare.

#### Limited Medical Plan

A fixed payment policy offering a combination of limited medical benefits and a fully insured prescription plan for generic drugs.

#### Vision Plan

An affordable solution to vision care for members and their families. The plan includes in-network savings at more than 30,000 locations.

#### Long-Term Care\*

Maintains a member's financial freedom and gives flexibility in making choices in the event of a long-term illness or a chronic condition.

#### Workplace Violence Insurance

Members are automatically covered for \$100,000 for the loss of life resulting from a felonious assault that occurs while at work or on a work assignment. This is provided at no cost to all AFT members.

#### Pet Insurance

Your pet can have its own insurance. Policies include older pets, accident-only coverage and more.

#### Pet Assure Veterinary Care Savings

Members can save 25 percent off their bill at participating veterinarians.



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### HEALTH

#### Home Healthcare Products

Provides a 15 percent discount on healthcare products not covered by private insurance or Medicare, such as wheelchairs and physical therapy equipment.

#### Health Club Discounts

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

#### Dental and Health Discounts

Members and their families can receive discounts from a network of participating providers. A dental-only plan is just \$99 a year. A dental, vision and prescription plan provides substantial savings on all of these items for \$119.99 a year.



\* NYSUT members have similar programs through NYSUT Member Benefits Trust. To obtain more information about these plans, members can call 800/626-8101.

† The interest rate a member receives is based on the member's credit history.

The AFT Benefit Trust has an expense reimbursement/endorsement arrangement with the providers of many of the products promoted on this page.

### HEALTH & FINANCIAL SERVICES

#### Legal Services\*

Members are in touch with a nationwide network of more than 2,000 law offices that offer free 30-minute consultations and discounted services.

#### Credit and Budget Counseling

Certified credit counselors are available 24 hours a day to help members with confidential financial guidance, free consumer credit counseling services and discounted debt management assistance.

#### Credit Card

The AFT MasterCard offers no annual fee, low-rate<sup>†</sup> balance transfers and 100 percent fraud protection.

#### Save My Home Hotline

A dedicated Save My Home Hotline staffed by HUD-trained counselors is available free to all members to discuss mortgage issues.

#### Mortgage

Home buying and refinancing is made easier and more affordable for members with competitive mortgage rates and special union-member protections.

### TRAVEL & ENTERTAINMENT



#### Entertainment Discounts

Members can save on movie tickets, movie rentals, theme park admissions and much more.

#### Car Rental

AFT + car rental programs with Alamo, Avis, Budget and National will meet members' travel needs and stretch their vacation dollars.

#### Hotel Discounts

Save up to 20 percent off the best available restricted rate at more than 6,400 participating hotels worldwide.

#### Auto Club

The AFT + Auto Club will be there to help members with vehicle-related problems, anywhere in the country, 24/7/365.



1.4 million members  
means great rates  
and discounts.





# AFT - Lone Star College

## AFT Local Union # 4518

*Strong, Active, Vocal: A Union of Professionals*



American Federation of Teachers  
Texas AFT  
AFL - CIO



**Local:** [www.aftlonestar.org](http://www.aftlonestar.org)  
281-889-1009

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

**National:** [www.aft.org](http://www.aft.org)

### Monthly AFT Dues

### Membership Eligibility

Full-time Faculty	\$33.75
Full-time Professional Staff	\$27.81
Full-time Support Staff	\$23.21
Adjunct Faculty & Staff	\$11.88

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 16 of this newsletter, or check out our online information and application at:

**[www.aftlonestar.org](http://www.aftlonestar.org)**



# AFT-Lone Star College

## 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 Texas and other affiliated labor bodies

## 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

Professional career protection and a  
united voice at work

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



**2011-2012 Monthly Membership Dues rates:**  
Based on your position with the Lonestar College System, please select your appropriate dues rate.

Full-time Faculty \$33.75/mo. or \$405.00/yr.

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

Full-time Support Staff \$24.21/mo. or \$290.52/yr.

Adjunct Faculty \$11.88/mo. or \$142.56/yr.

Part-time Staff \$11.88/mo. or \$142.56/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 <small>(Updating information and/or payment method)</small>			<input type="checkbox"/> New Member	
Choose method of payment:	<input type="checkbox"/> Payroll Deduction <small>(Complete the union dues agreement below)</small>			<input type="checkbox"/> Cash/Check <small>(Two 6 month payments payable to AFT-LSC)</small>	

### Union Dues Deduction Agreement

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

Signature: (Print this form and sign here)

Date

[Click here to print form](#)

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

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



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**We're on the Web!**  
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**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 LSCS-NH A217, or email [patsy.gray@lonestar.edu](mailto:patsy.gray@lonestar.edu), or submit to any of the following officers.

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Laura Codner	Kingwood	CLA 110	281-312- 1414
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
Martina Kusi-Mensah	Montgomery	SSC-209 J	936-273- 7276
John Burghduff	Cy-Fair	HSC 117-R	281-290-3915
Kerry Madole	Cy-Fair	LRNC - 101	281-290-5277
Brenda Rivera	Fairbanks	119	832-782-5068
Earl Brewer	Fairbanks	S - 13	832-782-5029

**Membership Has Its**

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, 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