



# The Advocate

## The Fight for Nineteen Towards Equitable Pay for Adjunct Faculty

### Fall 2016 Celebration at Papasito's Cantina

Friday, Oct. 14th,  
4:00-7:00 pm!

Join AFT Lone Star for some great food, beverages, and conversation as we welcome the return of Fall! Our union has some exciting activity coming up around student debt clinics, health insurance options for part-time employees and the Lone Star College Board of Trustee races that we would love to update you about!

Legendary Tex-Mex food & a beverage will be provided. Please bring a colleague with you!

**Papasito's Cantina**  
**15280 I-45 North**  
(on the east feeder road  
between Richey  
and Airtex)  
**281.821.4500**

As a matter of social justice, the American Federation of Teachers, including our local chapter, AFT-Lone Star College, fully endorses the ideal of a living wage.

In the wealthiest nation on earth, hard workers who play by the rules and contribute to society should not live in fear of poverty. We affirm this right for all human beings, no matter what work they do. All honest labor is noble, and those who do that work should be able to live with dignity. Across the nation, Americans of many political stripes are growing increasingly committed to this goal. The Fight For Fifteen movement strives to achieve this goal by advocating for an increase in the long-stagnant minimum wage to \$15 per hour. The U.S. labor movement, including the AFT, endorses this goal as a first step (among many) towards rebuilding a shrinking working class and reclaiming the American dream for all of our citizens.

This struggle hits close to home for many faculty members at Lone Star College—our adjunct instructors. Data from the national office of the AFT show that one in five adjunct instructors nationwide lives below the federal poverty line and one in four relies on at least one public assistance program.

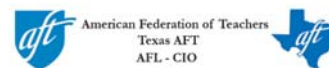
How can this be?

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

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



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Some Lone Star College adjunct faculty members teach a class or two on the side to supplement their own or a family member's full-time salary or to bring in a little extra retirement income. They do this because they love teaching and want to make a difference. Others, however, love teaching and want to make a difference just as much, but they are trying to make a living for themselves and their families by pasting together part-time teaching positions at several colleges and universities around the city. They are our colleagues and our friends. I want us to take a closer look at their financial struggle.

In August 2016, the Lone Star College Board approved a \$2 per hour increase in the adjunct pay rate to \$41.75 per hour for most adjuncts. AFT-Lone Star College appreciates this increase, especially given the college's budget shortfall over the last several months. It is important to emphasize, however, that we pay our adjuncts by contact hours: the number of hours they spend with their students in the classroom, lab, or studio. All of us who teach know that contact hours do not come close to adequately measuring the time we devote to our students. If we take into consideration preparation, grading, meeting with students outside of class, etc., how much do adjuncts really make per hour?

In a completely different setting, eligibility for health care, the IRS has issued a guideline for adjunct instructors that states that 1 hour of contact time equates to 2.25 hours of total work. I think, if we all actually kept track of our time outside of class, we'd agree that this number is rather low. Nevertheless, if we use it as a standard, then to calculate the actual hourly wage of an adjunct instructor, we'd need to divide \$41.75 by 2.25.

The resulting actual hourly wage for an adjunct instructor at Lone Star College, by this calculation, is \$18.56 per hour—Think about that for a minute.

If, for the sake of argument, we accept the Fight For Fifteen premise and an entry-level worker, say someone who cooks hamburgers, deserves \$15 per hour, then highly-qualified professionals with Master's and Doctorate degrees whose life work is to

improve the lives of the next generation of Americans are being paid just barely above what should be minimum wage. For adjunct instructors, the fight might not be for fifteen, but it surely is a Fight for Nineteen.

Let's look at this calculation another way. Many three-credit-hour classes at Lone Star College meet for a total of 48 contact hours per semester. At \$41.75 per hour, this means that we pay our adjuncts a total of \$2,004 to teach one of these classes. Suppose that an adjunct teaches the maximum load of three such classes in each of the fall and spring semesters at Lone Star and picks up another class in the summer. Suppose that adjunct also picks up two other classes per long semester and an extra one in the summer at a crosstown college that college pays about the same rate as LSC. This makes 12 classes total—the same teaching load as that of a full-time professor on a 10.5 month contract.

A beginning full-time professor with a Master's degree only and no prior teaching experience makes \$51,942 on a 10.5 month contract. At Lone Star, teaching is calculated as 70% of a full-time faculty member's overall job duties. Therefore, we could say that we are paying our entry level full-time professors 70% of \$51,942, i.e., \$36,359, for just their teaching load. At \$2,004 per class, an adjunct working the same teaching load would make \$24,048 per year. Besides being one-third less, that number has additional significance.

The 2016 federal poverty level for a family of four is \$24,300.

Think about that for a minute, too. Ethically speaking, is it just for someone who is passionate about helping others and who has spent years of his or her life in study to be living below the poverty level? Economically speaking, is such a practice sustainable in an education-dependent society?

To be fair, Lone Star College did not create the problem adjunct faculty face nationwide. The problem is reflective of much larger forces in higher education and the U.S. economy as a whole. These are forces that are tough for Lone Star to stand up



against. Yet, we are complicit in the slow shift towards reliance on part-time faculty that is a national trend.

For many years, under several administrations, the college has comforted itself by saying that our adjunct pay scale is “competitive.” By competitive we have meant that we pay about the same as the other major community colleges in the area. As an example, Houston Community College raised its adjunct pay for a 48-contact-hour class to \$2,010 this year. Therefore, Lone Star trails HCC although we are not far behind.

We don’t just compete for adjuncts with HCC, however. Many of our adjuncts also teach at some of the area universities. University of Houston-Downtown and Prairie View A&M, for example, are both paying their adjuncts \$3,000 for a 48-contact-hour course. To be truly competitive, we would have to compete closer to this level.



What can and should Lone Star College do for adjunct faculty?

First, we should move as quickly as we can towards offering an hourly wage for adjunct faculty that is truly competitive. This will be a challenge and probably can’t be done all at once. However, Lone Star College takes pride that we are at the vanguard of the community college movement and it is true that many college systems look to us as a role model. A bold move towards a living wage for adjunct faculty here would have a ripple effect benefitting adjunct faculty across the city and across the nation.

Second, we should continue to strive towards the goal of at least 50% of our classes taught by full-time faculty. The AFT wholeheartedly supports the chancellor’s commitment to this goal. In times of financial difficulty, it will be tempting to take our eyes off of this goal. However, the best thing to help adjunct faculty is to create more opportunities to

move up to full-time status with higher pay and benefits.

What can adjunct instructors do for themselves?

Here, I have exciting news to share. A dedicated group of adjunct instructors across Houston is working with our state affiliate, Texas AFT, and with AFT-Lone Star College to organize a city-wide AFT local chapter for adjunct faculty. Once this local is fully organized, members will enjoy all the benefits of union membership. Member benefits will be completely portable whether the adjunct is working at Lone Star, HCC, UHD, PVAMU or anywhere else. Adjuncts who teach at Lone Star will jointly be members of both AFT-Lone Star and the new adjunct local for the price of a single union membership.

The name of the new city-wide local for adjunct faculty will be United Academics of Houston. The members began their organizing efforts over the summer and were met with an overwhelming response from adjuncts throughout the city. An organizing committee is forming now with the goal of signing up 300 interested adjuncts by the end of 2016. As of this writing, they have already recruited 98 adjuncts.

United Academics of Houston will provide a common voice for the concerns of adjunct instructors all across the city. They will be close allies of AFT-Lone Star College and with other potential AFT locals that are forming across the city. There are many important concerns that adjunct faculty share with us. A living wage is certainly one of the biggest. United Academics of Houston plans to make advocating for increased adjunct wages city-wide its first major campaign. We support that effort 100%.

Adjuncts, your time to stand together and speak for yourselves has come. We stand with you. If you are interested in United Academics of Houston, plan to attend a meeting this semester. Please contact them at [UAH@texasaft.org](mailto:UAH@texasaft.org) to learn more.

Dr. John Burghduff  
Professor of Math, LSC-CyFair



## LSC 2016 Board Election

Once again, we find ourselves in an election year. There has been so much focus on the presidential race that local races, such as the LSC Board election, have been largely ignored. That is a shame because the LSC Board of Trustees could have more impact on the daily lives of LSC students and employees than the President of the United States. The AFT has been active in LSC Board elections for many years—the Committee on Political Education (COPE) screens candidates and recommends endorsements. AFT volunteers phone bank, block walk, and push out cards at the polls for endorsed candidates. We believe that the elected LSC Board of Trustees is an important avenue for participatory, shared governance.

LSC Trustees serve six-year terms without compensation. Every two years, three of the nine seats appear on the ballot. LSC Board elections are non-partisan. Thus, voters who choose a straight party ticket will not cast a vote for an LSC Trustee unless they scroll down their electronic ballot to the non-partisan races.

This year, students, employees, and local residents face a bewildering LSC Board election. Although we have covered these events before in *The Advocate*, a quick review of recent history might be helpful to readers. Within a month after the May 2012 Board election, in which both an Hispanic and an African-American incumbent lost, Houston attorney Chad Dunn filed a lawsuit in which he alleged that LSC's at-large voting system diluted Hispanic and African-American voting power. That system, argued Dunn, had rendered the Board unrepresentative of LSC's service area. Indeed, for several election cycles, affluent business leaders from the northern third of the LSC service area had dominated the Board. It is crucial to recognize that the suit was solely about the consequences of that system, saying nothing about

intent. Dunn never alleged that anyone had maintained the at-large voting system through an intent to discriminate against Hispanic and/or African-American voters. No one was accused of racism in any form.

The lawsuit ended in an agreement to replace the at-large voting system with seven single-member districts based on the 2010 census, and to move the elections to November of even-numbered years.

Thus, the May 2012 election was uncharacteristically followed by a November 2014 election. The outcome of that election indicates that the new system has indeed strengthened Hispanic and African-American voting power. Hispanic Art Murillo, and two African-Americans, Ken Lloyd

and Alton Smith, were all elected to the LSC Board in 2014, giving LSC the most diverse and progressive Board in its 40 year history. LSC has provided helpful district maps and precinct lists on its website (<http://www.lonestar.edu/election2016.htm>), making it easy for voters to determine if they live in one of the districts and which district that is.

The situation remains confusing, however, because the LSC Board currently has a mix of at-large Trustees who were elected prior to settlement of the 2012 lawsuit and single member district trustees who were elected after that time. Moreover, two at-large Trustees, Linda Good (elected in May 2010) and Ron Trowbridge (endorsed by AFT and elected in May 2012) both live in District 7, which is on the ballot this coming November. Good has filed for reelection. To remain on the board, Trowbridge either had to cycle off in 2018 or run against Good in 2016.

In addition to District 7, Districts 5 and 6 will appear on the ballot. Soon after the filing deadline passed on August 29, AFT-Lone Star sent candidate questionnaires to all of the candidates. The following is based on what we have learned from those questionnaires and Internet research.

**Early voting:**  
October 24 through November 4

**Election Day:**  
November 8  
Polls open from 7:00 AM -7:00 PM



In District 5, Trustee David Vogt is running for reelection. He has one opponent, Luis Granados. We did not receive a completed questionnaire from Vogt before our September 22 deadline, but many employees are familiar with him because he was first elected to the Board in 1997. Vogt holds a B.S. degree in Civil Engineering from Wayne State University. Vogt is a resident of The Woodlands and the owner of Vogt Engineering, L.P., which specializes in civil engineering projects for municipal utility districts, local governments, and private developers. Vogt has served as Assistant Secretary and Vice Chair of the LSC Board of Trustees.

Luis Granados did return a completed questionnaire. He states that he has worked as a teacher and research assistant in engineering at the University of Missouri-Columbia, has worked in management at three Texas corporations, has tutored math at LSC for two years, and has been involved in academia "since graduation." His answers to our questions emphasize high academic standards and fiscal responsibility.

The AFT COPE has decided that it does not have enough information to endorse a candidate for District 5. We encourage employees to do their own research into each candidate.

In District 6, Myriam Saldivar is running unopposed. AFT Lone Star recruited Saldivar, who was highly recommended to us by LSC Trustee Murillo and State Representative Armando Walle. After attending Aldine High School and LSC-North Harris, Saldivar graduated from the University of St. Thomas with a B.A. in International Studies in 2007. For the past seven years, Saldivar has worked as District Director for Walle. Prior to that position, she worked as a Legal Assistant for Catholic Charities of the Archdiocese of Galveston-Houston. A strong believer in community involvement, she serves on the Board of the YMCA-Aldine Greenspoint, Vecino Health Center, and the HISD Hispanic Advisory Committee. AFT officers interviewed Saldivar and were so impressed that they resoundingly recommended her to the AFT COPE. We look forward to her tenure on the LSC Board of Trustees.

In District 7, AFT COPE has decided to endorse Linda Good, believing that she has rather singular qualifications for the LSC Board. She began her college education at Temple Junior College, at the age of 32, with two children. In four years, she had completed an A.A. from Temple and a B.A. from Baylor University, earning several academic awards along the way. She then completed a law degree at The University of Houston and began a 22-year career in legal aid, providing free legal services to indigent clients. Her husband began teaching as an adjunct in the LSC system in the fall of 1991 and has been a full-time employee for 14 years. Good has taught paralegal courses at Lone Star College-North Harris, chaired the Paralegal Program Advisory Committee, welcomed Lone Star interns into her office, and hired graduates as employees. After her six years on the Board, the last two as Chair, Good is able to understand LSC from multiple perspectives.

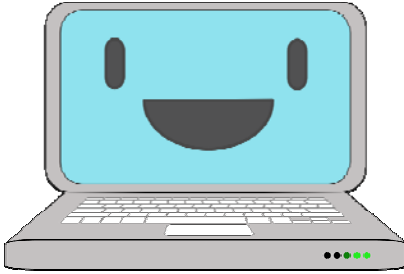


We hope this brief overview of the election and the candidates is helpful to our readers. October 11 is the deadline to register to vote in the November election. Early voting runs from October 24 through November 4. All registered Texas voters are eligible to vote early. On Election Day, November 8, the polls will be open from 7:00 AM to 7:00 PM. As long as you are in line by 7:00 PM, you should be allowed to vote. The AFT urges you to take the LSC Board elections seriously.

—Staff



## Kudos to OTS



A delightful surprise awaited faculty this fall when it was time for us to upload our syllabi. A maddening, lengthy multi-step process was

replaced by a streamlined process. What used to take the better part of an hour was reduced to a matter of minutes. We were interested in recognizing the individuals responsible for such a positive change, so Alan Hall contacted Randall Paulk, Interim Campus Director, NH-OTS, to find out whom to compliment. Randall investigated and sent this report from his contact: “The work to improve the Faculty Syllabus upload functionality was a joint project between OTS Portal Services and Academic Affairs.” We weren’t provided the individual names of the members of this team, but we are exceedingly grateful for their work and encourage them to take a look at other processes that also need simplifying.

—Alan Hall

—Katie Hurter

## Student Debt

An increasing concern in higher education is the level of debt students are accumulating. AFT-Lone Star investigated and found that many Lone Star College employees are struggling under debt accrued in seeking advanced degrees. We advertised the first of a series of debt clinics that we are offering on how to reduce this debt. Approximately 88 people responded to our RSVP, and we anticipated that roughly 55 people would actually attend. To our surprise, 105 attended the August 4<sup>th</sup> presentation.

Excellent information was provided by Chris Hoff from the national AFT in Washington, DC, our own John Burghduff, and Amanda Hart from the

Texas AFT. Not many people in the audience stated openly what their level of debt is, but two did. One owes \$45,000. Another owes \$100,000, and her husband owes another \$100,000. It is no wonder that they were grateful for the information we provided. As attendees filed out at the end, armed with a wealth of information and paperwork to help them through the process of debt reduction, many stopped to shake my hand and thank me for the union’s efforts on their behalf. One attendee noted that he did not realize unions offered such programs and said that it changed his view of unions.

AFT-Lone Star will be offering these debt clinics at all of the college campuses. One



fact worthy of note is that this program is jointly sponsored by the AFT and the Office of the Chancellor. We appreciate Dr. Head’s recognition of the problem and his willingness to join with the union in offering assistance.

Watch for a debt clinic coming to your campus this academic year.

—Alan Hall

## SIP Carefully

The AFT has fielded a number of questions from employees regarding the Separation Incentive Package. Initially, employees expressed confusion and uncertainty regarding the offer. With the help of better communication and scheduled workshops, most questions and concerns have been addressed. I offer the same advice on the SIP as I did in *The Advocate* on the last retirement incentive offered by the college. If you were already planning to retire, and have your finances in order, then the SIP is a gift. Take the money and run. However, if you are not financially prepared to retire, you should use caution. Although 75% of your salary sounds like a lot of money, it is not as much as it sounds. A couple of years after the previous in-



centive offer, I received letters and emails from employees writing to say that they had ignored my advice and retired in spite of not really being ready. They wanted me to know that they had to go back to work because they ran out of money.

There is one requirement that has troubled many employees: they are not allowed to work for Lone Star College for five years (the Chancellor reduced it to five from seven years after there was a lot of pushback on that issue). Still, the logic of that requirement escapes me. If we have a seasoned faculty member who feels a full teaching load has become too much of a burden and would like to take the SIP and teach as an adjunct, why would he or she be refused? That person would be paid what the college pays any adjunct. The same would be true for a staff employee who wanted to work part-time. That person would be paid at the standard part-time rate. It would not cost the college any additional money beyond what would be paid to any adjunct or part-time staff member.

The union's best advice is to look at the incentive with eyes wide open. If you are ready, it is a windfall. If you are not ready, it could be a mistake. To those of you who are ready: I look forward to seeing you dance down the halls.

—Alan Hall



## Tales from the Unionside

As Labor Day has come and gone, and rather than comment on the “Hate-Him, Hate-Her” presidential election campaign, I thought I would devote this column to some personal reflections on the labor history of North Harris County College and its suc-

cessor institutions. For old-timers like myself, there were no “good old days” at NHCC in the late 1970s and early 1980s. The seventies and eighties were a time of the iron rule of President W.W. Thorne. The administrative style of Mr. Thorne resembled that of the old Southern sheriff of the 1950s with a tight control over everything and everybody. With his hand-picked board of trustees, there was no question about who was in charge; it was Bill Thorne's way or no way. Life in Mr. Thorne's neighborhood was fine as long as he got in the first and last word on all matters related to his college.

To understand Thorne's approach to employees, I will relate a story told to me by the late history professor Walter Lindsey. According to Walter, Mr. Thorne had the faculty assemble in the Teaching Theater where he was going to hand out teaching contracts in person to each instructor with the expectation that a signed contract would come back to him before the end of the meeting. After some questions arose from the floor, President Thorne became upset and walked out of the theater. His parting instructions to the gathering were that those who wanted to teach next year should sign the contract and the rest could find jobs someplace else.

My first personal experience with Mr. Thorne was when I was a member of the Faculty Senate Benefits Committee. I brought up the question of adjunct instructor pay to the president. Like other community colleges and universities, we have a long history of wage exploitation of adjunct professors. The responsibility for this pay injustice rests with high-level administrators and college trustees. I can understand private sector employers underpaying their employees, because they operate in a bottom line world of money and profits. But what about the Lone Star College System from W.W. Thorne to Richard Carpenter?





Why has a public institution committed to human values, not corporate values, taken such unfair advantage of professors? I asked this question to Mr. Thorne over thirty-five years ago, and his answer was, “Well, Bob, how about if I take some of your pay and give it to the part-timers?” My immediate response caught the president off guard when I told him I was willing to take less if it would add to the pay of my underpaid colleagues.

Mr. Thorne’s smile turned to scorn as he said that I was probably the only instructor who would do such a crazy thing. In modern day Trumpian terms, Thorne went on to say that he had talked with many faculty members, and I was the first one to take this position. Over the years, I would learn that Thorne’s approach to issues with personnel was to create a phantom instructor or faculty group that backed his every move. According to Thorne, it was only a small group of malcontents like Kevin Bailey, Alan Hall, and myself who were unhappy with things. When the idea of a sabbatical leave program was raised with the first NHCC president, Thorne’s response was memorable: “Let me get this straight—you are asking me to pay teachers for doing nothing.”

It was Bill Thorne’s tyrannical style that sparked the establishment of a union chapter of the American Federation of Teachers at North Harris. Since Thorne’s time, the state of employer-employee relations at Lone Star College has been in flux, from good times under Dr. John Pickelman to the recent bad times under Dr. Richard Carpenter. When Thorne left unexpectedly, it was as if the wicked witch had died. None of us thought that we would see the likes of W. W. again until Chancellor Richard Carpenter hit full stride around 2010.

Carpenter’s misdeeds began to mount. It is now clear that his political persona was pure Donald Trump. For Trump and Carpenter, self-promotion and political shift shaping are what they do. Things got so bad under our last chancellor that I had to consider taking away Bill Thorne’s number

one ranking as the Worst Chief Executive in college system history. How bad was Carpenter? His reign of terror brought a record number of employee firings, college lawsuits, management bullying incidents, student/faculty/community protest demonstrations, and an LSCS lawsuit filed against the federal government. Dr. Carpenter’s lawsuit, filed without the knowledge of the Board of Trustees, was directed against the Equal Employment

Opportunity Commission. The Carpenter claim was that the EEOC was harassing LSCS over its alleged harassment of college employees. After

Richard Carpenter resigned his post to avoid an ultimate

Board firing, there was not a wet eye in the Lone Star house.

While the bad labor days of Thorne and Carpenter are over, employer-employee issues will always be around. The issue of adjunct faculty pay that I brought up to W. W. Thorne years ago needs to be addressed by Chancellor Steve Head and the Board this year. The adjunct pay for 2016-2017 is \$2,004 for a three-credit-hour course; this \$2,000 threshold should have been crossed in 2006, not 2016. I was paid \$3,000 in 1984 to teach an adjunct political science course for the University of Houston. Our salary structure for part-time faculty should be based on decency and fairness and not on the comparative economics of wage exploitation.

How can we get pay raises for adjunct professors in the future? I have two answers: One is through political organization—and that is up to the adjuncts to do for themselves; the second is through four policy proposals for trustee consideration. If the trustees have the will, pay raises can come about in increments

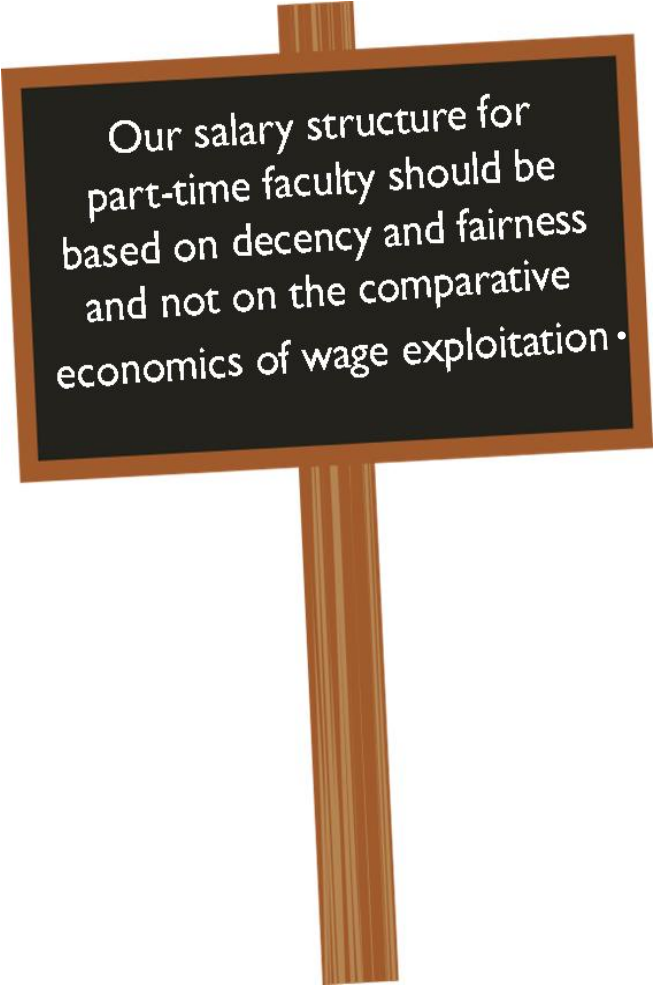
**How can we get pay raises for adjunct professors in the future?**







of hundreds of dollars and not the ones and tens of the past. First, make adjunct pay a number one budget priority. I have served on three public and private boards with budgetary authority, and trustees have more leverage than the public thinks—if they will use this authority and not go along with past practices. Second, freeze the salaries of the big earners in the system until substantial improvement of adjunct pay becomes a reality. Steve Head does not need a raise, nor does Bob Locander. He makes over \$200,000 a year and I make over \$100,000. Freeze the salaries of employees making six figures or more for the next few years. If necessary, try a one or two year 1% tax surcharge on the Lone Star have-mores to generate funds for the have-nots. Third, add a \$10 student fee for those enrolled full-time each semester in the fall and spring terms to add money to the adjunct pot. Finally, raise property taxes with the revenue directed to the pay of Lone Star's underpaid teachers.



Our salary structure for part-time faculty should be based on decency and fairness and not on the comparative economics of wage exploitation.

How do I feel about the prospects for the Chancellor and the Board doing the right thing for our unsung classroom heroes? I am uncertain about how Dr. Head and the Trustees will react. Head is no Carpenter, and we can all be thankful for that, and the backgrounds of the Trustees have been changing with fewer business owners on the Board. The problem with businessmen on government boards is that they are businessmen and not well-suited to the public sector environment. The Chancellor and the Board have an opportunity to undo the wrongs of the past by making things right in the present. The political scientist in me says that people in power seldom do the right thing because it is the right thing to do. People in power can be convinced, however, to act right if pushed hard by those who recognize injustice and are willing to do something about it.

Bob Locander

Professor of Political Science, LSC-North Harris

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



**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.**



# AFT-Lone Star College

AFT Local Union # 4518

## GOALS

- To promote academic excellence
- To protect academic freedom in higher education
- To preserve and protect the integrity and unique identity of each of the institutions of higher education in Texas
- To protect the dignity and rights of faculty against discrimination
- To ensure that faculty have an effective voice on all matters pertaining to their welfare
- To secure for all members the rights to which they are entitled
- To raise the standards of the profession by establishing professional working conditions
- To encourage democratization of higher education
- To promote the welfare of the citizens of Texas by providing better educational opportunities for all
- To initiate and support state legislation which will benefit the students and faculty of Texas
- To promote and assist the formation and growth of Texas United Faculty chapters throughout Texas
- To maintain and promote the aims of the American Federation of Teachers and other affiliated labor bodies

Professional career  
protection and a  
united voice at work  
Join us today!

## BENEFITS

- \$8,000,000 Occupational Liability Insurance
  - provides security while teaching
  - protection against litigation
  - malpractice protection
- \$25,000 Accidental Death Insurance
- Legal Assistance
  - Free consultation and representation on grievances and job related problems
  - Services of leading labor attorneys
  - Legal Defense Fund protection
- Political Power
  - Texas AFT lobbyists in Austin
  - AFT lobbyists in Washington
  - Representation at the Coordinating Board
  - Support for local electoral work
- Affiliations
  - Affiliated with the Texas AFL-CIO
  - Affiliated with the American Federation of Teachers and Texas AFT
- Staff Services
  - Professional representatives to assist and advise in processing grievances
  - AFT research facilities
  - Leadership Training
- Savings and discounts on goods and services with AFT PLUS Benefits
- Free \$5,000 term life insurance policy for first year of membership

### Monthly AFT Dues

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

### Membership Eligibility

Membership in the American Federation of Teachers (AFT) is open to full and part-time faculty and staff up through the dean level. If you would like to join or find out more information about membership, please contact any of the officers listed on page 20 of this newsletter, or check out our online information and application at:

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

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

Full-time Faculty \$40.00/mo. or \$480.00/yr.

Full-time Professional Staff \$28.60/mo. or \$343.20/yr.

Full-time Support Staff \$25.88/mo. or \$310.56/yr.

Adjunct Faculty \$14.00/mo. or \$168.00/yr.

Part-time Staff \$14.00/mo. or \$168.00/yr.



**IMPORTANT NOTICE:**

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

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

## Union Dues Deduction Agreement

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

**Signature:** *(Print this form and sign here)* \_\_\_\_\_ **Date**  [Click here to print form](#)

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

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



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

**We're on the Web!**



**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
Allen Vogt	North Harris	ACAD 264-C	281-618-5583
Rich Almstedt	Kingwood	FTC 100-G	281-312-1656
Laura Codner	Kingwood	CLA 110-D	281-312- 414
Catherine Olson	Tomball	S 153 -H	281-357-3776
Richard Becker	Tomball	E 271-D	281-401-1835
Janet Moore	Tomball	E 210 -E	281-401-1871
Van Piercy	Tomball	S 153-J	281-401-1814
Martina Kusi-Mensah	Montgomery	G 121-J	936-273-7276
Louise Casey-Clukey	Montgomery	B 100-G	936-273-7394
John Burghduff	Cy-Fair	HSC 250-G	281-290-3915
Cindy Hoffart-Watson	Cy-Fair	LRNC 101-C	281-290-3265
Kathy Hughes	Fairbanks	FBC 218-A	832-782-5063
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