

Eyes On the Board

Eyes on the Board (EOB) is concerned about the latest propaganda emanating from the 5th floor on Middle Fiskville Road. It seems that the rhetoric has been heightened to the level of untruth. The latest memorandum dated March 4, concerning Board Policy, F-10 Employee Compensation was clearly designed as a justification for its pernicious recommendations on changing employee compensation methodology.

In the memorandum^[i], the administration summarizes changes to Board Policy F-10 that were approved for non-faculty and the full-time faculty that were approved by the Board of Trustees (BOT) at its March 1st meeting. EOB is dismayed that the BOT sided with the administration (7-1 with Trustee Mahoney dissenting.)

As is frequently the case EOB has found significant factual errors. As stated, "In the past budget cycle[s], market adjustments were made for all employee groups with the administrators being the last group to reach market competitive salaries. If EOB memory is correct, the ACC Police Officers were the last group to reach market competitive salaries.^[ii] This mid-year compensation adjustment

had to be specifically approved by the BOT due to (then) Board Policy F-10. Section 7 states,;

"[7] Compensation rates and proposed changes in them are to be publicly announced and shall normally be implemented as part of the budget process. Compensation changes at other times shall be made only in cases of documented urgent need approved by the President, after informing the employee associations and considering their comments."

According to a formal EOB poll, no ACC employee Association President was contacted prior to this agenda item being presented to the Board. This being a direct violation of said Board Policy. EOB fully supports ACC Campus Police being fairly compensated, however Board Policy should be more fully valued within the ranks of the administration. EOB is concerned with the administration's continued proclivity to pick and choose which Board policies it intends to follow and that employee associations' comments are not deemed worthy of consideration.

EOB also notes that section [7] has been conveniently deleted in the administration's newly revised F-10 Policy.^[iii] Obviously section [7] was antiquated and didn't need to be followed because it fettered the administration's efforts to "simplify methodology." EOB cont on back

NEWS & NOTES:

F-10 Vote on March 1—The Board members listened to your concerns and did not approve changes to F-10 regarding Adjunct Faculty compensation. ACCAFT worked hard to make sure these changes did not take effect. ACC had argued that Adjunct Faculty salaries were approximately 25-120% too high according to a new salary survey method. The Board told the Administration to bring them a new plan. Again, thanks to the employees that voiced their concerns via email to the Board and at the meeting during Citizens' Communications. Stay on your toes for the meeting on April 5 as the Administration may present an alternative plan. At this point, it is not known what the new proposal will entail.

Budget news—The City of Austin had expected property values to drop 3.2% for 2010, however, more recent calculations done by the City of Austin shows that they believe valuations will increase by 4.9% (<http://www.ci.austin.tx.us/budget/09-10/downloads/Exe%20Final%20Draft.pdf>). ACC's projected budget for next year has employee's receiving no raises due to a projected drop in revenues of about \$9 million while ACC's enrollment has increased significantly. ACC/AFT believes that the budget crunch will not be very serious and that employees need to be given NEWS cont on back

Why Join ACC/AFT?

- Our grievance committee has successfully defended many union members, including reinstating fired employees who received all back pay (plus we get paychecks corrected, licenses back, fight racism and sexism, and MUCH more). Employees must join ACCAFT before their situation arises so they have access to the Legal defense Fund and our attorney. The employee associations do not provide this function.
- Worried about a student suing you? ACCAFT membership includes an \$8,000,000 Occupational Liability policy (higher than any other association).
- We lobbied the Legislature to pass a bill that allows Adjunct Faculty who teach 15 LEH per year to join the TRS pension plan. Prior to this, the most-used Adjuncts had no choice but to invest in the ACC Money Purchase Plan.
- We were at the forefront in pushing the College to fund Environmental Health & Safety. Many changes have been made that benefit employee & student health

since the Union began pressing these issues.

- We organize the fight for SS Fairness. Some employees cannot retire b/c they are invested in TRS & SS. AFT, TexasAFT, and ACCAFT are trying to get the laws changed in Washington.
- We successfully lobbied the ACC Board to keep the "living wage" as Board policy, plus each year we support the set-aside that keeps 4% of the budget for employee raises.
- We are the only organization that represents all non-administrative employees: we represent Full-Time Faculty, Adjunct Faculty, Classified staff, Professional-Technical staff & Hourly paid employees.
- We established an emergency fund for ACC Union members. Also, Union members can purchase disability insurance and several other forms of insurance at www.aftplus.org.
- We supported the Bond election in 2003 that enabled ACC to be on par with other CCs in the State, plus we have supported each ex-

pansion of the district. Our members were on the ground walking door-to-door, pounding signs into the ground, and working the polls.

- We interview & endorse candidates for the ACC Board of Trustees. The employee associations are not allowed to provide this function. We have influenced the direction of the Board to be more concerned with employee issues.
- You will receive "On Campus", the AFT Higher Education magazine, plus the AFL-CIO newsletter and "American Educator" from AFT.
- New AFT members receive \$10,000 of Life Insurance free for a year.
- All members receive \$10,000 of AD&D Insurance.
- Our dues are lower than most Unions in the country.
- New members receive three months free membership!!!

fair cost of living increases and need to be brought to market with adjustments using fair calculations.

Board Meetings—The ACC Board meets on Mondays once a month at 6 PM in HBC 201 (next few: April 5, May 3, June 7, July 5, Aug. 2). You can sign up to speak for three minutes at the beginning of the meeting. Make your voice heard! You must arrive before 6 PM to sign up. Comments have been made by the Administration and some Board members that the Association Presidents and ACCAFT do not speak for everyone. Please let them know how you feel.

Board Election—The ACC Board of Trustee Election is on Saturday, May 8. Places 5 & 6 are being contested. Early voting is from April 26 to May 4. The last day to register to vote in this election is April 8. The ACCAFT Committee on Political Education will list its endorse-

ments around April 1 at www.accaft.org.

Health Insurance Costs Rise—Adjunct Faculty who pay for their own health insurance through ACC (Health Select Family) saw an increase of \$23.86/month which is \$286.32/year. The 2% pay increase this year was generally offset by the increased premiums: 2008 HealthSelect Family = \$343.98; 2009 Health-Select Family = \$367.84. ACCAFT opposes increases to health insurance premiums.

Some Adjunct Faculty can join the TRS Pension Plan—Adjunct Faculty who teach 7.5 LEH in both a fall & spring semester can join the TRS pension plan. ACCAFT lobbied the Texas Legislature to make this possible. Prior to this, the most-used Adjuncts had no choice but to invest in the ACC Money Purchase Plan. Also, you can take money from your ACCMPP to buy back TRS years. Details are here: <http://www.austincc.edu/afa/benefits.php>

Some Adjunct Faculty can purchase health insurance through ACC—Having trouble finding health insurance? Do you have a pre-existing condition? You might qualify to purchase health insurance through the College. ACCAFT lobbied the Texas Legislature to get a law changed to make this possible. Details are here: <http://www.austincc.edu/hr/benefits/gbp.php>

EOB cont from front

- ^[i] See <http://www.austincc.edu/pres/communications/BoardPolicyF-10FTFaculty3-4-10.pdf> for the full text from the Office of the President/CEO.
- ^[ii] See BOT meeting December 1, 2008 Agenda Item 8532 Market Compensation Adjustment for ACC Campus Police <http://www.austincc.edu/board/agendas/2008/8532.pdf>
- ^[iii] See the original policy showing what was added, changed, or deleted <http://www.austincc.edu/hr/compensation/documents/BoardPolicyF-10EmployeeCompensation.pdf>

.....
ACC/AFT Local 6249 MEMBERSHIP APPLICATION

Austin Community College AFT
 Affiliated with the Texas AFT, A.F.T., AFL-CIO
 3000 South I.H. 35, Suite 175, Austin, Texas, 78704, Phone 448-0130, Fax 448-0678

NAME	E-MAIL	ACC CAMPUS:
HOME ADDRESS	CITY	ZIP CODE
HOME PHONE	WORK PHONE	CELL PHONE

ACC Position (check one):
 Full-Time Faculty Adjunct Faculty Professional/Technical Classified Hourly

The ACC/AFT dues are based upon classes of membership defined in the national AFT constitution and by-laws. The dues levels are based upon your estimated current annual calendar year income. Please check your income category below and note the **monthly dues** amount associated with it.

- | | | |
|--|--|---|
| <input type="checkbox"/> Less than \$10,000 annual income
\$18.83 monthly | <input type="checkbox"/> Less than \$20,000 annual income
\$23.71 monthly | <input type="checkbox"/> \$20,000 or more annual income
\$34.75 monthly (\$29.88 if Classified or Prof-Tech) |
|--|--|---|

Fill out the form below for dues payable through payroll deduction or send annual dues check payable to "ACC/AFT". Send this form to ACC/AFT, 3000 S. IH 35, Suite 175, Austin, TX 78704. Authorization for payroll deduction ACC/AFT dues

NAME: (LAST, FIRST)	SOCIAL SECURITY NUMBER	
<input type="checkbox"/> \$18.83 (under \$10,000 at 12 months)	<input type="checkbox"/> \$23.71 (under \$20,000 at 12 months)	<input type="checkbox"/> \$34.75 (\$20,000 or more at 12 months)
<input type="checkbox"/> \$25.11 (under \$10,000 at 9 months)	<input type="checkbox"/> \$31.61 (under \$20,000 at 9 months)	<input type="checkbox"/> \$46.33 (\$20,000 or more at 9 months)
<input type="checkbox"/> Classified or Prof-Tech \$29.88 (\$20,000 or more at 12 months)		<input type="checkbox"/> Classified or Prof-Tech \$39.84 (\$20,000 or more at 9 months)

I voluntarily authorize and request that my monthly membership dues and fees be deducted from my payroll checks by Austin Community College and remitted to the organization indicated above. I further authorize my membership in the organization to be considered continuing for this and future years until written notification or dissolution of this agreement is given by me. I further authorize that any increase in these dues and fees be automatically applied to my monthly payroll deduction. I understand these increases will be communicated to the ACC payroll office in writing by the organization's authorized representative.

NEW MEMBER'S SIGNATURE	DATE
------------------------	------

Note: Dues and payroll deduction amounts reflect a \$1.00 per month contribution to the ACC/AFT Committee On Political Education (COPE).

You may decline to contribute to the ACC/AFT Committee on Political Education (COPE) by initialing here. _____

This material is not intended to solicit members of the National Education Association or any of its affiliates. Send form to "AFT" at RGC.