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WHY A UNION ?

One of the most persistent questions that we have been asked since the formation of TUF and the NHCC United Faculty is why do college teachers in Texas need a union? Many skeptics have asserted that a teachers' union will be harmful to the educational process and that it will destroy the "good" relationship and "collegiality" between faculty and administrators. It is our intent, in this article, to answer this question and to address these charges.

Colleges and universities have grown into large and powerful institutions, resulting in individual faculty members' faring poorly when they deal with administrators. It is increasingly unlikely that faculty members can achieve significant influence over decisions without forming a collective association. Most faculty members in Texas apparently recognize this need and have at least chosen to join faculty senates. The problem with these independent faculty groups is that they universally lack sufficient resources to employ professionals for budget analysis, grievance representation, lobbying, etc., and most decision makers respond only to political power, which is sorely lacking when we resort to an independent body. Affiliation,

on the other hand, gives us professional help, legal aid, lobbying power, and an effective voice in the election process.

We believe that the American Federation of Teachers is the only teacher organization powerful enough to represent faculties in Texas effectively. They have a large and capable staff, sufficient funds, and increased effectiveness and support due to their affiliation with the AFL-CIO. At the same time, each campus guild retains its autonomy with complete control over its decisions and policies.

There are those who contend that unions will destroy "collegiality" and threaten "shared authority." However, experience has shown that "collegiality" and "shared authority" are mere myths on most campuses. Higher education has evolved into a big business with the proliferation of administrative specialists who have assumed more authority over faculties. Often faculty members simply ratify administrative decrees and achieve "input," which means that we toil on various committees and forward recommendations which may or may not be listened to. "Collegiality" has become a process of sharing the workload but not the making of decisions. Faculties should be able to

participate in college governance in a meaningful way.

It is our contention that unions do not mean the creation of an adversary relationship, nor does it have to bring about bitter hostility. Furthermore, we are not engaged in a personal battle with administrators, nor are we out to "get" them or their jobs. Instead, a union will enable faculties to present forcefully their positions and it will require administrators to take faculty positions seriously in order that differences can be resolved on mutually acceptable terms. Anything less is unhealthy for an institution. Unionization, and eventually collective bargaining, means the reconciliation of existing differences, not the creation of new ones. It means that administrators will not be able to dictate changes in policy affecting em-

ployment without meaningful faculty involvement.

Many other professional groups recognize the need for a union. Most of the actors we watch in the movies or on television and the majority of the airline pilots who fly us around the country are members of a union affiliated with the AFL-CIO. The AFL-CIO also includes the American Newspaper Guild, nurses and health professionals, and after a recent charter, medical doctors. The lesson of the 1980 elections should not be lost on any of us, for it clearly demonstrated the need for big money and a large organization if one is to be successful in the political world. Undoubtedly, the AFT and unionization will not solve all of our problems, but they will make our aspirations more attainable.

Kevin Bailey

FACULTY SALARIES

The following figures combine salaries and fringe benefits for fulltime faculties of local junior colleges; the figures have been adjusted to nine months:

<u>College</u>	<u>1979-80 Average</u>	<u>College</u>	<u>1979-80 Average</u>
Lee College	\$22,800	San Jacinto	21,100
Alvin Community	22,000	Galveston College	20,600
Blinn College	21,300	Wharton Community	20,200
College of the Mainland	21,300	North Harris County	18,500

Prepared by the AFT Research Department with data from the National Center for Education Statistics. Published in Chronicle of Higher Education, August 25, 1980.

TUF/AFT NEWS

Last spring at a meeting at UH/CIC, Charles Burnside of TJCTA, concurring with representatives of TSTA and AAUP, said that none of their organizations could be of much help at the local level. So where does that leave us? With a choice between an organization that has not tried to represent faculty at the local level, and one that knows how to fight a grass roots battle at the local level--TUF!

The New York Times News Service recently reported the following statement by a leader of AAUP: "The question rationally is what the AAUP is to be. It can function effectively neither as a bargaining agent nor in its traditional role if it tries to do both. It has ended up doing neither effectively."

The Bureau of Labor Statistics reports that in the decade between 1966 and 1976 union membership in states like Texas, Arizona, New Mexico, Georgia and South Carolina grew at a rate much higher than in the traditionally strong labor states of the Northeast and Midwest. They reported that, during the same period, the AFT was the fastest growing union in the country.

The AFT's special organizing project in the South and Southwest has experienced enormous success in the last year. In addition to union victories in Albuquerque, Jefferson Parish,

Louisiana; and Oklahoma City, the 1979-80 year saw for the AFT the chartering of 21 new locals in this region. A significant breakthrough came with the establishment of the first AFT local in Arkansas, with the chartering of the Little Rock Federation of Teachers. Overall, AFT membership in this region grew by about 7,000 the past year, with especially good increases in Houston, Corpus Christi, Dallas, Atlanta, Jones County, Mississippi, and Jefferson County, Alabama. Of the 100 largest locals in the AFT, 11 are now in the South or Southwest.

The Texas Democratic Party Convention which met in Houston on September 25-26, adopted its platform, including a plank calling for collective bargaining rights for teachers in Texas.

Last month, Governor William Clements a millionaire, commented that teachers in Texas are more interested in pay than in quality education. Ron Wilcox, president of the Texas Federation of Teachers, responded by saying that pay raises guarantee better teaching. Wilcox continued; "Why shouldn't teachers be concerned about salaries? Better salaries buy better teachers and improve morale. Teachers need to eat, buy clothes, pay for housing and support families just as other workers do. The governor lives in a Neanderthal world in terms of education."

As members of AFT, we have often had our differences with the National Education Association (NEA). But even the AFT would not accuse the NEA of being a neo-Nazi group. However, Governor William Clements, last month, quoted from a speech by Ronald Reagan and said that the NEA "is seeking-- and I quote--'a national school system similar to the school system under Adolph Hitler.'"

Starting next month, AFT national representative Bob Jensen will be permanently assigned to TUF in Houston; he is to begin a major organizing effort and to assist local guilds.

So far this fall, the nationwide total of school strikes is 119, which includes one by the AAUP, 15 by the AFT and 103 by the "non-union, professional organization," the National Education Association (NEA).

The San Jacinto Guild sponsored a workshop on grievance procedures and legal defense, for TUF members, on November 12 in Pasadena. The workshop was addressed by AFT attorney George Kirk, who explained to faculty how to use the grievance procedures available and also informed those attending of the legal rights for teachers and union members.

NHCC / UF NEWS

The NHCC United Faculty officers report that there is a steady influx of new members into the local guild each month. It is especially gratifying to the officers to find some of these new members coming from areas of the college other than the academic divisions. Two segments of North Harris County College which up until October were without dues-paying members within their ranks are now represented in the union. The effectiveness of the NHCC United Faculty guild will depend upon widespread support from all parts of the campus, and this kind of support is beginning to develop. Due to the growth of the guild, the NHCC United

Faculty executive board has been expanded.

The NHCC Board of Trustees adopted a resolution last summer which ~~expressed~~ the desire for a "union-free" environment; this resolution was a direct wording from literature of the National Association of Manufacturers (NAM), a right-wing, extremist organization. Recently, NAM has stepped up its "union-free" environment campaign and has helped employers develop a series of anti-union tactics, including the establishment of hiring procedures designed to select people

unlikely to join unions. Jerome Rosow, writing on NAM's campaign, reports that the organization's ultimate purpose is to help employers "retain their unilateral power over the work force."

The NHCC United Faculty was forced to cancel an address by state representative Gene Green, set for December 11 on campus. President W. W. Thorne informed the guild that he would not allow the organization to sponsor the event, designed to inform faculty about education issues in the 1981 legislature. Although Mr. Thorne did indicate that another organization, like the Faculty Senate, would be allowed to sponsor such an event, it is apparent that the faculty guild will not be accorded the same rights to meet on campus as other organizations, nor will it be allowed to use campus facilities like any other community group.

Representatives of the student newspaper, The Paper, have informed the NHCC United Faculty guild that the administration has adopted a new policy governing advertisements in the paper. No "controversial" ads will be accepted. Of course, the term "controversial" will cover any advertisements that may be placed by the union.

President-elect Ronald Reagan is the first U.S. President to have served as a president of an AFL-CIO local--the Screen Actors' Guild. He remains a life-long member. If the AFL-CIO is good for Reagan, it has to be good for teachers!

The Executive Board wishes to express its appreciation to Arlene Schultz, Bob Locander and Gary Hall for the excellent work they have done in putting the newsletter together.

THE TOP BANANA

Dr. Thomas Spencer is at it again. The longtime president of San Jacinto College is accustomed to running the place pretty much as he pleases, banana republic style. Spencer has been the target of numerous lawsuits over the years, most filed by fired or demoted faculty members who have come to loggerheads with their boss for a variety of reasons: facial hair; union activism; "immorality"; and miscellaneous rocking of the college boat. One lawyer, Larry Watts, has done so nicely for himself representing these

plaintiffs--often successfully--that he has dubbed his office conference area "The Spencer Room" in honor of the man who made it possible. Now Leo Lambert, chairman of SJ's communications division, whose beef of Spencer involves alleged censorship of the college newspaper, asserts that Spencer told him to keep stories about faculty and administration out of the paper and that a story about a faculty union led to his demotion. Spencer was unavailable for comment. Lambert is taking his complaint to the ACLU.
From HOUSTON CITY MAGAZINE



Attorney Blasts Spencer, SJC

Patsy Goss, in 1972, was terminated because the college said a decrease in student enrollment meant a corresponding decrease in number of faculty. She was reinstated and eventually won a total of \$31,000.

Johnson, the sixth case from San Jacinto, has not yet been awarded a dollar amount — attorneys are negotiating the amount.

In Johnson's case, Watts said he filed the suit on four points of law.

The manner in which the demotion was carried out violated Johnson's procedural rights, he said, by not having a prior hearing.

He also said the demotion violated Johnston's 14th Amendment rights to substantive due process.

He also asserted that Johnson's First Amendment rights were violated when he was demoted because he refused to resign.

He also said that the alleged affair was a personal thing, and Johnson's rights to privacy in the Constitution protected him from governmental scrutiny of his private affairs.

Bue, although agreeing with the first three points, said the rights to privacy have not yet been judicially extended to include an act of adultery.

Watts said the court ruled, however, that Spencer "acted in wanton disregard of plaintiff's rights to a closed hearing."

From the Pasadena newspaper

"Dr. Tom Spencer has gotten away with violating the Constitution more than any person I've ever seen," commented the attorney for a San Jacinto College registrar recently awarded punitive damages in a suit against the college.

Attorney Larry Watts represented John R. Johnson, a registrar on the North Campus, after Johnson was demoted for having an affair with another faculty member.

Johnson charged that San Jacinto College, president Dr. Tom Spencer, and board members Dr. W.R. Davison, Charles Ray Ogden, W.L. "Levy" Smallwood and F.G. Anders violated his constitutional and procedural rights when he was demoted from registrar to teacher without a prior hearing.

Two board members were not named in the suit because they did not vote for Johnson's demotion, Wayne Slovacek and Dr. Nichols.

In US District Court, Judge Carl Bue ruled Johnson was entitled to back salary, attorney's fees and punitive

damages, but not reinstatement as registrar.

Watts said he has represented six suits against San Jacinto College, winning four, and settling out of court in one.

"Tom Spencer," he said, referring to the damages awarded in those cases, "has paid for me two Cadillacs, a Lincoln Continental, part of a building and legal fees."

The first case arose in 1969. Emmeline Lewis filed suit to avoid a transfer the college had ordered.

In 1969 Ann Zimmerer won \$23,000 after she was fired for disagreeing with Spencer's appointment of a teacher to the Psychology Department, which she headed.

Lecil H. Ander, represented by Watts in 1971, won \$21,000 after he was fired for growing a beard.

In 1972, Harold Blevins received \$45,000 in an out-of-court settlement with the college. Blevins was fired, Spencer said, because he failed too many students.

TUF BENEFITS AUTOMATICALLY INCLUDE THE FOLLOWING:

1. *\$500,000 professional liability insurance and \$500,000 malpractice insurance.*
2. *\$5,000 accidental death and dismemberment insurance.*
3. *Travel discounts on overseas flights.*
4. *Discount automobile rental through National Car Rental.*
5. *Discount at United Optical in Houston.*
6. *Subscription discounts for major magazines.*
7. *Union dues that are tax deductible.*
8. *Discounts on entertainment in Houston.*
9. *AFT publications.*
10. *Optional group disability insurance.*

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 _____

Division/Extension _____