



# The Advocate

## Changing Times

Welcome to the January – March 2023 Issue of The Advocate, the newsletter of your employee union, the American Federation of Teachers – Lone Star College.

The biggest event in the life of our college since our last issue is the announcement by our Chancellor, Dr. Stephen C. Head, that he will be retiring at the end of July. A whole year’s worth of newsletters would be insufficient to catalog the impact Dr. Head has made on Lone Star College. Over the years, he has served as President of LSC-Kingwood and LSC-North Harris, as Executive Vice Chancellor of the System and, of course, as Chancellor. He has led us through the two most traumatic events in the history of our college – the devastation of Hurricane Harvey and the Covid Pandemic. While other colleges both in our area and around the country are struggling to overcome the effects of the pandemic, Lone Star has remained strong both fiscally and in terms of enrollment. It has taken all of us pulling together to weather this storm, but Dr. Head gets the credit for being the calm and steady hand at the helm.

I have known Dr. Head personally for 31 years. When I was a scruffy long-haired PhD student and he was the president at Kingwood, he took a chance on me and hired me as a full time math professor in 1992. My long hair is still scruffy and is now quite gray, but I can confidently say that my career at Lone Star, first at Kingwood and then at CyFair, has been one of the greatest blessings of my life. So, although I am sure there have been times when he may have questioned his decision, I will always be grateful to him for this chance.

It is too early to say good-bye. We will have more to say in our next edition.

So, what comes next?

The transition to new leadership can be one of the most monumental (and scariest) moments in the life of a college. In our 50 years, Lone Star College has only had five chancellors. (Our first, W.W. Thorne, actually had the title of president.) This is remarkable stability in the world of higher education. So, the stakes are high that when we choose a new chancellor that we must get it right.

Since all of us who work at the college will be impacted, we all need to have a say in what we are looking for in our next leader. This is why AFT - Lone Star College is conducting our “Build-A-Chancellor” survey which you have seen in previous emails. I am thrilled to say that we have had over 650 responses to our survey so far and the results are fascinating. If you have not had a chance to do so yet, it is not too late to participate. We continue to gather employee input up to the start of Spring Break on March 13th.

We will be presenting the input you give us to the Board of Trustees and to the Chancellor Search Committee once it is formed so this is truly your chance to have your say about the characteristics, the qualifications, and the priorities that you believe are important in whoever is chosen to lead Lone Star College into its second 50 years. We will also publish these results in our April-May issue of The Advocate so keep an eye on your inboxes!

Please go to the following website to help us Build a Chancellor! <https://bit.ly/buildachancellor-aftlonestar-2023>



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<https://join.aft.org>

### We're on the Web!

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

E-mail:

[aftlonestar@yahoo.com](mailto:aftlonestar@yahoo.com)





ALSO IN THIS ISSUE OF THE ADVOCATE

AFT – Lone Star College is 40 years old (43, actually, but who’s quibbling). Find out what we’re going to do to celebrate.

We continue to delve into the responses we received from the all – employee survey we conducted in the fall. We report on some important (and concerning) data in A Tale of Two Lone Stars.

Professor Steve Davis continues his excellent series Dispatches from the Front with a fascinating article on the unionization of Starbucks and the implication to employees here and across the economy.

John Burghduff takes up the rear with his latest article in the series Know Your Rights addressing Administrative Reviews of Performance Evaluations.

## Put on Your Dancing Shoes

AFT – Lone Star College is 40 years old and it’s time to celebrate!



Actually, we are 43. A handful of employees at what was then known as North Harris County College met together in 1979 and decided that it was time to stand together for the good of all and formally organized as Local 4518 of the American Federation of Teachers in 1980. We planned a celebration of our 40<sup>th</sup> anniversary in April of 2020 but Covid-19 had other plans.

So things are better and 43 is close enough. Who among us has never fibbed a little bit about our age anyway?

Please mark your calendar for a grand old whoop de doo celebrating 40+ years of standing together for Lone Star employees.

- **Date:** Saturday, April 29, 2023
- **Time:** 6:30—9:30 pm
- **Location:** Shirley Acres Event Center
- **Who:** AFT Members + 1 guest



We will celebrate our past, recommit to our future, enjoy delicious food, a cash bar, a DJ for dancing, and all around fun! Watch your email for more information and come join us! **RSVP required!**

## A Tale of Two Lone Stars

By John Burghduff

“I feel blessed to work at Lone Star College!” “My experience working for LSC has been awesome.” “I really like my job and the people I work with.”

“I do have concerns about the future of my work with LSC. I do want to continue to work for LSC, but I have [come] to feel more and more under-appreciated, frustrated and overburdened.” “[My supervisor] is a toxic person who has created a toxic work environment.” “It is a negative, hostile culture with a lack of trust and respect.”

This is a sample of six out of the literally thousands of comments AFT Lone Star College received from the survey on college climate we sent out to employees this past fall.

To recap what we have already written about this survey in the November, 2022 edition of The Advocate, we reported that there were two specific areas of concern that appeared over and over across all categories of Lone Star employees (faculty, staff, administrators, full time, and part time):

1. the lack of flexible work arrangements including a work from home option
2. the sense of being overworked and overstressed, largely because of job vacancies in departments leading to employees having to take on extra duties.

These two main themes are likely somewhat connected. We saw a number of comments reporting that prospective employees were turning down offers at LSC because we don’t have flexible work options. As a result, open positions remain unfilled.

As we have dug into the responses deeper, another message has become very clear to us that the quotes above starkly illustrate. Employees have vastly different experiences of what it is like to work for Lone Star College. If we did not know better, we would have guessed that comments from two different college systems had gotten mixed in together. The truth of the matter is that some employees feel like they are in work-heaven while others feel like they are in work-hell.

It is a Tale of Two Lone Stars. Paraphrasing from Charles Dickens’s *Tale of Two Cities*, for some it is the best of times and for others it is the worst of times. What is painfully clear from reading the comments is that employees’ happiness or unhappiness at Lone Star correlates most closely with the specific people with whom and, especially, for whom those employees work.



Let us quantify this experience using some of the data from our survey:



In our survey 75% of full time faculty, 73% of full time staff, 76% of administrators, 95% of adjunct faculty, and 91% of part time staff report that their immediate supervisor respects their responsibilities and workload either fairly well or very well. This question correlates most closely with comments we have received about employees' feelings about their supervisors and gives us some sense of the sizes of our Two Lone Stars.

The numbers from our part time employees are phenomenal. They suggest that our first level of leaders (department chairs, for example), the leaders who directly supervise part time employees, are among our most supportive and respectful. These part time employees are not without their concerns (low pay and job insecurity, especially) but they largely see their supervisors as on their side and pulling for them.

The numbers from our full time employees are undeniably good, too. Roughly three quarters of full time employees at Lone Star think their immediate supervisor respects their responsibilities and workload. Those three quarters and their respective supervisors should be celebrated. Likely, it is because of these three quarters that Lone Star is recognized as a Great College to Work for.

The flip side is that approximately one quarter of full time employees of all categories feel that their supervisor respects their responsibilities and workload either not very well or not at all. A quarter of full time employees feeling disrespected by their supervisor may be a minority but it is still, unfortunately, a lot of people. For the purposes of this article, we will refer to them as the Forgotten Quarter.

The Forgotten Quarter contributed literally hundreds of comments like the ones quoted above to our survey. Among those comments are reports of micromanaging, bullying, favoritism, fear tactics, unclear expectations, inconsistent and unrealistic directives, harsh discipline, and the like.

Some might argue that it is negative or divisive to focus on the Forgotten Quarter when three quarters are happy. We in the AFT disagree. The fact that our positive numbers among part time employees are much higher suggest that we can do better and we are ethically bound to try. A quarter of our employee base is too many to be suffering.

Because our survey was anonymous, for better or for worse, we don't know who our Forgotten Quarter are, what departments they are in, and who their supervisors are. However, commonly known wisdom in the business world, backed up very well by what we saw in the comments suggest that there are warning signs that identify departments that are in trouble. They are, frankly, not that hard to spot. (Note: We use the word department loosely to mean any working group. It could be a small office or an entire division.)

#### 1) High turnover.

Yes, every department, division, working group etc. will have people who leave for many valid reasons. Some departments that employ highly in-demand workers are likely to lose more than others. However, when a department is losing noticeably more people than other similar groups, we should be concerned about what is going on and we should want to find out why.

#### 2) High absenteeism

Constantly being disrespected, criticized, marginalized, etc., wears on a person's physical and mental health. If a department has more employees out of work in a given month than similar departments, or even an unusually high number of FMLA claims, there could be a problem. This is not necessarily the case, of course. A department may happen to employ many people of an age that would need parental leave, for example. However, if patterns of absenteeism persist, it is worth taking a look at the climate in that department.

#### 3) Reduced productivity

Productivity is hard to measure in the world of education. However, comments from our Forgotten Quarter include people saying that they no longer feel willing to try new initiatives for fear of getting in trouble if they don't work out. Where measures of productivity naturally exist, it is worth looking at the management climate when a department falls behind other similar departments.

#### 4) Increased complaints

This one is obvious. Because we are human beings, we are likely to get cross ways with one another at any given time. Lone Star College encourages informal dispute resolution to



solve problems at the lowest possible level. The AFT has seen excellent results from employees sitting down informally to talk out their differences. However, if a department has noticeably more of these meetings compared to similar departments, and some of them proceed to formal grievances, it is worth looking into the climate of that department to find out why.

5) Excessive disciplinary actions

This one might be a surprise. We are each responsible for the consequences of our own actions. If we go astray as employees that does not mean that our supervisor is to blame. However, an effective leader has many tools in his or her toolbox to guide, encourage, and redirect an employee who is getting off course. Lone Star College has excellent guidelines on “progressive discipline” that encourage informal coaching followed by a performance improvement plan (that is truly focused on the assistance a supervisor can provide an employee to help them improve). A written warning should, in general, come only after significant efforts have been taken and have failed to bear fruit. Consistently resorting immediately to writing people up indicates, at best, that a supervisor is not effective at using these tools, or, at worst, that they are using write-ups as a harassment technique.

The AFT encourages everyone in a leadership role in the System to pay close attention if they start to see these warning signs either in their own departments or in the departments of other leaders who they oversee. Ignoring these signs leaves employees vulnerable to abuse and threatens the effectiveness of the college. Open and honest critical reflection is required to figure out where the problems are and why.

There are tools that many other public institutions and for-profit corporations use to monitor employee – employer relations that Lone Star pointedly does not use. Incorporating these two tools would be an easy first step:

1) Upwards Evaluations

Supervisors evaluate employees but employees should also have the opportunity to evaluate supervisors. Much of the business world has come to recognize that this feedback is essential to the success of the department. There have been sporadic efforts to implement this at various times in Lone Star history, but those efforts always fizzled out rather quickly.

2) Exit Interviews

It is true that employees leaving an employer may hold back for fear of burning bridges, but we are missing opportunities to gather valuable information when employees leave, and we make no effort to find out why.

What would Lone Star do with information gathered from Upwards Evaluations and Exit Interviews? We would hope that the goal would be, precisely, to provide for supervisors the opportunities for growth that we would all wish for ourselves.

Former Chancellor Richard Carpenter once remarked to this author that Lone Star’s greatest shortcoming was that we didn’t provide meaningful training and mentorship for new and continuing leaders. Although Lone Star has improved in this regard since

then, it is still the case that most supervisors do not get meaningful training in positive, effective leadership. We’re not talking about pie-in-the-sky stuff but down-to-earth, here’s-how-you-do-it training. While it might be somewhat useful to know what color dot we all are, what is really needed is nitty gritty professional development about ethical treatment of employees, effective management of conflict, mentoring employees in need, solving workplace problems, etc.

It is also the case that not everyone is cut out for leadership roles. If, after sincerely mentoring leaders in creating a positive work environment, improvement does not happen, there should be no shame in gracefully transitioning to other roles in the college.

AFT Lone Star is concerned about our Forgotten Quarter. We believe that is too many people to write off. There should not be two Lone Stars – one in which people look forward to coming to work each day, and one in which people just hope to survive until the day is over. If you are in the Forgotten Quarter, we are here to help. Talk to one of our union leaders listed on the last page of The Advocate about what union membership can do for you.

This is an institutional challenge that requires awareness, commitment, and participation from everyone at Lone Star. The process may be painful. However, If we can help move the Forgotten Quarter over with the other three quarters, to paraphrase Dickens again, it will be a far, far better thing that we do, than ever we have done.

*“There should not be two Lone Stars – one in which people look forward to coming to work each day, and one in which people just hope to survive until the day is over.”*



## Dispatches from the Front #5 Starting With Starbucks

**Steve Davis, Professor of History, Lone Star College  
-Kingwood**

On January 26, three Starbucks baristas—Emily, Mike, and Katie—came to LSC-Kingwood to tell the story of their recent successful union organizing drive. They addressed a full classroom of students during a regular club meeting. What an educational event!



The particular store involved was my own regular stop, that at Rock Creek and 59 about five minutes from our campus. I had learned that election day was January 10. My friend, Emily, had told me to swing by late that afternoon for the result. I was thrilled and frankly surprised to learn that the workers (“partners” in Starbucks corporate-speak) had voted 17-8 in favor of the union. For decades, it has been difficult for workers to win such campaigns given the sophisticated union-busting techniques that the business world has perfected. Corporations like Starbucks have armies of cynical lawyers and PR/HR experts trained in manipulating the rules and appealing to the basest emotions in order to prevail if a union campaign ever even makes it to the election stage. Starbucks CEO Howard Schultz, while progressive on important matters such as race relations, has made it clear that he is utterly opposed to unionization. As almost always, it’s a question of power, of whether the man at the helm and his minions are willing to let employees participate in decisions normally reserved for management. In addition, Schultz’s feelings have apparently been hurt by the union drives that started in Buffalo in 2021 and have spread across the country. He wants to be viewed as a caring boss who runs a company in which unions just aren’t needed for employees to be treated fairly in regard to wages, hours, and working conditions. Perhaps if he divested himself of his superyacht and his \$65 million private jet, he could view the world more empathetically from the perspective of a barista who works at times in a pressure cooker environment and struggles to make ends meet. According to a recent *New Republic* article, Schultz’s annual salary is 1579 times that of the average Starbucks worker. Of course, this obscene disparity is symptomatic of trends in American capitalism since the 1980s.

Emily, Mike, and Katie told the Kingwood students of the factors which inspired them to unionize their store. While Starbucks has a good reputation in regard to working conditions and benefits, the workers at that location experience the same kind of grievances that workers do in less

high-profile companies—unresponsive management (even to complaints of racial and sexual harassment), arbitrary or vindictive scheduling practices, and less than adequate compensation (especially considering Starbucks’s immense profitability). It takes enormous courage to step up and put your reputation and livelihood on the line in order to lead a union campaign. Despite National Labor Relations Act protections (which date back to 1935), bosses will look for an excuse to sack union leaders on the basis of what would normally be minor work infractions. In a so-called “at will” state like Texas in which workers can be easily fired, employers have practically unlimited power in this respect. Nor is organizing a union ideal for relations with your fellow employees. The baristas testified that some co-workers view Starbucks as a benevolent and practically patriarchal force in their lives, one to which they don’t want to appear disloyal. Others have no clue as to what unions even are, not surprising given their virtual disappearance from large sectors of the American economy in recent decades.

A certain American politician (one whose name I try to go entire semesters without mentioning in my classes) continually bloviates about “making America great again.” When pressed by reporters during his initial campaign back in 2015 as to when the country used to be great, he cites the period after WW II, especially the 1950s. Interesting. Unions grew in the late 1930s and during the ensuing war years due to favorable government policies such as the Wagner Act and President Roosevelt’s seeming encouragement. The peak period of union strength in this country was in the early 1950s with roughly one-third of the labor force organized. Since then, that percentage has declined precipitously, standing now at just over 10%. If one isolates the private sector or focuses upon union strength in a reactionary state like this one, the picture is even bleaker. So yes, this country was “great” in the post-war period—at least for workers who had strong unions to boost real wage levels and elevate them into the middle class. I had an uncle who like everyone else in my family, dropped out of high school and went to work full-time in his teens. From the 1950s on, he worked in refineries in Pasadena and Deer Park and was a proud member of the OCAW (Oil, Chemical, and Atomic Workers). He and his family lived in a nice brick home in a suburban neighborhood, affluent in comparison to the surroundings I was familiar with in Houston’s East End. And living near the Port of Houston, I was aware as a kid of the unionized longshoremen on the waterfront making much higher wages than my grandfather (who headed our household) did as a night watchman in the City Docks warehouses.

That was then. At the peak of union strength, reactionary Southern Democrats and Republicans across the country (except for those in the liberal Rockefeller wing of the party)



went to work to break organized labor. This culminated in 1981 with President Reagan’s obliteration of PATCO (Professional Air Traffic Controllers Organization) during a strike that he proclaimed illegal. That undeniably sent a powerful signal about his administration’s hostility to unions. Take a look at any graph of union strength since WW II, and you’ll see that the percentage of workers organized seemingly drops off a cliff since the 1980s. Is it any wonder that real wages have at best stagnated since that time and that blue-collar Americans feel such frustration over their lack of economic advance given the bargaining power that’s been lost? The aforementioned politician who shamelessly and hypocritically champions the working class has no intention of bringing back the unions that would be a huge element in their ultimate financial salvation.

So, this victory of the Starbucks workers in one location is immensely encouraging. Emily relates that this is the third store in the entire Houston area to unionize out of untold dozens. A modest beginning to be sure, but one that is essential. Everyone knows that if labor is to revive, it will require breaking through in the service sector in firms like Starbucks, Amazon, and Walmart. This would be the equivalent of the great organizing victories during the Great Depression in industries like steel, autos, and rubber. There is a good chance that we have finally touched bottom in regard to labor relations in this country. The steadfast Starbucks workers may indeed be the vanguard of movement in the needed direction.

If you’re reading this and agree that the revival of American labor is vital, make sure and join the AFT if you’re not a member already. I have proudly carried a membership card in Lone Star’s Local 4518 for the past 39 years. It is one of the affiliations in my life of which I am proudest. Become a union member and stand in solidarity with your fellow LSC employees and with Starbucks workers like Emily, Mike, and Katie who are fighting for more security and dignity in their daily lives. It will be one of the wisest investments you’ll ever make, one good for your country as well as for yourself.

Stephen Davis  
Professor of History,  
LSC—Kingwood

February 19, 2023  
(written at Rock Creek Starbucks)



A banner with a dark blue background. On the left, the words "Know Your Rights" are written in a large, white, sans-serif font. To the right is a circular icon containing a scale of justice. Below the scale is a glowing yellow lightbulb above an open book. A red gavel is positioned to the right of the book. The entire graphic is framed by a white border. Below the banner, the text "Administrative Review of a Performance Evaluation" is written in white, bold font, followed by "By: John Burghdoff" in a smaller white font.

Welcome to my ongoing column on employee rights at Lone Star College. Employees often have more rights than they are aware of. At the end of this article I provide a list of topics I’ve covered in the past and how to find those articles if you need them.

This time we are going to be talking about performance evaluations. Did you know that, if you get a performance evaluation and you disagree with its content or you believe the review was conducted in a way that violates policy, you can request an “administrative review” of that evaluation?

The policy about performance evaluation is fairly simple and can be found at [www.lonestar.edu/policy](http://www.lonestar.edu/policy) in section IV.F.3. Exact forms and processes vary depending on whether you are faculty, staff, or administration but the central idea is the same. You, the employee, have the opportunity to write a self-assessment of both your achievements and difficulties relative to the requirements of the job. You report your goals within that job and whether or to what degree you achieved those goals. Your supervisor writes his or her own evaluation and then calls a face to face meeting to discuss both past performance and future goals and directives. The only specific expectation as outlined in policy is that this conversation must take place in a face to face performance review conference.

If you disagree with the content of the evaluation or feel that the review policy was violated in some way, you can file a request for administrative review in writing with the supervisor of the supervisor who conducted the evaluation. You must file for the review within 30 working days of the performance review conference. The day of the conference is considered to be day 0 and weekends and days when the college is officially closed do not count against the 30 day limit.

If no performance review conference was held (which would, in itself, be a violation of policy), you may request



administrative review before the earlier of:

- i) 30 working days of whenever you first learned of the performance evaluation’s content; and
- ii) one year after the performance evaluation was added to your file.

Deadlines may be extended with the written consent of both the employee and the supervisor who will be conducting the review.

There is a specific form that an employee would need to fill out. The form (labeled Form 1) can be found at this link:

<https://www.lonestar.edu/departments/generalcounsel/Section%20IV.F.7.09%20Administrative%20Review%20of%20Performance%20Evaluations%20Procedures.pdf>

If you decide to apply for administrative review, you have to file the form yourself and it can be delivered in person or by emailing the document, DELIVERY RECEIPT REQUESTED, to the reviewer’s designated college email address.

It is important that you include enough detail on Form 1 to inform the reviewer specifically which statements and ratings in the performance evaluation you disagree with. The reviewing supervisor is supposed to restrict his or her investigation to the specific items on the review that you request. Furthermore, they are instructed by college procedures to focus on verifying or disproving objective statements in the performance evaluation on a “more likely than not” basis in which a statement is treated as true if it is more likely to be true than not true. Subjective statements are to be treated as true unless the reviewer decides that the statements are clearly and convincingly false.

Therefore, it is critical, if you decide to make use of this procedure, that your form should be very thorough, that you are certain to cover every point in the review with which you disagree, that you provide as much documented evidence as you can to prove the points that you make, and that you include any witnesses you would want the reviewer to interview to back up what you say.

If you are a member of AFT and you want to file for administrative review of your performance evaluation, feel free to contact one of the officers on the last page of The Advocate for advice and assistance preparing Form 1. We are glad to help.

Upon receipt of Form 1, the reviewing supervisor must meet with you within 10 working days to discuss your review.

The reviewer may also meet with your supervisor (the person who conducted your performance review) and with anyone else that would have first hand knowledge of your performance. The procedures for an administrative review do not guarantee you the right to have a representative present at these meetings, unfortunately, but AFT can help you, if you are a union member, to prepare well for the meeting.

Within ten working days of meeting with you, the reviewer shall submit his or her findings to Human Resources for inclusion in your personnel file. The reviewer will use Form 2 posted at the same website referenced above. He or she will return a copy of this form to you and to your supervisor. In this form the reviewer provides enough detail to indicate which points, if any, on your review should be modified and exactly how they should be modified.

If you OR your supervisor (or both) disagree with the report issued by the reviewing supervisor on Form 2, you can submit another Form 1 to the next higher level of supervisor and proceed up the chain of command as needed. It is sometimes the case that someone more distantly removed from your particular work environment can be more objective. A Form 2 submitted to Human Resources by the Chancellor is final.

On a final note, if the review goes in your favor, you would obviously wish to have your original performance evaluation removed from your file. Unfortunately, Texas laws for state agencies (including Lone Star College) state that once a document has been placed in your HR file, it cannot be removed. However, the reviewers’ findings on Form 2 will be filed along with your initial review to refute the content of the review and you are free to add any additional documents you would like.



I would always recommend that employees consider carefully the comments they may receive on a performance review. Although the words may sting, if they are true, they can provide a map to becoming a more effective, and thus, a happier employee. However, if what your supervisor writes is inaccurate or unfair, Lone Star College gives you the right to speak up by requesting an administrative review. Knowing your rights can make all the difference in the world.



Past topics in my series Know Your Rights can be found on the union’s webpage, [www.aftlonestar.org](http://www.aftlonestar.org). Select the link for News followed by the link to Archives of the Advocate and select the issue in which you are interested. More topics to come in the future!!!

- [September – October, 2021](#): Informal Dispute Resolution Meetings
- [November – December, 2021](#): The Grievance Process
- [January – March, 2022](#): Protecting Academic Freedom
- [April – May, 2022](#): Outside Employment
- [November – December, 2022](#): Progressive Discipline

### We are here for YOU!



If you are interested in membership, benefits, or would like to discuss a work-related issue, our AFT Faculty and Staff Vice-Presidents are here to assist. Please don’t hesitate to contact them. See the back page of this publication for contact information.

**We Care.  
We Show Up.  
We Advocate Together.  
AFT-Lone Star College.**



**How do you want to save money today?**

Saving money is ridiculously easy. Your union affiliation gives you discounts on things you need every day.

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➔



[Save 30% on flowers, chocolate & gifts](#) for the holidays, and make someone's day!

➔



Did you know you can get paid to shop? It's true. [Sign up for BeFrugal](#) and earn cash back whenever you make a purchase!

➔



[Save at local & national restaurants!](#) Union members & their families can enjoy delicious meals and get huge discounts!

➔



[Save big on movie tickets!](#) Union families can get discounted admission tickets to national movie theatre chains!

➔



**Union Members**  
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**Joining AFT-Lone Star is the best thing you can do to ensure that you have a voice on work-related issues that matter to you!**

<p>Whether you have been at LSC for a long time or are just beginning your career, joining AFT-Lone star is the best way to ensure your voice at work on issues that matter to you.</p> <p>Our Union has a solid history of going to bat for our members when they need help and speaking up on issues that concern our members system-wide.</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> If you believe faculty and staff should have a voice in educational issues, you should join.</li> <li><input type="checkbox"/> If you believe employees should have a voice in the political process, you should join.</li> <li><input type="checkbox"/> If you believe in the value of employees advocating for each other, you should join.</li> <li><input type="checkbox"/> If you believe employees should be treated with dignity, fairness, and respect, you should join.</li> </ul>	<p style="text-align: center;">Your dues help support these values.</p> <p>Membership should not be thought of as only for "protection," but if you need help in a conflict, we will be there for you.</p> <p style="text-align: center;">Don't join because you think you might get into trouble; join because you embrace the values we embrace.</p> <div style="text-align: center; border: 2px solid black; border-radius: 50%; background-color: yellow; padding: 20px; margin: 20px auto; width: 80%;"> <p><b>Join AFT-Lone Star</b></p> <p><b><u><a href="https://bit.ly/AFTLONESTAR-JOIN">Click here to Join AFT Lone Star</a></u></b></p> <p><b><u>TODAY!</u></b></p> <p><a href="https://bit.ly/AFTLONESTAR-JOIN">https://bit.ly/AFTLONESTAR-JOIN</a></p> </div>
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# Join Today!



*A Union of Professionals*

**AFT-Lone Star College**  
*A union of Professionals*

- \$8 million in professional occupational liability insurance (in case you get sued)
  - Local staff and leaders ready to assist you when you need help and information
  - Legal defense funds (in case you need an attorney)
  - \$25,000 Accidental Death and Dismemberment policy
  - Strong leaders and lobbyists advocating for your rights at the local, state, and national levels
  - \$5,000 free term life insurance for your 1st year of membership
  - AFT PLUS savings and discounts for you and your family
  - Educational resources and publications
  - No conflict of interest– Administrators cannot join
  - Strong. Active. Vocal. When you join AFT-Lone Star, you join the best!
  - Pay your dues via bank draft or credit card by signing up online! <https://bit.ly/AFTLONESTAR-JOIN>
- <http://www.aftlonestar.org>

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

**PHONE:** 281-889-1009

**E-MAIL:** [aftlonestar@yahoo.com](mailto:aftlonestar@yahoo.com)



# 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 AFT locals throughout Texas

**Membership provides professional career protection and a united voice at work.**

## 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

### 22-23 Monthly AFT Dues

Full-time Faculty	\$45.82
Full-time Professional Staff	\$29.52
Full-time Support Staff	\$29.52
Adjunct Faculty	\$18.22
Part-time Staff	\$18.22

### Membership Eligibility

Membership in the American Federation of Teachers (AFT) is open to full-time 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 the back of this newsletter, or check out our online information and application at:

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

# JOIN AFT - LONE STAR TODAY!



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



**Offset your membership dues by using your AFT PLUS BENEFITS to save money!**

**Union membership gives you discounts on things you need every day.**

**Our members enjoy savings on an array of goods and services with our Union PLUS benefits and discounts!**

### **AFT SHOPPING DISCOUNTS:**

- ◆ Computers and retail merchandise
- ◆ Dining, movies and entertainment
- ◆ Electronics
- ◆ Personal vacations, hotel & car rental
- ◆ Save on Southwest Airlines
- ◆ 15% off AT&T
- ◆ Plus much more!



### **AFT BENEFIT PROGRAMS:**

- ◆ Life, auto, home, and pet insurance
- ◆ Credit counseling
- ◆ Home mortgage and home buying
- ◆ Dental, prescription, vision and hearing programs
- ◆ Scholarships for members and their family members
- ◆ Trauma coverage
- ◆ Plus much more!

**“like” us on Facebook**

**Stay Connected with AFT Lone Star!**

[www.facebook.com/AftLoneStarCollege](http://www.facebook.com/AftLoneStarCollege)





**New mailing address:**

AFT- Lone Star College  
 PO Box 310404  
 Houston, Texas 77231

**We're on the Web!**  
[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 **John Burghduff** via e-mail: [aftlonestar@yahoo.com](mailto:aftlonestar@yahoo.com) , or submit to any of the following officers.

First Name	Last Name	Officer title	Campus
John	Burghduff	President	Cy-Fair
Alan	Hall	Secretary	At-Large
Donna	Kroll	Treasurer	Houston North
Leah	Kirrell	North Harris Faculty Vice President	North Harris
Britney	Hall	North Harris Staff Vice President	North Harris
Pat	Chandler	Kingwood Staff Vice President	Kingwood
Cliff	Hudder	Montgomery Faculty Vice President	Montgomery
Martha	Neely	Montgomery Staff Vice President	Montgomery
Adrienne	Patton	Cyfair Faculty Vice President	Cy Fair
Cindy	Hoffart-Watson	Cyfair Staff Vice President	Cy Fair
Van	Piercy	Tomball Faculty Vice President	Tomball
Stephen	Washington	Houston North Faculty Vice President	Houston North
Cassandra	Khatri	University Park Faculty Vice President	University Park

The union encourages employees to join because they believe that college employees should have a voice in their professional lives. We don't encourage employees to join because they anticipate conflict or are already engaged in a conflict. In fact, if they are already embroiled in a situation, we are unable to help them. It is all too common for someone to approach the AFT and say something like, "I've been an employee for the district for several years, and I've just recognized the importance of joining." Typically, following that comment is, "I'm in trouble and need help." I finally lost track of how many times in the last year I've had to say, "I'm sorry, but member benefits don't cover anything that pre-dates membership." The individuals to whom I had to give this message were invited to join and provided some advice on how to proceed with their situation, but assistance

ended there. Were they members, a host of benefits would have been available.

The AFT provides its members with advice and guidance as well as representation in conflict resolution and grievances. We have our own local attorney and can seek legal advice and counsel for members. We maintain a local legal defense fund. In addition, membership dues include, at no extra charge, \$8 million in professional liability insurance for claims arising out of professional activities.

Most of our members don't join because they believe that they may need the AFT's help in a conflict. They join because they believe in the values of the AFT— that employees should be treated with dignity and respect, that employees should help each other, that employees should

have a voice in their professional lives, that employees deserve fair pay and good working conditions, and that the district needs a system providing checks and balances. They join because they want to support an organization that helps others in so many ways. A nice benefit is that, if they do need help, 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.





# How do you want to save money today?

Saving money is ridiculously easy. Your union affiliation gives you discounts on things you need every day.

See for yourself!



Ready to save on everyday expenses, like your monthly wireless phone bill, shopping, or even going to the movies? We thought so. Save on everyday things, every day!

## Shopping & Discounts | Union Plus

We've got the [wireless savings](#) for your family's needs. Visit your nearest AT&T store and show proof of union membership



[Save 30% on flowers, chocolate & gifts](#) for the holidays, and make someone's day!



Did you know you can get paid to shop? It's true. [Sign up for BeFrugal](#) and earn cash back whenever you make a purchase!



[Save at local & national restaurants!](#) Union members & their families can enjoy delicious meals and get huge discounts!



[Save big on movie tickets!](#) Union families can get discounted admission tickets to national movie theatre chains!

