

NHCC/UF ADDRESSES BOARD

The NHCC United Faculty/TUF addressed the College Board of Trustees at their July meeting. Kevin Bailey, President of the guild, spoke to the trustees; the following is a summary of his remarks:

The NHCC United Faculty believes that this address marks an historic occasion at the college, for it is the first time that a faculty organization has formally appeared before the Board. We feel that this opportunity symbolizes a changing relationship between the faculty, administration, and Board, and we sincerely believe that this change will be a healthy one for all.

This past spring, the NHCC/United Faculty was formed as a campus guild of Texas United Faculty/American Federation of Teachers. We very quickly achieved a membership of approximately ten percent of the faculty. A number of reasons exist for the creation of this organization. First of all, it has been our conclusion that other faculty organizations in Texas have failed to adequately articulate our concerns. Further, these other groups have not achieved sufficient clout in the state legislature; they have failed to get involved in the election process, and they have not maintained

active campus chapters. Many of us found that the AFT is stronger financially and has a larger fulltime staff than do other groups in the state. Finally, we are convinced that TUF/AFT will become a stronger voice for faculties in Texas because this organization is not an isolated group of academics but immediately will benefit from the strong alliances it will have. TUF will have as its allies the public school teachers, who are members of the Texas Federation of Teachers, the fastest-growing teacher organization in the state and in the South. We will have allies among other professional employees, including firemen, airline pilots, doctors, nurses, newspaper writers and actors. We will be allied with the 14 million working men and women in the AFL-CIO, 300,000 of whom are in Texas. We have an alliance with other junior college faculties in the country, for the AFT represents more two-year college teachers than any other national organization. Finally, TUF has brought into the same organization faculties from both the junior colleges and universities, the first faculty group in Texas to seriously try this.

We have a number of goals which we

will be aiming towards. Our organization will be active in the election process, trying to elect pro-faculty, pro-education public officials. We will be pursuing legislation at both the state and national levels, for one important and achievable goal for the 1980's is the enactment of collective bargaining rights for teachers, either by an act of the Texas Legislature or by Congress. Finally, we believe that TUF will provide better representation of faculty members' concerns on their respective campuses. This representation can be achieved by developing a better understanding between teachers and their boards of trustees through increased communication and dialogue.

It is our sincere belief that TUF/AFT does not have to be divisive, and that its existence does not have to mean that good relations between faculty and administration will be destroyed. On the contrary, our relationship can be a good and productive one. It will depend, however, upon what the faculty, administration and Board make it. That relationship has been a good one, and it can be a better one, if we are willing to listen and try to understand our sometimes differing positions. It should be remembered that everyone at this college has one common goal--to make North Harris County College, in all respects, the number one junior college in Texas.

TUF CONVENTION

The first annual Texas United Faculty Convention was held in the Stephen F. Austin Hotel in Austin on June 4, 1980. TUF was officially chartered as #4033 of the Texas Federation of Teachers by the American Federation of Teachers. Delegates adopted a state constitution and elected state officers. Those elected were: President - Don Smith, North Texas State U.; Vice-President - Margaret Simpson, San Jacinto College; Treasurer - Stan Green, Laredo State U.; Corresponding Secretary - Kevin Bailey, NHCC; Recording Secretary - Steve Lefevre, U. of Texas at Tyler.

Executive board members selected included five each from the universities and the community colleges: Gene Wright, North Texas State U.;

Tom Bourbon, Stephen F. Austin State U.; Vernon Grant, UT at Austin; Mike Pierce, Tarleton State U.; Curtis Smith, UH at Clear Lake; Bill Balusek, San Jacinto College; Robert Locander, NHCC; Gary Prince, Austin Community College; Milton Hawkins, Del Mar College; Patsy Goss, San Jacinto College.

The convention featured a number of speakers. Harry Hubbard, President of the Texas AFL-CIO, spoke on prospects for education legislation in the Texas Legislature. Arnold Cantor, Executive Director of the faculty union at City University of New York, emphasized union power on campuses and outside campuses. Ron Wilcox, President of TFT, presented the official AFT Charter to TUF; and Louis Bolieu, TUF Coordinator, presented

charters to new TUF guilds, including the NHCC United Faculty. Speakers at later sessions, who addressed TUF members, were: State Representative Wilhelmina Delco, Chair of the House Higher Education Committee; State Rep. Jerold Hill; Ausin Mayor Pro-Tem Richard Goodman; and Secretary-Treasurer of the AFT Robert Porter.

Convention workshops included: "Political Action" by John Cole and Mary Kay Lamont of the Corpus Christi Federation of Teachers; "Legal Defense and Grievances" by TFT attorney George Kirk; "COPE" by John Rodgers of the AFL-CIO; and "Analyzing a School Budget" by Jewell Gould, Director of Research, AFT.

TUF/AFT NEWS

During the 1979-1980 school year, there were 242 teachers' strikes in the United States; 7 were called by the American Association of University Professors (AAUP) or unaffiliated groups; 34, by the American Federation of Teachers (AFT); and 201, by the "non-union, professional" group" National Education Association (NEA), of which the Texas State Teachers Association (TSTA) is a member.

* * * * *

The 450-member Faculty Association at Dallas Community College voted recently to affiliate with the Texas United Faculty (TUF). Although they have not yet worked out final details, TUF and the association plan to complete an agreement by Thanksgiving.

* * * * *

In two summer legal defense cases, TUF was successful in defending faculty members at San Jacinto College and the University of Texas at San Antonio. After an aviation instruc-

tor joined TUF, the San Jacinto College administration abolished his position. With a threatened lawsuit from TUF, the college reinstated the instructor. Another TUF legal victory took place at UTSA in the case of Professor DeBoer. Following his being charged in a criminal offense, DeBoer's contract was not renewed. When all charges in the matter were dropped, the school failed to change its decision. TUF entered the case on the professor's behalf, and the university decided to renew his contract.

* * * * *

Two NHCC instructors were selected at the TUF convention in Austin to serve on the local's executive board. Picked as TUF's corresponding secretary, Kevin Bailey joins Bob Locander who is one of five community college instructors on the board, to give NHCC two representatives on the 15-member decision-making body. As members of the board, Bailey will serve on its Organizing Committee, while

Locander has been appointed to the Legislative Committee. TUF also selected Bailey and Alan Hall as delegates to the Texas Federation of Teachers Convention, held in June, thereby giving NHCC two of the five higher education delegates to that convention.

* * * * *

At its annual convention in August, the AFT demonstrated its confidence in the future of a faculty union in Texas by not only approving TUF's request for a \$30,000 operations budget for 1980-81, but also increasing it to \$40,000. This money will be added to that collected through member's dues while staff salaries are budgeted by AFT separately. The AFT also assigned Louis Bolieu of TFT to TUF, fulltime, and beginning October 1, placed one of their top higher education organizers, Bob Jenson, in Texas to work for TUF.

* * * * *

The AFT has established a regional staff office in Houston. Lynn Mingoreli will be here to begin organizing teachers in school districts outside the HISD and to assist TUF guilds.

* * * * *

Membership in the TFT is growing at the fastest pace of any state in the South according to Gene Didier, Director of the Special Organizing Project of the AFT. As of 1979, TFT

is the fastest growing state federation in the thirteen state region, and this is the first time that TFT has placed first. TFT is also the only growing teacher organization in Texas.

* * * * *

The National Commission on College and University Trustee Selection, funded by the Carnegie Corporation, concluded in July that there is a need for more diversity on college trustee boards. The commission, chaired by former North Carolina Governor Robert W. Scott, found that most boards are dominated by older white men. They recommend the creation of higher standards for choosing trustees, an end to rewarding political cronies or contributors with board appointments, and limits on trustees' terms.

* * * * *

President Carter addressed the annual conference of the AFT on August 22 in Detroit. Following are excerpts from his speech:
..I'm proud to be the first President to address your annual convention... I hope you'll let me come back...I hope for the next 4 or 5 years no other different person will come as President.
..I might say that, speaking of teachers and students, I learned a lesson this year about the value of an AFT endorsement...it pays to have AFT with you, and I'm so glad that we are once again, as we were in

1976, on the same side politically.
..Almost every time there's a quiet,
confidential discussion about AFT,
you're always characterized as a
fighting union, a union of classroom

teachers. And I have a special
feeling for those who fight for
principle and those who represent
the finest element of education in
our country.

NHCC/UF NEWS

Several NHCC-UF members attended a TUF grievance workshop last August in Pasadena. It has been and will continue to be the NHCC-UF Executive Board's position to represent and defend instructors at the college (both members and nonmembers) in disputes with the administration. Should an NHCC instructor need legal representation, the executive board can make a recommendation to TUF that he be provided with an AFT lawyer.

* * * * *

In meetings with TUF members last spring, the administration confirmed what many of us in the NHCC-UF suspected about the status of the Faculty Senate at the college when they informed us that the "Faculty" Senate is a part of the school's administration and not an independent group. Asked to comment upon this characterization, President Larry Shirts of the "Faculty" Senate said that some of our members will be surprised and unhappy to hear about this.

* * * * *

At its July meeting, the NHCC Board of Trustees passed an anti-faculty union resolution without discussion.

The reaction was expected: however, President Bailey of NHCC found some encouragement in the board's recognition of the legal right of teachers to join a union. It should be noted that only two Texas colleges, NHCC and San Jacinto, have ruled that TUF members cannot use campus facilities for meetings during normal hours.

* * * * *

TUF member Carolyn Davis was selected by students at NHCC as one of the four finalists for the "Teaching Excellence Award" for the 1979-80 academic year.

* * * * *

Voters in Northwest Houston elected Kevin Bailey to the Harris County Democratic Party Executive Committee in the May 3 Democratic Primary. In July, Bailey was appointed by the Harris County Commissioners to the position of election judge in precinct 498.

* * * * *

Bob Locander of the NHCC-UF has been appointed to the Harris County Central Labor Council of the AFL-CIO.

TFT and TUF has awarded the NHCC-UF a \$150 organizing assistance grant. Part of the money is to be used for the guild's special mailing permit.

* * * * *

NHCC-UF has formed a Committee on Political Education (COPE). The purpose of COPE is to raise money for political contributions to pro-faculty and pro-education candidates, to examine the political records of public officials and to question political candidates on their positions regarding education and consumer issues in order to make election endorsements. Union members and non-members are eligible and encouraged to contribute \$10 or more to the NHCC-UF COPE.

* * * * *

The NHCC Administration has decided that the NHCC United Faculty will not

be allowed to meet on campus, except before 8 a.m. or after 10 p.m. because NHCC-UF is "a different kind of faculty organization." Of course, not only can friendly organizations, like the "Faculty" Senate, meet on campus but the TJCTA can hold membership drives during faculty in-service and division meetings, and the college will use travel money to pay for faculty to attend the TJCTA convention.

* * * * *

The State Insurance Commission is investigating Texas Prepaid Health Plan to determine if it is in dangerous financial condition and whether it can meet its obligations to its members. Under state law, the Commission can suspend or revoke the certificate of TPHP to operate in the state, or they can stop the signing of new enrollees, reduce its liabilities or even put the HMO under the direct supervision of the Commission.

- *****
- * TUF GOALS FOR 1980-81 *
 - * 1. Collective bargaining for public employees in Texas. *
 - * 2. A statewide health insurance program for education workers. *
 - * 3. Funding for professional development. *
 - * 4. Increased decision-making for faculties at their colleges. *
 - * 5. An equitable and just compensation for faculty members. *
 - * 6. Funding for developmental leaves for faculty members. *
 - * 7. Maximum workloads of twelve semester-credit hours. *
 - * *
- *****

- *****
- *
*
* *NHCC-UF GOALS FOR 1980-81* *
*
* 1. A 25% raise for fulltime faculty. *
*
* 2. A 33% raise for secretaries and support personnel. *
*
* 3. A 33% raise for parttime faculty, plus job protection. *
*
* 4. 100% health coverage paid for by the school. *
*
* 5. The creation of a faculty lounge. *
*
* 6. The right of all faculty organizations to meet on campus. *
*
* 7. The establishment of the position of academic dean. *
*
* 8. Promotion of faculty interests to the Board of Trustees. *
*
* 9. The election of pro-education public officials. *
*

PLEASE RESPOND!

We urge you to compare TUF benefits with those of other faculty organizations. We are convinced that only the AFT provides the kind of benefits and support that college faculties need.

If you want more information or would like to join, simply fill out the information below and send it to an NHCC-UF member or mail it to:

NHCC-UF, P.O. Box 38893, Houston, Texas 77088.

I would like more information.

SIGN ME UP!

Name _____ Phone _____

Address _____