



The Advocate

Salary Compression

Over the last few weeks, Human Resources representatives and consultants have made presentations across LSC regarding the issue of salary compression. These sessions generated much discussion in the meetings and a great deal more discussion among faculty and staff afterwards. Many employees were unclear on exactly how adjustments for compression were made. As employees compared notes, there appeared to be situations that did not fit what was described in the meetings.

On Friday, February 12, John Burghduff, Professor of Math at LSC -CyFair and AFT Faculty Vice President for that campus, met with Mark Yuran, Associate Vice Chancellor of Human Resources, to discuss the college's approach to addressing the compression issue. John's reflections on that conversation follow..

—Alan Hall

1) We all have an intuitive notion of what salary compression is and how it developed at Lone Star College. As initial salary scales (for both faculty and staff new-hires) were adjusted upwards over the years, salaries for existing employees were not adjusted upwards by the same percentages. (The most recent adjustment in initial hire salary scales was made for employees hired on or after September 1, 2013. We know that salaries for existing employees were not proportionally adjusted at that time.) This phenomenon causes salaries for more recently-hired employees to rise closer to (and sometimes surpass) salaries of existing employees. So an employee with several years of service may be paid nearly the same as or even less than an employee with the same credentials hired more recently.

2) Although this works fine for a general understanding, it is tricky to define compression precisely enough to identify what specific salary differentials are the result of compression and which are the result of other

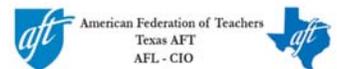
Inside this issue:

Salary Compression	1 - 4
Compression Appeal Deadline 3/11: How To Compose a Request for Data	4 - 6
Student Debt	6 - 7
Tales from the Unionside	7 - 8
Union Plus Highlights	9
AFT Benefits Application	10 11
AFT Officers	12

AFT - Lone Star College

AFT Local Union # 4518

Strong, Active, Vocal: A Union of Professionals



We're on theWeb!

www.aftlonestar.org

E-mail:

aftlonestar@yahoo.com

Join AFT Lone Star

Call: 281-889-1009





factors. There are significant differences in salary between individual employees who have been here a while but have similar credentials. There are known incidents in which new employees were offered salaries other than what was indicated by the salary scales. There are also cases of salary adjustments for employees moving to lower pay bands (for example, dean to faculty) which were not handled uniformly. And then there are discrepancies that can't be explained; the reason is not known.

3) Several problems with data have confounded the study of compression:

a) Salary data prior to 2011 is locked up in Colleague (our old data management system) and is not available for study. Limited data on individual employees is available through another tool, On-base: initial hire salary and date, position, title and current salary—not much to go on.

b) HR does not have good data about salary scale adjustments prior to 2013. Old salary scales and information about cost of living allowances (COLAs) over those prior years are all missing.

c) Information on “salary setting events” prior to 2011 is also not available. Salary setting events are those that would move an employee from one pay scale to another, such as a promotion or demotion or additional educational attainment.

4) The set of salary adjustments that have just been announced to employees does NOT attempt to address salary compressing factors prior to September 1, 2013. Nor does it attempt to trace current employees' salaries back to 2013, make an adjustment in salary proportional to the rise of the initial hire scale made at that time, or project that salary forward to reflect COLAs.

5) Rather, this process focuses on employees hired prior to September 1, 2013, whose salaries ended up at approximately the same level or lower than employees with similar credentials hired in the same bands since then. A statistician at CyFair suggests that a better description of this phenomenon would be “salary inversion.” Existing employees higher in the pay scale would have their salaries compressed as well, but H.R.'s process is designed to address only those employees whose salaries are actually

inverted. This is a limited scope, far more limited than many employees had hoped for.

6) The consulting company Lone Star hired, Paradox Compensation Advisors (Billie Day, CEO), proposed a methodology for addressing salary compression (or, at least, salary inversion) using “compa-ratios.” To calculate their compa-ratio, employees would need to know their salaries as they stood on September 1, 2015, and the employee salary bands to which they are assigned. An employee's compa-ratio is defined to be his or her salary divided by the midpoint of the salary band. (Those midpoints are available on the intranet under human resources.) Without getting too involved in detail, each employee hired before September 1, 2015, is assigned a “target compa-ratio” based on his or her pay band and initial hire year. (A formula is used to raise the compa-ratio relative to years working for the college.) Those target compa-ratios are calculated so that if the employee's salary is raised to that target compa-ratio, his or her salary will pull ahead of employees hired in that band since September 1, 2013. Thus, the salary inversion is eliminated. Employees whose compa-ratios are equal to or greater than their target compa-ratios get no adjustment in salary. For those employees who were below the target compa-ratios, the actual adjustment in salary can be calculated as follows:

$$\text{Salary adjustment} = (\text{midpoint of salary band}) \times (\text{target compa-ratio}) - \text{September 1, 2015, salary.}$$

7) The compa-ratio approach does NOT directly attempt to adjust salaries to apply the salary increases for new hires in 2013 to all employees. Rather, it seeks to adjust salaries within salary bands to keep employees hired before September 1, 2013, ahead of employees hired since. Because this is the approach, it is not surprising that employees higher up in the salary bands got no adjustment. In a sense, salary compression is passed higher up into the salary band. Since calculations are made against the actual salaries of newer employees within the salary bands, it is also not surprising that employees hired at the same time but in different bands could have significantly different adjustments (or, in fact, none at all). In summary then, rather



than addressing the cause of salary compression, compa-ratios give the college a tool to alleviate the effect of compression mainly for employees toward the bottom of their pay band.



8) In calculating target compa-ratios for each salary band, the consultants first identified a ratio that would put employees hired before September 1, 2013 at a higher salary than those hired since. Then, points were added (cumulatively) based on employees' initial year of full-time employment: before 2001, 2001-2005, 2006-2010, 2011, 2012-Aug. 31, 2013. Although these groupings differ in length, all employees in the band hired in a given grouping get the same increase in target compa-ratio. Thus, an employee hired in 2000 and an employee in the same band hired in 1973 would have the same target compa-ratio. Therefore, the process tends to progressively underreport salary compression over increasing time worked in the college. The choice of number of points added to the compa-ratio in the various hiring groups was recommended by Paradox and approved by Dr. Head. Those numbers are instructed by changes in the cost of living during those ranges of years but are, ultimately, arbitrary.

9) The compa-ratio approach keeps the college within budget constraints. The total of all salary adjustments across the system is \$625,900. With corresponding increases in benefits, the total cost will be in the neighborhood of a million dollars. Before the consultants were brought on board, the expectation was that the cost would be about twice that much. A mechanism that sought to identify and address compression for a larger portion of the employee base would undoubtedly cost significantly more.

10) Employees hired after Sept. 1, 2013, were not considered for salary adjustments due to compression. However, they were checked to make sure their initial hire salaries correctly reflected the 2013 initial hiring scale. Some salaries were wrong, so those salaries were adjusted to correct that error.

11) Based on the compression forums and our personal conversation, I asked Mr. Yuran if the following summary statement accurately reflected where Lone Star stood on salary compression; he agreed that it did.

Summary:

Basically stated, because of various constraints, we are not so much undoing the problem of salary compression as we are adopting an approach to relieve the effect as much as possible (within budget realities) for existing employees closest in salary to new hires. Furthermore, the college intends to be more careful in avoiding compression going forward.

Based on what I have learned, here are a few personal thoughts I have:

A) Dr. Head and the Board of Trustees were under no obligation to revisit the compressive effect of changes made in the initial hire salary scales by previous administrations. That they have felt an ethical imperative to do so should be commended. Mr. Yuran and our Human Resources Department have had to try to unravel a problem obscured by lost and missing data and processes that were not uniformly applied in the past. They should be recognized for trying to come up with an equitable solution in the face of these obstacles.

B) At least some employees expected salaries to be adjusted proportionally to increases in the new initial hire scale of 2013 and previous similar adjustments. What Paradox and the administration have adopted is a far more modest adjustment targeting a limited number of employees. Budget constraints and problems with data at least partially drive this decision. I think if the college had been more transparent about the scope of the project and why that scope was limited as the process evolved, there would have been much less confusion.



C) Early on, two committees of employees were formed to look at salary compression (one for staff, one for faculty). After these committees had done some initial work, the task was referred to Paradox. If these committees had been allowed to serve as advisory boards throughout Paradox's process, they may have been able to provide some institutional memory to fill in some of the data gaps. They undoubtedly would have also served as advocates for employee interests. The result might have been more comprehensive, and the process would have been more transparent.

D) The college could have explained to employees who received adjustments how they were calculated rather than just telling them the dollar amount. Even now, if a full explanation, including a chart with all the target compa-ratios for all the pay bands, were posted online, it would help employees feel that the process was transparent and, if not completely comprehensive, at least the best the college could afford.

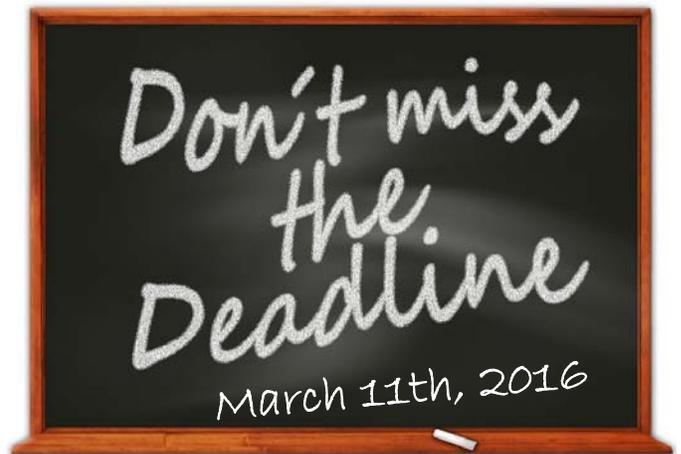
E) The larger issue of salary compression in general is still open. Inconsistencies and inequities still exist. An open dialog with employees will be necessary to fully grasp the intricacies of the problem. Data that predate the changeover of our data management system in 2011 will have to be found and analyzed. Hard decisions will have to be made about the degree to which we can actually solve the problem under the constraints of equity and budget realities. Although we can undoubtedly do more, we will all have to come to grips with the reality that no solution will be perfect.

F) This salary compression adjustment does not touch on the classification problems caused by Evergreen Solutions or other compensation problems. However, I am hopeful that there will be ongoing work to make sure that employees are equitably compensated for the work they do. Employees want that and, actually, I believe that our administration and board do, too. If we are all part of the process, we can make it happen.

John Burghduff
Professor of Math, LSC-CyFair

Compression Appeal Deadline 3/11

Many employees do not have a clear idea about how the college dealt with compression and how decisions were made. Some employees who expected an adjustment did not receive one, and some who did receive an adjustment could not see the logic of the adjustment they received versus the adjustment a colleague received.



Human Resources has set a deadline of March 11, 2016, for creating an HR ticket and filing an appeal regarding this issue. John Burghduff created a letter that we sent to all AFT members that focuses on concerns that have been raised and provides a detailed list of steps for filing an HR ticket and the specific items that need to be requested to help employees understand how they were affected by the decisions that were made. This issue is important to many college employees, so AFT is sharing this information in the letter below with all employees.

—Alan Hall

Dear AFT members:

This letter is for full-time employees—faculty and staff.

We know that many of you have questions about how Human Resources decided whether or not to



give you a salary increase to alleviate the effects of salary compression. This is a complex issue and you will be hearing more about it in the next issue of *The Advocate*. The AFT firmly believes that you have a right to see the data that was used to calculate your specific adjustment (or to rule that you wouldn't get an adjustment.) If you are concerned, we encourage you to ask for that data. If you were able to attend one of the Compression Forums, you know that the method used to calculate adjustments is very complex. To get the information you need, therefore, it is important that your question be worded very precisely and carefully.

We have crafted a generic request that can be cut and pasted into a message—if you want to do so—which we believe would get the maximum information. Feel free to copy the message below verbatim if you like. Feel free to add any additional concerns you have as well. This message will work for faculty or staff. Line 2b), however, should only be used by faculty because it references criteria that are only used for faculty. Of course, you have every right to express your concerns in any way you feel is best.

We realize that some of the terminology may be unfamiliar to you. AFT-Lone Star will be providing additional information to help you interpret this data. If you need assistance in filing your request, feel free to contact a union representative on your campus.

NOTE: We know that compression is a concern to ALL Lone Star employees—not just union members. Feel free to pass this email on to your colleagues for them to use as well.

NOTE: Although this request is for data only, once you have the data you may feel you need to appeal the decision that was made. If so, **please note that ALL appeals regarding compression MUST be filed by March 11. HR will NOT accept late submissions.**

To pose a request for data, you have to file what HR calls a "ticket." Here is how you do that:

1) Log into MyLoneStar.

- 2) Near the upper right hand corner, look for and click the button that says "Tech Help."
- 3) Then click on the phrase "Service Center."
- 4) Near the middle of the page that opens, look for the category "HR Services."
- 5) Directly under those words, select the phrase "Ask a question or submit a request to the Office of Human Resources."
- 6) When that window opens, select "Salary Compression Review Request." This will open a ticket request form with your name on it.
- 7) Fill in all the general information that is requested. (Some information may auto-populate.)
- 8) Look for the box that says "Please tell us why you believe your salary should be reviewed once more." In that box, type a message of your choice or cut and past the following generic request:

Dear Human Resources Representative:

I appreciate all the work your office has done to examine the issue of salary compression for Lone Star employees. It is important to me that I thoroughly understand the decision that was made in my specific case. Therefore, I would respectfully like to request the following information:

- 1) my annual salary as of September 1, 2015,
- 2) the name of and pay range for my job classification,
- 2b) [This line is for faculty only.] my faculty classification (education level), contract term (9, 10.5, 12 month), and initial hiring step,
- 3) my personal compa-ratio,
- 4) the year of my initial full time employment,
- 5) the target compa-ratio for my job classification and year of initial employment,
- 6) the formula whereby my specific target compa-ratio was calculated, and
- 7) the adjustment in my salary (if any) based on this compa-ratio.

This information will be helpful to me. Thank you for your assistance.

[Name of employee]
[Employee number]



Once you receive your results, the AFT can provide information to help you interpret them. Also, we are interested in tracking the data for trends. If you would be willing to do so, please share the response you get with us at:

aftlonestar@yahoo.com

Of course, this is optional. Your identity will be kept strictly confidential. We in the AFT believe that knowledge is empowering and we encourage you to exercise your rights to get that knowledge.

John Burghduff
Professor of Math, LSC-CyFair

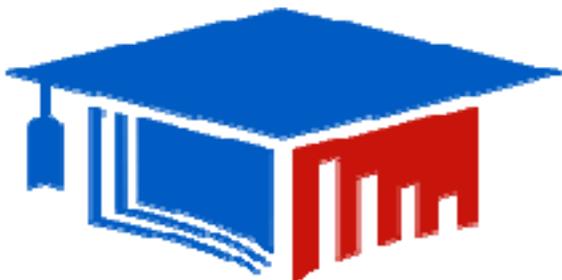
If you feel you were overlooked or that the adjustment given was inappropriate, appeal.

To write an appeal arguing that your salary should be changed (deadline 3/11), follow the same 8 steps, but on step 8, in the box that says "Please tell us why you believe your salary should be reviewed once more," indicate your dissatisfaction with the lack of adjustment or amount of adjustment and that you are appealing.

—Alan Hall

Student Debt

Although student debt is a longstanding problem, far too little has been done about it. Lately, attention paid to this topic has been intensifying from college campuses to Washington, D.C. At the February 16, 2016, Board of Trustees meeting, John Burghduff announced that AFT-Lone Star College is joining a new campaign focused on student debt. We will be partnering with the national American Federation of Teachers, Jobs for Justice, the US Student Association, the Student Labor Action Project, and the Highlander Research and Education Center to address the issue of student debt for everyone in the Lone Star family.



**HIGHER ED
NOT DEBT**

In his presentation, John pointed out the magnitude of the problem:

Currently, 43 million Americans are struggling to pay off debts they have incurred to pay for college educations. One in five of those Americans is in default, meaning that they have been unable to make a payment on their student loans for over a year. Student debt is increasing at a record pace and has passed the \$1 trillion dollar mark nationwide. When a problem is that far reaching, we have to conclude that there is something very wrong with the system that caused it.

This problem affects many Lone Star College employees who are struggling to pay off student loans taken out to help pay for undergraduate and graduate degrees. Moreover, many of the students attending classes all across LSC are accruing debt this very moment.

AFT-Lone Star is joining the Debt-Free Future campaign. It assists students by providing information about debt relief and flexible repayment options and by providing information about existing programs that are designed to help employees in public services. Our strategy is two-pronged.

First, we will work with Lone Star employees by hosting training on debt relief programs and debt-relief options. Second, we plan to offer workshops to LSC students to introduce them to means by which they may reduce their debt. On a larger stage, we plan to join our partners in advocating for the expansion of such programs and in urging the Department of Education to promote them.

AFT-Lone Star College is excited about the opportunity to work with our partners in Debt-Free Fu-



ture. We know that student debt is a topic of importance to Chancellor Steve Head, and we would welcome the opportunity to partner with the Lone Star College Board and administration to pursue this important goal.

Watch for announcements on student debt in *The Advocate* and other means of communication in the next several months. To learn more about this topic, please visit www.forgivemystudentdebt.org.

—Alan Hall

Tales from the Unionside

If Every Student Succeeds, the new education program President Barack Obama signed into law in December, turns out like No Child Left Behind and Race to the Top, then it may be time to close the book on public education in America. With the usual Washington bells and whistles, the President and Congress punted another unsolved policy problem back to the states in the hope that the failures of Presidents George W. Bush and Obama in public education would be swept into unread history texts.

What Bush and Obama tried to do with education was the nationalization of K-12 schooling and the use of a business model of bottom-line test results to bring about an American miracle in education. After a dozen years, the results are in, and people need to keep praying for the miracle that never happened. The Bush-Obama efforts saw most children left behind along with the majority of schools never getting out of the starting blocks.

For many in education without a financial or political stake in defending NCLB or Race, it became apparent that these dogs could not hunt. Just as the Iraq war defenders knew that this war was a lost

cause before the public statements of defeat, the Bush and Obama spin doctors continued to lie with statistics to defend their administrations' records. When challenged about the shortcomings of their educational plans, it became convenient for both White Houses to place the blame on teachers and administrators.

While Washington Republicans and Wall Street Democrats attributed low student test scores on teacher unions and school bureaucracies, most non-partisan policy experts knew how overly simplistic and wrong this was, but they chose to remain silent for a time. The silence was broken by New York University Education Research Professor Diane Ravitch, an early supporter of the Bush-Obama business method. Ravitch's argument was that the business model was undermining the true value of public education by sacrificing content, curiosity, creativity, citizenship, and community in pursuit of the almighty test score. As the NYU professor came to see the light and the error of her ways, even Secretary of Education Arne Duncan, the king of tests, would concede in his 2015 farewell to Washington speech that "We have not gotten as far as I or anyone hoped." What an understatement!

Turning a local school into a Fortune 500 company, where the bottom line of test results equates with the quarterly profits statement, shows both equal doses of arrogance and ignorance.

Where did the Bush and Obama administrations go wrong? For most of us on the classroom floor, the application of the business model to education showed how little the Bushes and Obamas know about public school teaching. Turning a local school into a Fortune

500 company, where the bottom line of test results equates with the quarterly profits statement, shows both equal doses of arrogance and ignorance. What Bush and Obama accomplished was to bring the most corrosive effects of the worlds of business and politics into the field of public education.

How did corporate and government leaders corrupt education in America? The first step was to initiate a propaganda campaign against public schooling



with a one-sided film, *Waiting for Superman*, and the mainstream media lionizing of DC Superintendent of Schools Michelle Rhea as an educational savior. The education problem, as underscored by *Superman* and Rhea, rested with teachers and their unions caring only about money and power, was able to convince many parents that “greedy” teachers were the reason Johnny could not read, write, or reason at grade level. To this professor, it is clear that the mistakes of the last dozen years stem from unrealistic expectations, the failure to appreciate the complexity of education, and the fact that some students will fail through no fault of a teacher or a school. To commercialize and to politicize public education by using data-driven measures and complex growth statistics to evaluate students, teachers, and administrators has been counterproductive to the joy of learning and the acquisition of knowledge.

It is a tragedy to see the unanticipated negative consequences of what NCLB and Race have brought: teaching to the test, kill and drill classroom instruction, major cheating scandals, psychological stress on students, low morale among school teachers and staff members, and principals fearing for their administrative lives. What should be a nurturing educational environment has been turned into the wasteland of Wall Street and Washington where the blame for not delivering the economic and political goods is assigned to convenient scapegoats. For Wall Street, the bogeyman is government; for Washington, the devil is either the Democrat Obama or the Republican Congress, depending on whether you are red or blue. The blame for student failure in schools, according to Wall Street and Washington, rests with today’s teachers who cannot teach and have no desire to embrace the misguided reforms.

How often have we heard the Arne Duncans of the world talk about how every student deserves to have a great teacher in his classroom? This myth



of the “great” teacher needs to be exploded. Great teachers are a once or twice in a lifetime experience for most of us. This political pitch to parents needs to be thrown out as the rightful expectation for parents should be that their children will be taught by a caring, competent educational professional and not some fictional Mr. Chips.

After fifteen years of underwhelming educational results as underscored by The Three Stooges act of billionaire Mark Zuckerberg, Governor Chris Christie, and Senator Cory Booker with Newark, New Jersey schools, the time may be right to distinguish the forest from the trees. Today, the education focus should be on pre-school preparation as the new frontier. Pre-school education is important for all kids, but especially for those coming from low-income environments. Education, according to Rice University Professor Stephen Klineberg, needs to begin at age three. It is Professor Klineberg’s position that children entering kindergarten should be ready to read and that kids not reading at grade level by third grade are less likely to succeed in school.

The public education system needs to be rebooted to an ethos of cooperation, not competition. It should be the “we” and not the “me.” Public education is the collective effort of students, parents, teachers, administrators, and the public working as allies and not as adversaries. The destructive capitalist model pushed by business reformers, with its main emphasis on teacher bonus-pay for high test scores, the firing of educational employees over student performances, and the threat of closing neighborhood schools, has been an affront to all in education where the atmosphere should be more Venus than Mars. Now is the time for teachers to stand together for students and community against the economic and political forces in Washington and Austin who have blind educational eyes.

Bob Locander
Professor of Political Science, LSC-North Harris

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



AFT Members are SAVING an average of \$556* when SWITCHING to MetLife Auto & Home®!



Switch and Save today! As a member of the AFT, you get competitive rates on auto insurance with MetLife Auto & Home.

Call 877-AFT-9638 (877-238-9638) for your free quotes and find out how you can receive:

- **More money in your pocket**, when you save with group discounts just for being a member of the AFT
- **Valuable policies for all of your needs:** auto, boat, personal excess liability, and more
- **Simple, hassle-free payment options**, including automatic bank account deduction

Call 877-AFT-9638 (877-238-9638) today!
Visit www.metlife.com/aft

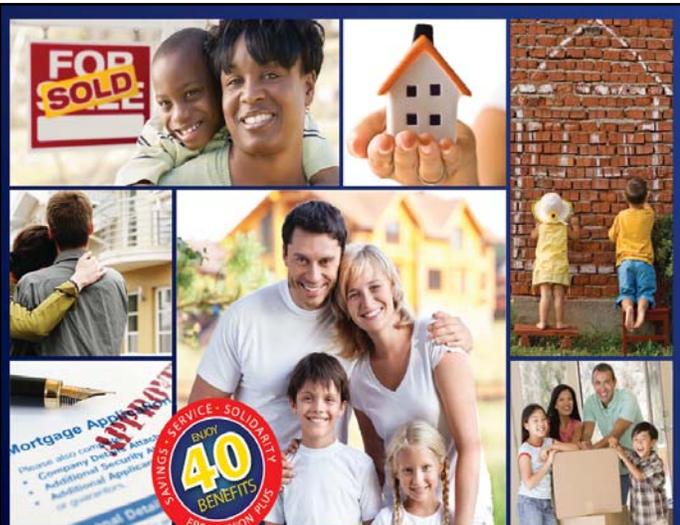


AFT PLUS Benefits Can Save You Money!



AFT PLUS Benefits can save you money! Our members enjoy discounts on goods and services such as insurance plans for home and auto, supplemental healthcare, travel, entertainment, shopping and more!

www.unionplus.org



READY TO BUY OR REFI?

EXCLUSIVE benefits available with AFT Union Plus® Mortgage.

Whether you're looking to buy your first home, your next home, or refinance your current one — we're committed to helping you achieve your homeownership goals and stay comfortably in your home for years to come.

KNOWLEDGEABLE HELP
Our professionals can help you determine your price range and provide the financing options that meet your needs.

UNION PLUS FIRST-TIME HOME AWARD
Active or retired union members may apply for our \$500 Union Plus First-Time Home Award.

\$500 MY MORTGAGE GIFT™ AWARD
Receive a \$500 My Mortgage Gift™ Award from Wells Fargo Home Mortgage with every purchase or refinance.

UNIQUE HARDSHIP ASSISTANCE
Union Plus provides interest-free loans to help you make mortgage payments if you become unemployed, disabled, locked out or on strike.

UnionPlus.org/AFTmortgage
or call **1-800-848-6466**



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.



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	\$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



www.texasaft.org

American Federation of Teachers
Texas AFT
AFL-CIO



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**

- 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



2015-2016 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.

First Name:	<input type="text"/>	Middle Initial:	<input type="text"/>	Last Name:	<input type="text"/>
Home Address:	<input type="text"/>				
City:	<input type="text"/>	State:	<input type="text"/>	Zip code:	<input type="text"/>
Home Phone:	<input type="text"/>	Email Address:	<input type="text"/>		
Employee ID #:	<input type="text"/>	Campus:	<input type="text"/>		
Position:	<input type="text"/>	Room #:	<input type="text"/>	Referred by:	<input type="text"/>
I am paid:	<input type="checkbox"/> Bi-weekly <input type="checkbox"/> Semi-monthly		Paid over: <input type="checkbox"/> 9 months <input type="checkbox"/> 9.5 months <input type="checkbox"/> 12 months		
Are you a current or new member?	<input type="checkbox"/> Current member <i>(Updating information and/or payment method)</i>		<input type="checkbox"/> New Member		
Choose method of payment:	<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	FTPS	FTSS PTS C _____



The Advocate

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, or submit to any of the following officers.



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

We're on the Web!
www.aftlonestar.org



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 101C	281-290-3265
Kathy Hughes	Fairbanks	FBC 218A	832-782-5063
Earl Brewer	Fairbanks	S - 13	832-782-5029

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