



# The Advocate

## A New Beginning

The AFT congratulates Dr. Steve Head as the Board of Trustees' choice for the fourth chancellor of Lone Star College. We heartily welcome him to the position and look forward to working with him. We also commend the Board for making this most important choice. When the news was announced, we believed that Dr. Head would set a new tone across the college system, one that would be collegial, cooperative, and reasonable. Dr. Head did, in fact, begin to set that tone shortly after his selection was announced. Anyone who read the April/May and the special June 2014 editions of *The Advocate* knows that the previous administration went out of its way to attack AFT Lone Star. Threats of lawsuits over unfounded claims that we were collectively bargaining and attempting to "disrupt the work of the Board" by attending meetings were followed by one final volley. On June 9, Human Resources announced a plan that would eliminate payroll deduction for the AFT beginning July 1, 2014. Payroll deduction is an option that has been in place for a number of years. Deductions were to continue for United Way and the college foundation but would be eliminated for the AFT.

I contacted Dr. Head about the issue, and he worked skillfully to get an agreement for a moratorium on

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### Fall Celebration at Pappasito's Cantina

It's Friday,  
October 3rd,  
from  
4:00-7:00 pm!

Come take a break!  
Enjoy your union friends, relax, and sample Pappasito's legendary Tex-Mex. Food and a beverage will be provided. Bring your significant other. It is going to be *fun!*

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

### We're on the Web!

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

E-mail:



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

Join AFT Lone Star  
Call: 281-889-1009



major decisions until August 1, the day that he would assume the office of Chancellor. That moratorium included payroll deduction. Once he took office, payroll deduction was no longer an issue.

Dr. Head requested that John Burghduff and I meet him for lunch to discuss moving forward. We had a wide-ranging conversation, and, as expected, we share much common ground. We recognize that we will not always agree on issues, but we agree that we can disagree in a civil fashion. Dr. Head shares the AFT's commitment to the college, the students, and the employees.

The tone that Dr. Head set at the August 18 convocation was of momentous importance. In the presentation he stated, "[. . .] I feel a deep sense of responsibility to the community [. . .], the students, and I feel a really deep sense of responsibility to the employees to do the right thing." Of the employees, he noted, "You're the backbone of what we do [. . .]. One of my commitments to you is that we are going to have a close working relationship with the staff and the faculty. [. . .] Employees are our most valuable asset." He added that employees have told him "over and over" that they want to see "fairness, respect, and equity" valued throughout the system. One of his slides titled "Our Core Principles" emphasized that "Everyone—students, employees, and community—should be treated with dignity and respect," and he promised to "address employee issues in a fair and reasonable manner." The AFT was delighted to hear Dr. Head's commitment to these values, for they are values that the union has promoted for years.

We also agree on issues that need attention. He noted that he heard "loud and clear" from employees that the college needs "to review HR compensation issues again." He noted being aware that many employees felt that they had not been treated fairly on this issue. He also committed to looking into the issue of salary compression and the full-time/part-time ratios.

The actions and tone that the AFT has seen so far are a significant and most welcome change. There

is much work to be done, but we are comfortable that we now have the opportunity to work with the administration in an environment of collaboration, respect, and trust.

Alan Hall



## Statewide Elections Important to Education

With the new school year starting up, Texans are turning their attention towards the fall elections on November 4. At the state level, for the first time in many years, there are no incumbents running for governor and lieutenant governor, possibly making these races more competitive than we have seen in a long time. The AFT encourages all employees to research the candidates thoroughly and compare their records and platforms with their own values. Although not the only issue, certainly the future viability of the state depends on a well-educated public. Therefore we have paid especially close attention to any discussion of education issues by the candidates.

To assist Lone Star employees with understanding where the candidates stand on education, we provide this brief summary of some of their records and promises. Some candidates have been more explicit with their plans than others. More importantly, so you can hear directly from the candidates, we are passing on to you the websites the candidates have built explaining their education proposals.

Best of wishes to you all as you make these important decisions.



## Candidates for Governor

### **Wendy Davis (Democrat)**

Senator Davis drew national attention at the end of the 2011 legislative session for leading a filibuster that attempted to block \$5.4 billion in cuts to education. Ultimately the cuts passed resulting in massive teacher layoffs and cuts to vital programs. She worked to restore many of those cuts in the 2013 session.

As governor she promises to support school accountability measures developed at the local level that will reduce the state's reliance on high stakes standardized testing and focus more on "quality of learning." She also pledges greater oversight of the companies that oversee the state's standardized tests. To learn more about Wendy Davis's positions on education, please visit one or both of these sites:

Detailed Plans: <http://cdn.wendydavistexas.com/wp-content/uploads/2014/05/Great-Standards-Great-Texas-Final.pdf>

Summary: <http://cdn.wendydavistexas.com/wp-content/uploads/2014/05/Great-Standards-Great-Texas-summary-Final.pdf>

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### **Greg Abbott (Republican)**

Attorney General Abbott maintains a website in which he highlights what he believes are the 10 most pressing issues facing Texas. None of these issues involves education:

<http://www.gregabbott.com/issues/>

As State Attorney General, Abbott defended the State against lawsuits brought by independent school districts attempting to reclaim some of the budget cuts in 2011. He supports moving pre-kindergarten students out of the Head Start Program into local programs and providing additional professional development for teachers. These programs will have to prove effectiveness by means including the expansion of standardized testing to four-year-old students.

Additional information can be found at

<http://abbotttownhall.wpengine.netdna-cdn.com/wp-content/uploads/2014/03/EducatingTexansPreKThird.pdf>

## Candidates for Lieutenant Governor

### **Leticia van de Putte (Democrat)**

Senator van de Putte authored several bills in the 2011 and 2013 legislatures aimed at stopping bullying and giving school officials more authority to maintain discipline in schools. She supports full-time pre-kindergarten programs, opposed the spending cuts in 2011, worked to strengthen the teachers' pension fund, and has worked to reduce reliance on high stakes standardized testing.

For more information, visit:

<http://leticiavandeputte.com/texasfirst-education-2/>

In the first major higher education proposal of the state races, Senator van de Putte proposed a Texas Promise program, funded from the State Rainy Day Fund, to provide free community and/or technical college education for qualifying students coming directly out of high school. For information visit:

<http://www.houstonchronicle.com/news/politics/texas/article/Van-de-Putte-wants-Texas-Promise-of-free-5689834.php>

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### **Dan Patrick (Republican)**

Senator Patrick voted in favor of the \$5.4 billion cuts to education in 2011. He has worked extensively in the legislature to expand charter schools and has made that a key part of his agenda for this campaign. He also wants to expand the authority of the State Board of Education that has drawn national attention for its curriculum decisions regarding science and social science.

To learn more about Senator Patrick's positions on education, visit:

<http://www.danpatrick.org/education/>

For background information regarding controversies surrounding the Texas Board of Education, please visit:

<http://www.nytimes.com/2013/09/29/education/creativists-on-texas-panel-for-biology-textbooks.html?pagewanted=all&r=0> (an article about science curriculum debate) and

<http://www.pbs.org/wnet/need-to-know/culture/texas-school-board-approves-controversial-textbook-changes/954/> (an article about the social science curriculum debate).

John Burghduff

Professor of Mathematics, LSCS-CyFair  
(Research contributed by Blake Ellis)



**AFT Lone Star Endorses Candidates**

The 2014 Lone Star College Board of Trustee election will be held on Tuesday, November 4<sup>th</sup>.

Three board positions are on the ballot. AFT Lone Star College Executive Board has endorsed the following candidates.

- Position 3: Alton Smith
- Position 4: Art Murillo
- Position 9: Dom Bongiorno

Early voting by personal appearance begins October 20, 2014 and continues through October 31, 2014.

Check the Lone Star College website for early voting locations.

Usually *The Advocate's* first issue of the academic year comes out in mid-October. This year it's earlier—and therefore shorter—for several reasons. We were heartened by the Fall Convocation and wanted to mark this new beginning. Also, we need to highlight important upcoming dates. Come join us for our Fall Celebration on Oct.3<sup>rd</sup> – information on page 1. Please note as well the important union survey, page 5, with the deadline of October 15<sup>th</sup>.

Have a great semester! More soon.

Editor

Visit our Facebook page!

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



**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.**

**Letter to the Editor**

**Statement on Resolution Limiting Audience Speech to Agenda Items Only**

I will vote against this resolution, and want to tell you why.

Those of you who know me know that my protection of free speech is deep-seated.

I wish to clear up one misconception: to the charge that this Board resolution will not permit the Board to hear audience criticism, praise, recommendations of future agenda items, and additional knowledge, such is not the case. Anyone may continue to send any statement to the Board Liaison, Helen Clougherty, requesting that she forward that statement to all Board members, which she will do. Should anyone wish to convey a statement to the media, they may do so directly—as I have done many times in submitting op-eds to media editors. One of the chief reasons for this resolution has been character assassinations by some audience speakers, which the Open Meetings Act will not permit rebutted because the topic in question has not been posted on the public agenda in advance of the Board meeting. It is ironic that in this case the Open Meetings Act does not allow the Board free speech. It becomes a one-way street.

Still, I will vote against this resolution for two reasons: one, there is a loss of shared knowledge.

Administrative leaders in this room will not hear audience statements, and that is a loss of knowledge Two, my vote is a matter of a simple, but profound principle: The Board is a public body and I believe that the public should be able to say whatever they wish to the Board.

Free speech will be abused, but that's the price for it.

The resolution does not end free speech, but it curtails it.

Ron Trowbridge, Trustee

The resolution to limit speech was approved 5-2, with Kyle Scott joining Ron Trowbridge in opposing.



# Reclaiming our **College**

A union of professionals



## “Righting the Course with the Winds of Change”

Part of Reclaiming our College includes restoring the promise of dignity and respect to the workplace. AFT Lone Star is committed to making sure that policies, procedures, and practices are clear and consistent within each college and across the system. In this new era of change, we want to check with employees to see what is going well or not so well at your campus and across the system.

**Please take a moment to share your input on this issue.  
Go to:**

**[www.tinyurl.com/AFT-winds-of-change](http://www.tinyurl.com/AFT-winds-of-change)**

Deadline to complete survey 10/15/14

**Join us in our effort  
to reclaim our college.**

American Federation of Teachers– Lone Star College

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

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

281-889-1009

[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 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 \$10,000 term life insurance policy for first year of membership

### Monthly AFT Dues

Full-time Faculty	\$37.04
Full-time Professional Staff	\$28.60
Full-time Support Staff	\$25.48
Adjunct Faculty & Staff	\$13.28

### 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)



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

American Federation of Teachers  
Texas AFT  
AFL-CIO



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



<b>2014-2015 Monthly Membership Dues rates:</b>	
<i>Based on your position with the Lonestar College System, please select your appropriate dues rate.</i>	
<input type="checkbox"/>	Full-time Faculty \$37.04/mo. or \$444.48/yr.
<input type="checkbox"/>	Full-time Professional Staff \$28.60/mo. or \$343.20/yr.
<input type="checkbox"/>	Full-time Support Staff \$25.48/mo. or \$305.76/yr.
<input type="checkbox"/>	Adjunct Faculty \$13.28/mo. or \$159.36/yr.
<input type="checkbox"/>	Part-time Staff \$13.28/mo. or \$159.36/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"/> <b>Current member</b> <small>(Updating information and/or payment method)</small>		<input type="checkbox"/> <b>New Member</b>		
<b>Choose method of payment:</b>	<input type="checkbox"/> <b>Payroll Deduction</b> <small>(Complete the union dues agreement below)</small>		<input type="checkbox"/> <b>Cash/Check</b> <small>(Two 6 month payments payable to AFT-LSC)</small>		

### Union Dues Deduction Agreement

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

<b>Signature:</b> <small>(Print this form and sign here)</small>	<b>Date</b>	<input type="text"/>	<a href="#">Click here to print form</a>
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<i>For AFT-Lone Star College office use only. Do not write in this box.</i>	
Position verified: YES   NO <small>(Initials)</small> _____	NOTES: _____
Dues Class:   FTF   AF   FTFS   FTSS   PTS   C   _____	_____



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

We're on the Web!

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 **Pat Gray**, Editor via e-mail: patsy.gray@lonestar.edu, or submit to any of the following officers.

Alan Hall, President	North Harris	ACAD 217-G	281-618-5544
David Davis	North Harris	ACAD 264-G	281-618-5543
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
Kathy Hughes	Cy-Fair	FBC 218A	832-782-5063
Earl Brewer	Fairbanks	S - 13	832-782-5029



The promise of a community college is to draw people who live and work in our communities, educate and empower them to serve, and send them out to cultivate a just and vibrant society. **In order to reclaim this promise, AFT Lone Star College is committed to:**

- Restoring dignity and respect to the workplace
- Ensuring safe working and learning environments
- Promoting a culture of collaboration between faculty, staff and administration
- Putting the community back in the college to make sure the promise is kept

Join us in our effort to reclaim our college.