



A Union of Professionals

**We care.
We fight.
We show up.
We vote.**

STATE OF THE UNION 2018–2020



Randi Weingarten
PRESIDENT



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OUR MISSION

The **American Federation of Teachers** is a union of professionals that champions fairness; democracy; economic opportunity; and high-quality public education, healthcare and public services for our students, their families and our communities. We are committed to advancing these principles through community engagement, organizing, collective bargaining and political activism, and especially through the work our members do.

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We Care, We Fight, We Show Up— and We Vote

Through Activism and Elections, We Create a Better America

We are facing three crises in America—a health crisis, an economic crisis and an overdue reckoning with a history of racial and social injustice—all made worse because of Donald Trump.

In the midst of the COVID-19 pandemic laying bare our society's devastating inequities, division is rising in the United States—emboldened by President Trump. Nearly six years after the death of Eric Garner, how many more George Floyds will die at the hands of authorities after crying out, “I can’t breathe”? Rather than listening to the mostly peaceful protests in the wake of vigilantes and authorities senselessly killing African Americans who were jogging, sleeping or driving, the president doubled down on his divisive, hateful message. Shortly after Trump pledged to “dominate the streets” and threatened to “deploy the United States military,” he walked to a photo op at St. John’s Church—with officers in riot gear using tear gas and flash grenades to drive away peaceful protestors.

There is no precedent for this trio of crises, or for a U.S. president who stokes them. Throughout all of this, AFT members have devoted themselves to caring for, protecting, feeding and educating Americans during this pandemic. Our nurses, physicians, respiratory therapists and other healthcare members have been treating patients with COVID-19. Our public employees have been protecting our communities; our education support personnel, food service staff and bus drivers have been feeding whole families. And our educators, in

schools, colleges and universities, have been engaging students and their families in this scary and unprecedented time. In a moment of despair, you give me hope.

These are moments that unions are built for: To confront crises and to fight for fairness and freedom. To challenge racism and erect the ladder of opportunity and justice. And with about three-quarters of members giving the AFT and their local union high marks, I know that we have the energy and unity we need to succeed. Our union is the vehicle for ensuring our voices are heard. As we face unprecedented challenges to our health, safety and economic security—and as we spur our nation toward a deeper commitment to racial justice—more and more people are seeing the true value of the union movement.

Since February, we have focused on trying to understand this pandemic, then fighting to protect our members and our communities by securing:

- the health, safety and well-being of our members—especially our 200,000 healthcare workers and other members on the frontlines—and the communities in which we live and work;
- the short- and long-term economic supports working people need;
- the new vision for our public schools and colleges, policing and justice systems, healthcare system and economy that defines what our society should look like post-pandemic; and
- the integrity of elections and the health and safety of voters.



To ensure our members’ safety as they fight the pandemic, we invested \$3 million to purchase 500,000 N95 masks, 50,000 face shields and 1,000,000 surgical masks for frontline workers. To help our members burdened by student debt, the AFT offered student debt clinics, partnered with Summer to provide a free loan management platform and worked with our allies in Congress to give federal student loan borrowers relief during the economic crisis. To help students sum up their learning at the end of this tumultuous school year, the AFT brought together a cadre of preK-12 members in virtual teams to design Culminating Capstone Projects, which are available on the AFT’s sharemylesson.com. To connect with our members and build coalitions, we convened 12 telephone town halls related to the health, economic and justice crises we are facing. And to protect our members’ and communities’ well-being as we struggle to re-open safely, we launched a \$2 million campaign to tell the U.S. Senate to fund, not forfeit, the future by passing the HEROES Act, which would provide \$100 billion for K-12 and higher education, and \$1 trillion to help our communities protect critical services, like public



hospitals, public safety, transportation and sanitation.

We are doing everything we can to fight this pandemic, to address the economic crisis while increasing equity and to challenge racial injustice. This is the heart of our fight for a better life for our members and for everyone. To succeed, we must have a strong voice at work and in our democracy. It’s a big but necessary agenda.

As individuals, most of us don’t have the power to create the kind of change our country needs right now. But together—when we care, fight, show up and vote—we accomplish what is impossible to achieve alone. Our power comes from what we can negotiate through collective bargaining, what we can achieve when we join with our communities and who we can elect—from the school board to the statehouse to the White House. It’s

these strategies that have sustained and strengthened us.

But just like the protest movements show—from the Women’s Marches the day after Trump’s inauguration to the March For Our Lives for preventing gun violence to the Black Lives Matter protests that grew to be the largest movement in the country’s history—none of us can make long-term transformative change alone. We need to elect a president, senators and others who will listen and act.

Through both activism and elections, we change the narrative, enact new policies and create a better life for all.

Before the COVID-19 pandemic, the 2020 election was about the

soul of our country. Now it’s about everything—our soul, our safety, our health, our freedoms, our democracy, our economic well-being. The AFT’s endorsement process engaged more members than ever before. And when it was time to unify, we did for Joe Biden, whose lived experience is one that equips him for a job that requires empathy and effectiveness, as well as an allegiance to justice for all and to eradicating the inequities laid bare by the crises we now endure. And Biden understands this moment requires all of us, which is why he and Bernie Sanders joined to create a unity platform that I had the honor of helping draft. Sanders described it as “a good policy blueprint that will move this country in a much-needed progressive direction and substantially improve the lives of working families throughout our country.” He also stated, “I think the compromise that they came up with ... will make Biden the most progressive president since FDR.”

That platform, which is premised on building back better, includes increasing community policing and investigations of police misconduct, desegregating schools and providing equitable funding while offering more wraparound services,

making community colleges tuition-free, reducing student debt and creating a high-quality public option for healthcare coverage. It’s time to give Joe Biden the chance to do that as president—with a teacher by the name of Jill Biden at his side.

And if we want the most progressive platform in history to become law, we need a Senate that stands by him. This November 3, we need to vote like our lives depend on it. Because, as we sit at the intersection of three once-in-a-generation crises, they do.

More needs to be done today, through November and beyond. Take school reopening, for example. Teachers want to get back to their classrooms with their students. We know the limits of remote instruction and the harm of prolonged isolation for students. We know that children best connect, learn and thrive when they’re in school in person, and that public schools feed 30 million kids a day, in normal times. But, as coronavirus cases surge, we are insisting that officials not reopen schools without appropriate conditions and safeguards in place—and with the resources to pay for them.

We have developed a science-based plan for safely reopening schools—including requiring the containment of the virus in a community, staggered schedules to ensure social distancing, stringent cleaning standards and personal protective equipment—and we are fighting for the necessary funding. We are fighting systemic racism and fighting for programs

that create equity and opportunities, particularly for communities of color and for rural communities. We are demanding free, fair and safe elections, with vote-by-mail options for all.

Freedom and opportunity are enabled through several interdependent factors: good jobs with living wages and unions, adequate healthcare, retirement security, a voice in our democracy, justice for all, great public schools and a basic safety net that includes universal child care and paid leave. Increasing freedom and opportunity requires smart investments. Consider the possibilities of a Green New Deal that simultaneously addresses the harms of climate change and economic inequality. Through a new, sustainable-energy economy, we could reduce the health and environmental damage caused by the fossil fuel industry and create union jobs with good benefits and living wages.

The majority say the country is on the wrong track and they want sweeping change. To achieve change, we need to stand in solidarity, to be united, to be activists for justice. That means voting. But it also means staying active and engaged, like we have been every day since our last convention, so that our values are loud and clear. It means striking when our livelihoods are under threat and our communities’ needs are ignored. It means fighting tooth and nail for each other and for the people we serve—to give us and them the nation we deserve.

I am so honored to lead this union and am incredibly proud of the work our 1.7 million members do every day to enhance the lives of people all across the country. Thank you for the work you do, for living our shared values and for making what seems impossible, possible.

—Randi Weingarten,
AFT President



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Activism and Elections

How We Build a Better Life for All

The AFT is not just fighting back—we are fighting forward. Activism matters, but it's not enough. Elections matter, but they're not enough. Activism and elections around a set of values are essential to rewrite the narrative, change policy and improve lives.

We care, we fight, we show up and we vote. That is not just a soundbite. It is our creed. It's how we organize and strategize. It's how we relate to one another and to the communities we live in and the people we serve. It's how we create trust and debunk misinformation. It's why we're not just a union where you pay dues and bargain a contract: We're a voice for people who often don't have any other. And it's why,

despite the anti-union U.S. Supreme Court ruling *Janus v. AFSCME*, we're still 1.7 million members strong.

Together, slowly but surely, we have changed the narrative on unions: by telling our story and partnering with community on these bedrock values through politics, collective bargaining and collective action, including the teacher strikes of the past two years. Communities get that educators, nurses and public employees want what students, patients and families need.

Now we must draw our communities into winning in November. We are in a mobilizing moment; we need to make that a generational movement. We won't make long term change unless we change policy; in a democracy that means electing people who are likeminded.

Here's just one example. The Democrats took back the House in 2018; working with them, we stopped Betsy DeVos from cutting federal funds for public education. We got \$1 billion for IDEA and Title I in the last budget, which was a great victory considering DeVos wanted to cut \$9 billion.

Elections—including state and local elections—truly do have consequences.

Think of the impact of a second Trump term versus a Biden administration—especially one bolstered by majorities in the Senate and House. Think of the impact on the economy and inequality, hate and bigotry, workers' rights and labor law, the Supreme Court, healthcare, climate, public education ... on the survival of our democracy.

We have to be all in.

Mobilization: Our Power Multiplied by Our Community Partners

Over the past two years, we have mobilized for many important causes, such as achieving safe staffing levels in hospitals, fighting to Fund Our Future, tackling student debt, and advocating for fair and safe elections. Many of the causes we champion are described later in this report. Here, we highlight our activism on reckoning with America's deepest crisis—anti-Black racism—and related injustices.

After the killing of George Floyd, Minneapolis Federation of Teachers members peacefully protested, donated food and water, and helped clean up. Joining with them, our members across the country have been speaking at events, marching in solidarity and holding community

gatherings all in pursuit of justice for George Floyd and the countless others like him who have been needlessly killed by police brutality or by vigilantes. While prosecuting the individuals who commit these crimes is a step in the right direction, our fight for justice is also about transforming the systems that are traumatizing people of color throughout America. Black people have endured unending grief, fear, anger and trauma caused by racism and racial violence. This is a moment of reckoning that requires us—all of us—to act.

To that end, the AFT joined the Leadership Conference on Civil and Human Rights and hundreds of other organizations in sending a letter to Congress in June demanding it create a federal standard for when police officers can use force, prohibit racial pro-





filing and end a program that provides surplus military supplies to local law enforcement, including school police. Through a resolution passed by the AFT executive council in June, “Confronting Racism and in Support of Black Lives,” the AFT has also thrown its support behind separating school safety from policing, convening a union-wide conversation about school security, training school security as peace officers and increasing investments in the crucial counseling and mental health supports students need. Acting as quickly as possible on the resolution, the AFT is completing a survey of our members to understand their varied positions on police and other security options in schools, is discussing plans with the leaders of the NAACP and other constituency groups and is hosting a telephone town hall to engage members in sharing ideas on how to reduce police presence while maintaining safety and increasing services to the students and the community.

Unfortunately, racial bias in the United States

is the legacy of the original sin of slavery. Bias is evident in underfunded schools, inadequate healthcare and racial health disparities, voter suppression, lack of housing, food deserts, unemployment and disproportionately low wages, as well as discriminatory policing and mass incarceration. The AFT is committed to rooting out bias throughout our society.

Our fight for justice is a longstanding feature of the AFT. Formed in 1916, AFT was one of the first educational organizations to accept African American members. In 1918, we called for equal pay for African American teachers; in 1951, we stopped chartering segregated locals. And in 1957, AFT expelled locals that refused to desegregate, losing over 7,000 members—but gaining the strength that grows from fighting for what is right. Now, AFT members are working to diversify the education workforce with “grow your own” teacher training programs and initiatives for people of color to enter and remain in

education professions. From contract language that requires that schools be intentional about diversifying the workforce (Chicago Teachers Union), to scholarships for paraprofessionals attending education courses (Saint Paul Federation of Educators), programs for career and technical education students to teach their trade (United Federation of Teachers), a high school Teacher Education Academy (Newark Teachers Union and AFT Local 1904 at Montclair University) and a teacher certification test boot camp (Washington Teachers Union), the AFT has made great strides over the past two years to advance diversity in schools.

The AFT also partnered with the Council of Chief State School Officers and 29 other education advocates to chronicle the lived experiences of educators and students who feel far from welcome in school. CCSSO’s report, “A Vision and Guidance for a Diverse and Learner-Ready Teacher Workforce,” published in

January 2019, is a call to action, and the unlikely partnership—union members with state superintendents and school administrators—amplifies the pressing need to improve school experiences for all students and educators, but especially for people of color.

In October 2019, we held our annual AFT Civil, Human and Women’s Rights Conference in Montgomery, Ala. Surrounded by that city’s rich history of civil rights, AFT members, leaders and allies pledged to persist in the fight against racism, discrimination and exclusion, and for equity, justice and democracy. This built on resolutions passed by the AFT’s executive council in recent years, including a resolution on racial equity in 2016 committing our union at the local, state and national levels “to engage our members in open and courageous conversations on racism,

“I am the grandmother of four Black women and the great-grandmother of four Black girls. It is heartbreaking to have to question if their lives will ever truly matter and be valued in America. As civil rights activist Angela Davis said, ‘I am no longer accepting the things I cannot change. I am changing the things I cannot accept.’ I have dedicated my life’s work to changing things I cannot accept.”

—Lorretta Johnson,
AFT SECRETARY-TREASURER

inequity and privilege,” and a resolution in May 2019 in the wake of the Trump administration’s Muslim travel ban, opposing anti-Muslim bigotry, discrimination and violence.

At our last convention in July 2018, delegates passed a special order of business declaring the AFT’s “horror and outrage” at the treatment of undocumented immigrant children and calling for “total repeal of the Trump administration’s ‘zero tolerance’ immigration policies and indefinite family incarcerations.”

Because Trump’s hate-driven agenda has continued unabated, the AFT has also been focused on supporting undocumented immigrants and sharing materials on social justice education. In November 2019, the AFT joined with partners like the NAACP in a lawsuit to prevent Trump from ending Deferred Action for Childhood Arrivals



(DACA), which protects young immigrants—such as AFT members like Karen Reyes, a special education teacher who works with deaf students in Austin, Texas. “DACA made me visible,” says

Reyes. “DACA validated my existence, my hard work and my contributions to my community. It allowed me the opportunity to pursue my dreams of becoming a classroom teacher.”

The AFT also continued to draw attention to the plight of the thousands of migrant children who were held in detention by the U.S. government. In February 2019, educators assembled in El Paso, Texas, for a “Teach-In for Freedom” organized by 2018 National Teacher of the Year Mandy Manning. AFT

President Randi Weingarten led the group in a somber reflection of the lifelong impacts that these oppressive tactics have on immigrant children and their families. The AFT also donated books in Spanish for the event, which featured lessons and talks by educators and activists. In Mississippi, where ICE raids in August 2019 displaced hundreds of immigrants working in chicken processing plants, members of AFT Mississippi joined the United Food and Commercial Workers union, local Catholic churches and immigration nonprofits to offer legal help and assistance reuniting families, and to provide food and supplies.

In Puerto Rico, after earthquakes that started on the island in December 2019 did terrible damage, we showed up for our members in the Asociación de Maestros de Puerto Rico, even as the federal government failed to act. AFT members and partners raised \$500,000 and donated necessities, including first-aid kits, tents and solar-powered lights that were delivered at four ports by members of the Seafarers International Union. The tents and sidewalls

provided temporary classrooms for students and educators in some of the hardest-hit areas in the island’s south, where thousands of homes, schools and commercial buildings were destroyed or damaged.

Our members fight for racial justice in the classroom. Trump calls our culturally affirming, historically accurate approach an attempt to “defame our heroes, erase our values and indoctrinate our children.” With partners like Teaching Tolerance, a project of the Southern Poverty Law Center, the AFT has distributed lesson plans, professional development content and other support to ensure every student has an inclusive education experience in a safe and supportive environment. We offered meaningful professional development around inclusion and bias awareness at both our 2018 and 2019 annual Congressional Black Caucus Foundation professional development series, and we sent some educators to Montgomery’s Legacy Museum, a rich professional education resource that meaningfully recounts Black oppression and draws a line from slavery to lynching

to today’s over-incarceration of Black bodies.

Partners like these help us engage with broader communities and build power based on our shared values. They give us a stronger voice at the bargaining table—and we use our voice to fight for what all working people need.

Collective Bargaining: Our Values and Our Voice Set the Agenda

Collective bargaining is the core of unionism; it’s one of the ways we transform values and aspirations into actual terms and conditions for employment. Effectively bargaining starts with building power—and then wielding that power strategically and purposefully at the table to build a better life for all.

We build power by engaging members and communities around our shared values and aspirations. We build power by creating community inside and outside the union, through coalitions, campaigns and connections. Look at what the Cincinnati Federation of Teachers did: They built a community labor alliance to find funding for the public school system. They waged a fight against a tax-exempt soccer stadium being built in a historically African American neighborhood and ultimately got the stadium developers to plow millions of dollars back into the school system. Simi-

“We have to champion diversity and inclusiveness in our school communities. It’s not just about teaching. It’s changing the mindset of everyone in your community.”

—Evelyn DeJesus,
AFT EXECUTIVE VICE PRESIDENT



lar successes include the Chicago Teachers Union negotiating for community schools to make sure students and families get the support they need and the United Federation of Teachers establishing a new initiative to boost achievement in 50 schools in the Bronx.

Furthering our fight for racial, social and economic justice, members at Rutgers University won a pathway to pay equity for women and faculty of color, as well as \$20 million for diversity hiring and lactation spaces for all faculty and staff. Faculty at the University of New Mexico demanded dignity and respect when they voted to unionize in October 2019. Their new unit, more than 1,600 full- and part-time faculty across five campuses, joins the AFT and the American Association of University Professors, and now has a seat at the table to influence university policy.

In healthcare bargaining, patient care is a cornerstone of successful contracts. Registered nurses at St. Charles Medical Center in Bend, Ore., approved a contract that creates a pathway to improve patient care and proactively address staffing issues, and includes wage and benefit improvements. Likewise, nurses at the University of Vermont Medical Center ratified a three-year contract in which they negotiated safe staffing and competitive wages at the hospital. The Oregon Federation of Nurses and Health Professionals negotiated better staffing language to make sure patients get the care they need, and nurses at Ohio State University Wexner Medical Center won enforceable hospital-wide staffing ratios and limits on dangerous mandatory overtime. In Washington state, nurses secured anti-retaliation measures for reporting staffing shortages, and in Corvallis, Ore., nurses

at Good Samaritan Regional Medical Center won a three-year contract after several months of standing their ground on extreme overtime and risks to patient safety.

“Our first job as a nurse is to advocate for patients,” says Kelly Hickman-Begley, a registered nurse at the University of Cincinnati Medical Center. “Healthcare is becoming much more of a business, and unions are key to looking out for our patients and helping nurses have a voice and build power.” Hickman-Begley became active in her union, the Registered Nurses Association (part of the Ohio Nurses Association), after seeing ineffective responses to poor nurse retention, inadequate nurse staffing and resulting concerns about patient care. In 2018, many of

the RNA’s 1,500 nurse members got actively involved in negotiations and worksite actions. Their efforts delivered a three-year collective bargaining agreement that addressed major concerns for the nurses, such as the overuse of the hospital’s on-call system,

and delivered wage increases averaging almost 6 percent.

Patient care and safe levels of staffing were also at the heart of months of contentious negotiations with Hackensack Meridian Health. Nurses represented by the Health Professionals



“Despite continued attacks on our right to union membership and representation, ... our resiliency and persistence paid off. We refused to succumb to the ploys of management while fighting to provide better patient care.”

—Kendra McCann,
PRESIDENT OF THE JERSEY SHORE
UNIVERSITY MEDICAL CENTER LOCAL

Noteworthy Firsts

Graduate employees at Georgetown University made history in November 2018 when they organized, founded and certified the Georgetown Alliance of Graduate Employees, circumventing the Trump-appointed National Labor Relations Board, and convincing their private university to recognize collective bargaining for its graduate workers. Their first contract—ratified in May 2020—is a model for better pay and benefits as well as “common good” measures like protection against sexual harassment on campus.

Graduate workers at Brown University in Providence, R.I., paved a similar path when they were recognized in a 2018 vote and signed a groundbreaking labor contract in June 2020, winning job security, hundreds of

dollars in COVID-19-related healthcare relief and a stipend increase, in the middle of an unprecedented national crisis. The contract marks the first time an Ivy League school has agreed to a labor contract with graduate workers.

State employees in Colorado won a historic victory as the governor signed a first-ever collective bargaining bill. The new law, which is the fruit of years of effort by Colorado WINS (a joint affiliate of the AFT and the Service Employees International Union), gives state employees the freedom to come together in a union and bargain for wages, benefits and working conditions to improve public services. And Virginia also passed legislation allowing public-sector collective bargaining, though it has a delayed start date of May 2021.



and Allied Employees at Jersey Shore University Medical Center and Southern Ocean Medical Center in New Jersey defeated more than two dozen management proposals at each facility; the members won a



commitment from the health system to hire more nurses, reduce the cost of health insurance, increase access to care and increase wages.

The nurses also negotiated a provision to take one week of leave to participate in medical missions. This stems from the AFT's work to provide relief and support to our members in Puerto Rico and the U.S. Virgin Islands after devastating hurricanes in 2017. Dozens of nurses, health professionals and public employees volunteered their time to participate in relief efforts. The inclusion of the proposal is key for members interested in taking part in future missions and serves as an example of how locals are bargaining for the common good—essentially expanding the union

focus beyond wages and benefits to address broader community issues.

Our opponents thought *Janus* would kneecap us. They thought members would trade in solidarity for a free ride. They were wrong. As detailed in the AFT Membership section (see page 17), our union has organized 59 new units with 11,461 workers in 21 states. Of these new units, 16 were in healthcare and 13 were in higher education, the two fastest-growing AFT constituencies. Our members recognize that the problems facing them are simply too big and the forces arrayed against them are too strong to go it alone. As the victories described here show, people increasingly see themselves in our bargaining demands and in our contracts. Our agreements reflect their values, concerns and aspirations for their patients, their students, those they serve and the future. So it's no surprise that when we can't get what we need at the bargaining table, our communities are with us when we are forced to walk out.

Strikes: The Dawn of the New Era

After a decade of draconian cuts to education funding,

teachers decided they had had enough—and their students needed so much more. It started in February 2018. Educators in West Virginia descended on the state capitol to protest a decade of Republicans' continual disinvestment in public education. As rising costs of health insurance were eating away at educators' take-home pay, and teaching positions were becoming harder to fill because of low salaries, educators were tired of empty promises. They locked arms, joined hands and chanted "55 United" in honor of the 55 counties that make up the state. They sang "Take Me Home, Country Roads" by John Denver, and together they accomplished what they could not alone.

Then in April of that year, educators in Arizona, Kentucky and Oklahoma were so inspired that they too descended on state capitols to demand funding for their students and schools. Fed up with the years of austerity, they too walked off the job.

In these four "right-to-work" states, educators went on strike, marching through the streets with the overwhelming support of their communities to fight for salary increases and for basic needs like replacing aging textbooks and hiring more counselors. They also wanted to express their anger at schools being starved while wealthy corporations and individuals enjoyed tax cuts. With their activism, they secured billions of dollars in salary increases, pensions and other educational investments, and they won in the court of public opinion.

As these uprisings undoubtedly show, strikes are never a first resort but a last resort. They are a vehicle through which we work together to rebalance power so we can ensure that every single public school is a place where parents want to send their children, where educators want to teach and where kids want to learn. Educators vote to strike when they have had enough. Working

in understaffed schools that leave them short on time for their students, they also see firsthand the pressing need for more counselors, social workers, school psychologists, school nurses and other personnel who take a holistic approach to educating and caring for students.

No one wants to walk out, but sometimes it is the way to achieve the teaching and learning conditions our students and we need. In January 2019, after two years of negotiations and six days of marching through the streets of Los Angeles (often in the rain), United Teachers of Los Angeles won a nurse for every school, a teacher librarian for every secondary school, caps on class size, a commitment to reduce testing by 50 percent, a clear pathway to capping charters, a much-deserved 6 percent pay raise, investment in community schools and more.

AFT President Randi Weingarten, who marched with the teachers, called the agreement "a paradigm shift for the city and nation, as it makes clear a commitment to the resources and conditions necessary for teachers to teach and kids to learn in L.A.'s public schools." The strike ultimately proved to the district that the public stands behind public school teachers. Parents, students, clergy, the entire union community and Los Angeles educators came



together in the country's second-largest school system to pressure city leadership to put public schools first. People stood with students and teachers in several powerful ways: Parents staged an impromptu press conference to ensure their calls to support the teachers would be heard; teachers packed thousands of bags of food for their students so they wouldn't go hungry during the strike; and tens of thousands of people from all over the country signed petitions, spoke out on social media and called the school district offices on behalf of this cause.

In Chicago, teachers spent 11 days on the picket lines in October 2019, ultimately winning significant changes for their students. Just as in Los Angeles, teachers in Chicago had the overwhelming support of parents, students and the community. CTU members were also joined on the picket lines by members of the Service Employees International Union, Local 73, who are special education classroom assistants, bus aides, security guards and custodians.

Chicago teachers won smaller class sizes and more school nurses, social workers, school psychologists, counselors and other critical frontline staff. They also won investments in teacher recruitment and training, tuition reimbursements for teachers who earn an

endorsement to work in English learner and/or bilingual programs, much needed supports for special education teachers, as well as significant pay increases, such as a 16 percent increase over the life of the contract and a 40 percent increase in average PSRP pay during the contract term. In 1995, educators in Chicago were stripped of their right to bargain; they lost their voice to improve their students' learning conditions and their own teaching conditions. As a result, Chicago's students—particularly students of color and students with special needs—lost out on so many resources they needed to achieve. “This contract is the culmination of a generational struggle to make up those losses,” Weingarten said.

In West Virginia, unionists who went on strike in 2018 followed up with a walk-out a year later, when lawmakers attempted to break their commitment to improving public schools with an omnibus bill that would have funneled money into charter schools and vouchers. More than 30,000 teach-

ers joined the walkout, converging on the state capitol to fight for public schools and to lobby against the bill, which West Virginia's House of Delegates eventually killed. Weingarten joined AFT-West Virginia members on the picket line and thanked the state's educators for being at the forefront of the national movement to fund public schools. She also cautioned lawmakers and privatization proponents nationwide: “Let West Virginia serve as a lesson to those who feign devotion to our students but do the opposite.”

And in Saint Paul, Minn., thousands of union members walked out in March 2020 to demonstrate for mental health supports for children, more multilingual staff to help students and families feel welcome at school, additional educators for children with special needs and an expansion of restorative practices. “I’m striking today because I love my students and am fighting for the schools they deserve,” said Megan Olivia Hall, a science and agriculture teacher and Minnesota’s 2013 Teacher of the Year. Educators

also won \$9.6 million in salary increases and pay raises based on education level and experience. It took nine months of negotiations and a three-day strike that ended just as the pandemic was spreading for Saint Paul educators to get students the supports they need.

As AFT members’ collective action clearly shows, we have come a long way from the days when charter schools were wrongly hailed as the panacea to fix every challenge in public education. The commitment of educators to their students and to bargaining for the common good in places such as Los Angeles, Chicago, West Virginia, and Saint Paul has forced school systems to reorder their priorities so that the neighborhood



community school is the priority it always should have been. If these last two years have taught us anything it is this: When educators bargain big and make bold moves for their students, families and communities, they win big—for everyone.

Elections: Our Fight to Reimagine America

The 2020 election is crucial to the survival of our nation as we know it. Healthcare and the economy were already front and center on voters’ minds before the pandemic. Now we see how paid sick leave, accessible healthcare, living wages and workers’ rights affect us all. President Trump failed Americans on all those counts, and now he is compounding that failure by refusing to let scientists lead on COVID-19 and by stoking division instead of

“Before the COVID-19 pandemic, the 2020 election was about the soul of our country. Now it’s about everything—our soul, our health, our education and economic well-being and our commitment to confronting racism.”

—Randi Weingarten,
AFT PRESIDENT

reckoning with racial injustice. We can't endure another four years of this administration.

The AFT's endorsement process engaged over 300,000 members—more members than ever before—leading up to Joe Biden being endorsed by the AFT executive council. Just before the endorsement, polls showed that

a majority of members in each AFT constituency supported Biden, and he was leading his nearest competitor by a 2-to-1 ratio. He is the experienced and empathic leader our country needs right now. His character was forged working to make life better for others; it was tested by unspeakable loss and grief; and it was nurtured through

expanding economic opportunity. Facing the pandemic head on, Biden declared, "I am going to be a president who leads with science and who listens to experts." He's also going to be a president who truly cares about all of us and strives to eliminate systemic racism. As Biden declared, "It's time for us to face the deep, open wound we have in this nation. We need justice for George Floyd." To bring about justice, Biden pledged to create a police accountability board within his first 100 days as president.

This November 3, our lives and our democracy are at stake. With the pandemic, economic crisis and systemic racism, not to mention assaults on public education, free press and healthcare, the very idea of America is being determined in this election.

Because we stand for working people and better lives for all, most of the country is with us. So one of our most important duties is to



ensure free, fair and safe elections. We must hold Congress accountable by advocating for it to do everything in its power to defend America's elections and make sure they are held in a timely, safe and transparent way—including vote by mail options for all. The \$400 million for coronavirus-related electoral security measures that Congress authorized was a good start. But our fight for more comprehensive measures continues.

In May 2020, we hosted a telephone town hall on voting rights and safeguarding our democracy with U.S. Senator Amy Klobuchar, NAACP President and CEO Derrick Johnson and Fair Fight Action Chair Stacey Abrams. Today, many of our communities are strategically and systematically

disenfranchised through disinformation campaigns, purges of voter rolls, self-appointed militias who patrol polling places and many other tactics that threaten the right to vote. We have been fighting back by advocating for vote-by-mail legislation, sharing trustworthy information and helping people register to vote. And we've partnered with Michelle Obama, who is reaching out to young, first-time voters to get them registered and ready with her When We All Vote campaign.

It's not the first time we've unpacked the threat to democracy: It is a running theme at many AFT conferences and events. At the "In Defense of Democracy" conference on September 17, 2019, which was co-organized by the Albert Shanker Institute,

"Never in a million years did I dream that in 2020—55 years after the Voting Rights Act of 1965 was signed—I would have to risk my life to vote."

—Nyia Sallee,

A PSRP VICE PRESIDENT OF AFT-WISCONSIN
AND AN EDUCATIONAL ASSISTANT AT THE
MILWAUKEE AREA TECHNICAL COLLEGE

public service and the belief in the dignity of every human.

Joe is with us on supporting and investing in public education; ensuring affordable, high-quality healthcare for all; making college a reality for everyone; and



AFT Votes

Joe Biden will also address economic inequity, lifting up the working people who have made this nation so great. He will get the country back on track, heal our divisions and restore trust and decency. To learn about his plans for the pandemic, the economy and the people, and to do your part to elect a president who will safeguard our lives and livelihoods, go to aftvotes.org.



the American Federation of Teachers and Onward Together, Hillary Clinton and other activists and influencers targeted voting rights as an urgent priority. “The norms and institutions that provide the foundation of our democracy are under assault, and that includes the single most important fight of our times, the fight which makes it possible to wage every other fight and that must be the North Star that Frederick Douglass pointed toward—the fight to protect the right to vote,” said Clinton.

Across the country, the AFT championed so many people who rose up in the wake of Trump’s election to participate more fully in the election process. Nearly 300 AFT members ran for office in 2018, seeking offices ranging from school board member to county commissioner to state legislator and to U.S. Congress member. “I am done begging for attention from our elected officials,” said Johanna López, an educator who ran for the Orange County, Fla., school board in 2018. “I am running to take their seats, and you should too. Teachers need to run for office, to mobilize their communities, to volunteer, to help elect other teachers and to defend the dignity of our profession.” López won her seat on a campaign run entirely by current and former Orange County Public Schools students.

There were other victories to celebrate during the 2018 midterm elections. AFT members won state and local elections across the country, in Connecticut, Florida, Iowa, Michigan, Minnesota, Oklahoma, Utah, Wisconsin and more. AFT member Gretchen Whitmer became governor of Michigan and former member Tim Walz is now governor of Minnesota. Americans sent two important messages at the 2018 polls, AFT President Randi Weingarten said just after the elections. “First, on a federal level, they voted for a check and balance on President Trump and were inspired by the women on the ballot.... Second, on a state level, people voted for problem solvers as governors and in their statehouses—governors committed to finding solutions that make life better for children and families, and who believe in public education, good healthcare, and rebuilding roads and bridges and water systems.”

One of those governors is Michelle Lujan Grisham, who AFT New Mexico helped elect. AFT New Mexico devoted years to testifying before elected officials and policymakers, writing letters, rallying and urging legislators to take care of New Mexico’s students and working families. Finally, with Gov. Lujan Grisham’s strong support, AFT New Mexico members celebrated a \$216

million increase in the state’s public school spending in March 2020.

Now, we must continue to build momentum through November.

We Care. We Fight. We Show Up. We Vote: How It All Comes Together

Activism and elections, shared values and strong voices. Our work is multifaceted and unified. Here are a few examples of how it all comes together.

Campaigning to Fund Our Future

Years of disinvestment have hurt our students, leading to overcrowded classrooms; schools without nurses, librarians or guidance counselors; deteriorating school buildings with outdated technology; and unhealthy, unsafe environments. Disinvestment in higher education has led to huge increases in tuition and student debt as well as fewer course offerings and an over-reliance on exploited adjunct faculty.

At our 2018 convention in downtown Pittsburgh, nearly a thousand convention delegates joined AFT President Randi Weingarten, Pittsburgh Federation of Teach-

“We have to be prepared to do the hard work and not be afraid to say out loud what our values are. Run for political office. Run until there is an AFT member in every single level of government from the city, to the state, to the White House.”

—Brandon Johnson,
AFT MEMBER ELECTED TO BE A
COOK COUNTY (ILL.) COMMISSIONER IN 2018

ers members, parents, students and community allies in the March for Equitable Funding of Public Schools. Ensuring that our schools have adequate and equitable funding and resources, Weingarten said “is about showing that we walk the walk for our kids. They are our future, and they will be our salvation.”

Since then, the AFT has continued “to walk the walk.” AFT affiliates nationwide launched the Fund Our Future campaign in March 2019; educators and our allies across the nation took action to demand adequate and sustainable investment in our public schools, col-



leges and universities, so students—particularly the young people from chronically under-resourced communities—have the resources they need to succeed.

In December 2019, we celebrated the passage of a historic school funding bill in Massachusetts—the result of three years of cam-





nation for teacher pay and 43rd in per-student expenditures; schools are falling apart and equipment is outdated. After a five-week Fund Our Future bus tour in the fall of 2019 that included nearly half of the state's counties, on January 13, 2020, 15,000 educators and allies

"The children and staff of Philadelphia schools are being poisoned by asbestos in our schools.... It's an egregious breach of human rights that could quite literally cost them their lives. I hope that we can reckon with this abject and astounding societal failure to invest in public education."

—Jerry Jordan,
PRESIDENT OF THE PHILADELPHIA
FEDERATION OF TEACHERS

paigning in which tens of thousands of AFT Massachusetts members and other advocates contacted legislators and attended rallies and forums around the state. The bill secured a historic \$1.5 billion a year investment in public schools. Its passage was the direct result of the mobilization and engagement of members and communities in the Fund Our Future campaign—with a Republican governor, no less. And now they are fighting for that same kind of massive investment in higher education.

The fight for funding continued in Florida, which ranks 47th in the

descended on the state capitol the day before the Florida legislature began its 2020 session, demanding more funds for public schools and amplifying the needs of their students. The event was followed two weeks later by the Florida Coalition for Children's 2020 Rally in Tally where foster youth, families and child welfare workers met one-on-one with their legislators to share their stories and experiences. These events reflect the swelling tide of activism based on the shared values of teachers, support personnel, parents, students and community members across the country.

That tide kept rolling

in when the New York State United Teachers kicked off a seven-week Fund Our Future bus tour in January 2020 to draw attention to the impact of funding shortages in public schools from Long Island to the North Country. The statewide action highlighted teacher and support staff layoffs, shortages of everything from counselors to supplies, ballooning class sizes and leaking roofs. Such efforts to raise awareness are building community and moving the needle on funding at the state level.

In neighboring Pennsylvania, the Philadelphia Federation of Teachers launched a Fund Our Facilities campaign with a coalition of union and civic leaders and elected officials, proposing a \$170 million investment to make critical repairs to the city's more than 200 public school buildings. This cash infusion would triage dangerous health

and safety conditions in schools, such as repair of water leaks, remediation of asthma triggers and acceleration of lead paint stabilization. "It's not enough to simply call attention to the inhumane school building conditions," said PFT President Jerry Jordan. "We also must have a comprehensive plan to immediately address the environmental hazards plaguing our schools."

But just as the activism of AFT members and our community allies was beginning to bring about new investments in public education and services, the pandemic struck and we are once again facing an economic crisis. Now more than ever, we need to focus on sustaining that commitment to Fund Our Future.

Joining forces for students, in person and online

Those who are anti-public schools, like Betsy DeVos, see the

pandemic as an opportunity to entrench remote learning, ignore students' needs and direct money to private schools. Our members set a much better example, caring for public school and higher education students at every turn. For example, the Toledo (Ohio) Federation of Teachers has been packing grab-and-go meals for students to last several days at a time. And in Lee County in Florida, school food service workers have been preparing and distributing up to 25,000 free grab-and-go meals every day, available to any child 18 or younger. In the nation's capital, where up to 40 percent of students lack a computer or internet access, the Washington Teachers' Union partnered with local TV stations to air lessons aligned with district learning standards.

Urban school



struggles often get more attention, but the AFT is acutely aware that rural communities face their own unique challenges. Over the last two years in places such as St. Lawrence County, New York and Lordstown, Ohio, the AFT joined with local businesses, school districts and community groups to support students and families. And our union has continued its support of Reconnecting McDowell. Established in McDowell County, W.Va., in 2012, this initiative focuses on bringing together unions, government, business, nonprofit organizations

and the community around economic and educational renewal. Our efforts in McDowell made great advances in September 2019, with groundbreaking on an apartment building called Renaissance Village for educators in Welch, W.Va., where a housing shortage made it difficult to attract the teachers these schools need.

To help students sum up their learning this school year, the AFT brought together a cadre of preK–12 members in virtual teams to design Culminating Capstone Projects. These projects, organized by grade band,

integrate standards-based content across subjects and are developmentally appropriate. Now available on the AFT's sharemylesson.com, these projects engage students in honing the skills and knowledge they've acquired over the

first seven months of classroom learning in innovative, meaningful ways. And they could also be deployed during a voluntary summer learning program or as a reentry project as schools open.

Seeing that the Trump administration was not going to provide science-based guidance for reopening, we developed our own guide—and it is being used across the country. Our “Plan to Safely



Knocking Down Student Debt

Collectively, student debt is over \$1.6 trillion. About 1 in 4 federal student loan borrowers were in distress prior to the pandemic—now signs of trouble are everywhere. When borrowers fall behind on their payments, the consequences are dire: missing mortgage and rent payments, skipping crucial healthcare and falling into chronic depression. Some borrowers delay starting families or purchasing homes, avoid starting businesses and settle for unfulfilling jobs just so they can make that monthly loan payment. Not to mention negative credit reports, wage garnishment and diminished options to cure defaulted loans. Consumer credit reports—which are the keys to employment, housing and access to credit, and consequently to economic stability itself—are tarnished. To help our members, the AFT offers student debt clinics, providing information on how to enroll in income-driven repayment plans and Public Service Loan Forgiveness, saving borrowers money in both the short- and long-term. We've also partnered with Summer, providing our members with a free, online student loan management platform that by July 2020 had already collectively saved AFT members nearly \$251 million over the lives of their loans. (Learn more at aft.org/benefits/summer.) We also worked with our allies in

Congress to give federal student loan borrowers relief during the economic crisis and to address the underlying issue of college costs.

But we know that helping each other manage student debt is not enough; we are also exploring strategies to free America from student debt by holding key players accountable, including predatory loan servicers who mislead borrowers into ballooning debt, rather than diminishing it. We even sued loan-servicing company Navient Solutions LLC in October 2018, one of the worst offenders, and U.S. Secretary of Education Betsy DeVos in July 2019, who has been shameless in her support of such servicers.

In June 2020, we achieved preliminary approval for a settlement in our suit against Navient; the loan giant agreed to enhance its internal practices and policies and to report on its compliance. Practice enhancements include training customer service agents to take additional steps to identify borrowers potentially eligible for relief under the Public Service Loan Forgiveness program and to provide them with information about the program and how to qualify. Navient also agreed to pay \$1.75 million to support student loan counseling and education to borrowers who work in public service.



“I do not understand why Secretary DeVos would not do everything in her power to help teachers like me—who did everything right—receive the loan forgiveness we were promised. I urge her to take action, which is within her authority, to fix this broken system.”

—Kelly Finlaw,
MIDDLE SCHOOL TEACHER IN NEW YORK
CITY AND UNITED FEDERATION OF
TEACHERS MEMBER

Reopen America's Schools and Communities" (available at aft.org/reopen-schools) sprung from an intense collaboration of public health professionals, U.S. and international union leaders and frontline workers—especially teachers and nurses.

Further responding to AFT members' questions and needs, we also created a companion "Guide to Bring-

ing Parents, Patients, Students and Community Together to Reopen America's Schools Safely and Equitably." Available in both English and Spanish, the guide includes concrete steps for how local unions and community members can partner to ensure all students receive the education they deserve. A helpful fact sheet on the need for federal and state investment to

revive our economy and restore our communities is also included. The numbers within it tell a sobering story. Even with the \$2 trillion CARES Act rescue package passed in March, the unemployment rate reached a high of 14.7 percent in April—the highest since the 1930s. In the coming fiscal year, states face shortfalls of between \$360 billion and \$500 billion, on top of new costs for combating COVID-19. That's why the AFT is urging elected leaders to not abandon America's communities or forfeit our country's future. And it's why we created a \$2 million campaign pressing the Senate to pass the HEROES Act. Reopening and recovery will take more—not less—investment in public health, schools, colleges and universities, hospitals



and local and state governments.

Going all in to save lives

While the Trump administration ignored, denied and downplayed the deadly reality of the COVID-19 pandemic, the AFT's healthcare leaders and members sounded the alarm back in January. Since then, the AFT has been working nonstop to protect the health and safety of our members who are on the frontlines and to develop resources and guidance for all members. Visit aft.org/coronavirus for the latest updates on everything from infection prevention to mental health supports to materials for remote learning.

Many healthcare professionals have been

redeploying to where they are needed most. After Connecticut closed its schools in March to slow the spread of COVID-19, school nurses like Toni Pederson would have been out of work for months. Instead, Pederson and others represented by the Visiting Nurse Association of Southeastern CT Union Local 5119/AFT Connecticut got trained up and hired on at COVID-19 test sites. "It is a great example of solution-driven unionism and shows how collective bargaining empowers members," says Ann Ryan, the local union president.

Healthcare personnel have been risking their lives every day not just because of the virus, but because of the Trump administration's failure to plan and to use its power to increase supplies to address it. While the Trump administration ignored this crisis—even baselessly insinuated that healthcare workers were stealing—the AFT rallied. In the spring, the AFT invested \$3 million to purchase 500,000 N95 masks, 50,000 face shields, and 1,000,000 surgical masks for frontline workers.

The pandemic has laid bare every ineq-

"Trump has continually downplayed the seriousness of the pandemic through false and misleading pronouncements.... His administration dismantled the pandemic unit in the National Security Council in 2018."

—Kent Wong,
A VICE PRESIDENT OF THE CALIFORNIA
FEDERATION OF TEACHERS



uity of our country, from the disastrous consequences of cuts to the nation's public health infrastructure and the lack of paid sick leave for all workers, to the prevalence of systemically induced preexisting health conditions and food insecurity among communities of color, to the gaping digital divide and the unconscionable number of Americans who are uninsured or underinsured. That is why we have been fighting for the president and Congress to do their jobs and secure

the federal funds needed to keep workers healthy, protected and employed and to keep local and state governments, the Postal Service, and colleges and public schools functioning.

Trump and his Republican allies in the Senate have excelled at throwing up excuses. For years, their lavish tax cuts for the wealthy exploded the deficit, yet suddenly they were "concerned" about deficits as the country faced unprecedented health and economic crises.

To move forward, we launched a campaign calling on officials to not forfeit our future; we pressed the Senate to support the HEROES Act, including \$100 billion for K-12 and higher education, and \$1 trillion to help our communities protect critical services, like public hospitals, public safety, transportation and sanitation.

This is a life-or-death moment for our activism and elections strategy. We have been active, but to truly put the nation on a different course,

we must win the White House and the Senate—and as many House, state and local elections as possible. Many years of government action focused on the needs of working people are needed

to repair the harm to people's health, the economy and our democracy. Economic stimulus measures must be designed to create a recovery shared by all Americans, especially the most vulnerable.

With our members, our communities and our partners, we're all in.



A Friend in First Book

To ensure that high-quality, low-cost books get into the hands of children—and the educators and others who support them—the AFT has partnered with First Book since 2011. First Book (firstbook.org) works with publishers to bring books and other educational resources at very low cost, and in some cases free, to children and families in need via teachers and other staff who educate and engage them.

In partnership with First Book, this spring the AFT launched AFTBooks4Keeps, which has focused on getting children books to ensure they stay engaged and stimulated during this uncertain and isolating time. To kick off the program, the AFT donated 10,000 bilingual, multicultural, and social and emotional learning books from First Book to the more than 2,100 children living in 10 Win shelters, the largest provider of

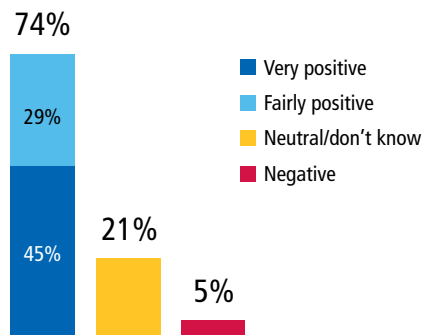
family shelter and supportive housing in New York City. The AFT was also there to support students and families in McDowell County during the spread of COVID-19. On the last day schools were open, the district sent home nearly 5,000 books from First Book to district elementary students.



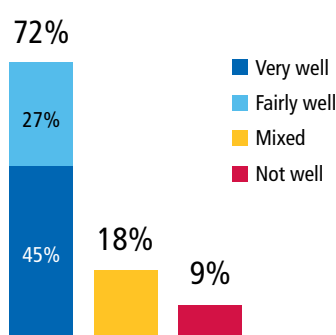
Survey Shows We Are United

In June 2020 a nationwide survey of AFT members found strong support for the AFT, local affiliates and our national initiatives and priorities.

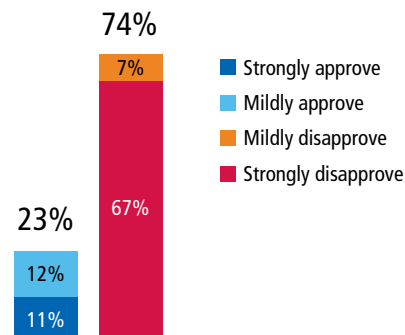
Positive Feelings Toward the AFT



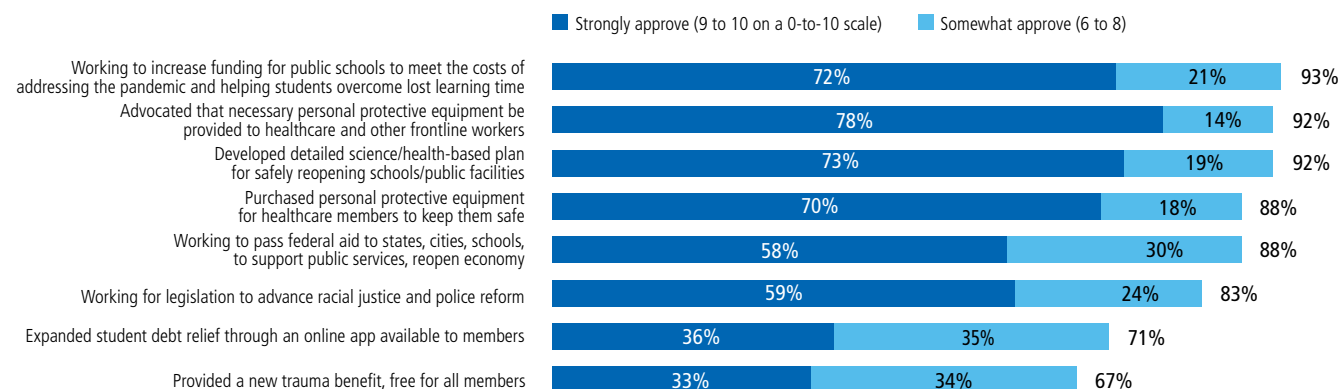
Locals Represent Members Well



Overwhelming Disapproval of Trump's Job Performance



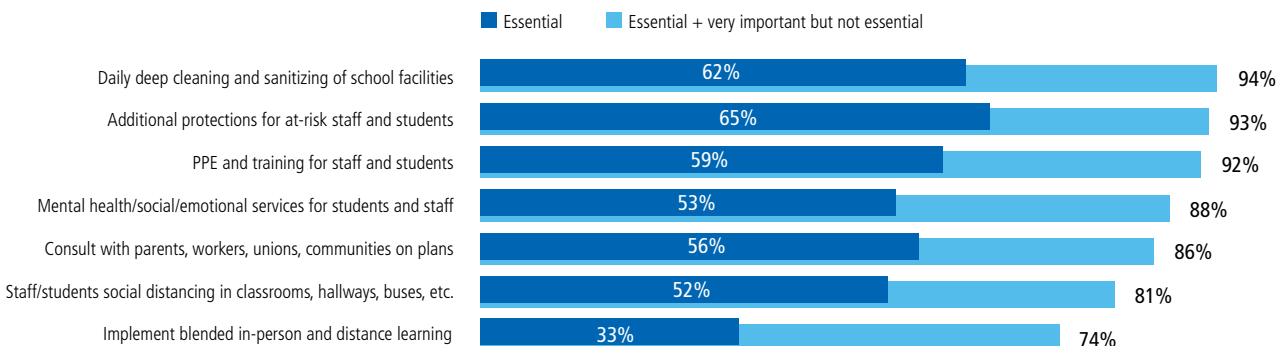
Members Strongly Approve of AFT Initiatives



Educators Strongly Endorse AFT Reopening Standards

All education: K-12/PSRP/Higher Ed

76% of educators would be comfortable returning if these conditions are met.



AFT Membership

In the two years since our last convention, the AFT's commitment to member engagement and organizing has successfully blunted the impact of the Supreme Court's *Janus v. AFSCME* decision. The numbers tell a story of resolve and resilience: 1,710,315 professionals are proudly represented by the AFT. Although our roles are diverse, we are united by our dedication to enhancing individuals' and communities' well-being.

We're educators working in preK–12 classrooms, and we're nurses (including school nurses), physicians, technicians and other healthcare professionals. We are college faculty, adjunct instructors, graduate employees and administrative professionals. We are school maintenance workers and food service personnel, school bus drivers and mechanics. We are public employees in state, county and municipal governments, from social workers and psychologists to public safety officers and court administrators, from marine biologists to bridge inspectors. We live and work all across the country, as well as in Puerto Rico, the U.S. Virgin Islands and Guam. We are working and retired. We are all AFT.

At our 2018 convention, AFT delegates passed resolutions to fight anti-union forces, like U.S. Secretary of Education Betsy DeVos and the Koch family, by organizing and building union power. Acting on those resolutions, our union has organized 59 new units with 11,461 workers in 21 states. And there were organizing victories in all sectors. Of these new units, 16 were in healthcare and 13 were in higher education, the two fastest-growing AFT constituencies. The AFT also saw growth in its organizing of retirees.

Both our membership engagement and new organizing efforts combined have recaptured much of the loss of agency-fee payers from *Janus*. The AFT has seen a net growth of more than 44,000 in membership and representation since the decision.

Big organizing gains. The AFT has achieved significant victories over the past two years.

These included historic first contracts for graduate students. At Georgetown University, 1,100 teaching assistants and research assistants voted to unionize and affiliate with the AFT in November 2018. The Georgetown Alliance of Graduate Employees (GAGE) settled its first contract in May 2020 with improvements to healthcare and COVID-19 related health coverage, wage increases and sexual harassment procedures not subject to Title IX rules. At Brown University—a first-time organizing victory in the Ivy League—1,200 teaching assistants and research assistants voted to unionize and affiliate with the AFT in November 2018. The Stand Up for Graduate Student Employees union settled its first contract in June 2020.

AFT Healthcare has become the fastest growing healthcare union over the last six years. It has continued to experience significant growth since 2018, especially in the western part of the country, as healthcare workers fight for a voice in the workplace and for better patient care. In Portland, Ore., we added 153 registered nurses at Unity Hospital, which is part of the Legacy chain. The nurses at this mental health hospital voted to join the Oregon Nurses Association in June 2019 and are currently in their first contract negotiations. In May 2019, the 92 behavior specialists at the Western Montana Mental Health Center in Missoula joined the Montana Federation of Public Employees (MFPE). Then in October 2019, four behavior health specialists in Thompson Falls voted to join MFPE as well. Our wins also extended to the northeastern part of the country. In May 2019, the 89 professionals at Community Health Centers of Burlington joined AFT Vermont. And in July 2019, the 97 healthcare techs at Prospect Rockville Hospital in Vernon voted to join AFT Connecticut. We also brought in seven additional units in Oregon and Washington state.

AFT Higher Education has also made strides in organizing since the last convention. In addition to the big graduate student wins at Georgetown and Brown, 700 adjuncts at Columbia College in Chicago affiliated with the



Illinois Federation of Teachers in August 2019 after being an independent union. In October 2019, 1,800 full- and part-time faculty at the University of New Mexico overwhelmingly voted to join the AFT, after the university spent months fighting them on holding an election. United Academics of the University of New Mexico is currently negotiating its first contract. And in a rich bit of history, on June 27, 2018—the day *Janus* was decided—2,400 full- and part-time faculty at Oregon State University negotiated their first contract, which included wage increases, expansion of academic freedom, bridge funding for those working on grants and a doubling of allotted leave.

Educators in charter schools

are continuing to raise their voices and be heard. Many are successfully making the case that teachers' working conditions are students' learning conditions and must be fully funded, valued and supported. We have organized seven new charter schools in California, Illinois, New York, Ohio, Pennsylvania and Washington, D.C. The AFT now represents members working in 259 charter schools throughout the United States.





J. PHILIPPE ABRAHAM



SHELVY Y. ABRAMS



BARBARA BOWEN



VICKY RAE BYRD



ZEPH CAPO



ALEX CAPUTO-PEARL

AFT Executive Council

As the AFT's top leadership body, the executive council continues to lead the union's efforts to support our members, ensuring they have the resources and respect they need to serve the public in their chosen professions. The council also helps arm our members and affiliates against the threats they face and seeks to create a safe and welcoming country for all Americans.

Our purpose

The executive council has adopted policies and programs that address every major issue facing the AFT and our members and uses these core values to guide its work:

- Good jobs that pay a living wage and provide a voice at work and a secure retirement;
- Affordable healthcare so people are not one illness away from bankruptcy;
- Safe, welcoming, well-funded neighborhood public schools and affordable college;
- A strong and vibrant democracy that includes a free press, independent judiciary, a thriving labor movement and the protection—not the suppression—of the right to vote; and
- Fighting bigotry and discrimination against everyone.

The council makes policy between conventions on a quarterly basis and meets on an as-needed basis to confront issues of the moment. In the last two years, the council has dealt with issues ranging from confronting racism and reimagining our society to limiting the spread of the coronavirus, fighting for the rural way of life and opposing anti-Muslim bigotry.

The council has tackled other crucial issues as well, including commonsense gun control efforts to make our schools and public spaces safer for all, increased economic opportunity and retirement security, safe staffing ratios and the need to upgrade our public health infrastructure and stability for DACA (Deferred Action for Childhood Arrivals) recipients.



MARIETTA A. ENGLISH



ERIC FEAVER



FREDRICK C. INGRAM



JERRY T. JORDAN



DANIEL J. MONTGOMERY



MICHAEL MULGREW



WAYNE SPENCE



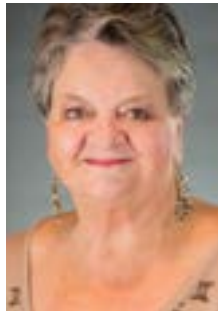
JESSICA J. TANG



DONALD CARLISTO



LARRY J. CARTER, JR.



KATHY A. CHAVEZ



MELISSA CROPPER



AIDA DÍAZ RIVERA



JOLENE T. DiBRANGO



FRANCIS J. FLYNN



JEFFERY M. FREITAS



DAVID GRAY



ANTHONY M. HARMON



DAVID HECKER



JAN HOCHADEL



TED KIRSCH



FREDERICK E. KOWAL



LOUIS MALFARO



TERRENCE MARTIN, SR.



JOANNE M. McCALL



JOHN McDONALD



CANDICE OWLEY



ANDREW PALLOTTA



PAUL PECORALE



DAVID J. QUOLKE



JESSE SHARKEY



DENISE SPECHT



ANN TWOMEY



ADAM URBANSKI

The AFT executive council meets periodically by AFT constitutional mandate to “deal with all the affairs of the federation in the period between conventions.” The council consists of the president, secretary-treasurer, executive vice president and 43 vice presidents, who are elected every two years.

Council duties, responsibilities and committees

The council's duties include adopting the AFT budget; granting state and local charters; approving contributions to community and labor organizations and campaigns; approving appointments to AFT task forces, commissions and standing committees; approving financial assistance for defense cases; and approving new AFT benefit programs. The council also addresses proposals for constitutional amendments and policy resolutions to be considered by delegates at the AFT convention.

In addition to handling the union's routine business, the council discusses all matters that relate to the welfare of AFT members and to the institutions in which they work, and the body adopts policy between AFT conventions. Council responsibilities also include investigating affiliates, ruling on local reinstatements and considering locals' requests for assistance. The council receives reports of staff activities, ranging from lobbying efforts to organizing campaigns. It also has oversight of the AFT Educational Foundation, the Innovation Fund, the Disaster Relief Fund and the Albert Shanker Institute.

A number of committees make policy recommendations to the executive council, and the executive committee meets between sessions to take action that is subject to the approval of the whole council. Those committees are:

- **Executive Committee**
- **Audit Committee**
- **Constitutional Amendments and Convention Committee**
- **COPE Committee**
- **Defense Committee and Militancy Fund Trustees**
- **Democracy Committee**
- **Human Rights and Community Relations Committee**
- **Member Benefits Committee**

The AFT executive council also has standing committees that represent constituencies or special concerns within the organization. They include:

AFT Advisory Committee on State Federations, which explores ways to help state federations become stronger as events at the state level have an increasing impact on AFT members and locals.

AFT Career and Technical Education Committee, which acts as our sounding board for CTE policy analysis and recommendations, provides guidance on legislation and advocacy and updates on high-quality CTE programs in our locals.

Committee on Civil and Human Rights, which guides the union's efforts to develop and strengthen relationships with organizations

that work for educational, social and economic justice. Focusing on the issues that affect our society's most disenfranchised communities, the committee helps move members to take action in support of local and national legislation and campaigns related to women, communities of color, the LGBTQ community, public education and labor.

Committee on Retirement and Retirees, which serves as a voice within the union for retired AFT members and provides a clearinghouse for information on retirement issues.

Organizing Committee, which explores strategies on how the union can organize new members within our current constituencies as well as potential membership in new categories of workers.

Women's Rights Committee, which tracks women's issues and keeps members updated on relevant laws and legislative trends.

The program and policy councils of each AFT division are: **Teachers, PSRPs, Higher Education, Public Employees, Nurses and Health Professionals and RNs**.

AFT Solidarity Fund

Income and Distribution of Funds Since 2018 AFT Convention (May 1, 2018 – April 30, 2020)

The Solidarity Fund was created in 2002 to help states counter initiatives and campaigns that seek to weaken public education and public services, bargaining rights and healthcare and retirement security. The Solidarity Fund receives money through an allocation from a specific portion of dues set aside for the fund, and that allocation is shared between the national union and state affiliates.

TOTAL AMOUNT RECEIVED FOR AFT NATIONAL SOLIDARITY FUND:	\$30,105,825
TOTAL DISBURSEMENT FROM AFT NATIONAL SOLIDARITY FUND:	\$28,156,209
BALANCE OF AFT NATIONAL SOLIDARITY FUND (through April 30, 2020):	\$19,792,165

Disbursements from National Solidarity Fund

American Federation of Teachers

Resources were provided for the AFT’s political and legislative mobilization campaigns during the 2018, 2019 and 2020 election cycles and legislative sessions. Organizing around, aligning with and promoting the AFT’s five core values were the primary use of the solidarity fund. And more recently as our nation confronts three crises—the health pandemic, the economic recession and systemic racial injustice—the AFT continues to engage our membership in the political and legislative process, and to fight for our members and our communities.

Since the last convention, these activities have included but were not limited to conducting the most inclusive and extensive presidential candidate endorsement process in AFT history and providing resources for the AFT’s and labor’s member-to-member programs and its independent expenditure programs for federal, state and local elections across the country (including

congressional, gubernatorial, state legislative, mayoral and school board races) that were instrumental in the record results from the 2018 elections, including electing several governors and flipping control of the U.S. House of Representatives. Additionally, funds were used to help build coalitions by engaging community partners and allies, fighting the anti-worker and anti-public education agenda of the Trump Administration, supporting voter registration and protection efforts, assisting in education and mobilization of the general public, joining in state and local legislative fights and backing union efforts related to state and local ballot initiatives.

\$27,631,209

California Federation of Teachers

Support was provided in 2018 to Schools and Communities First, a broad coalition of leaders and organizations in California to restore \$12 billion per year to California’s schools and communities. This support helped CFT and the coalition

gain the necessary signatures to place an initiative on the ballot in November 2020. If it passes, the measure will restore the \$12 billion.

\$100,000

Montana Federation of Public Employees

Funding was provided to support the 6-mill levy, a legislative referendum that is voted upon every 10 years. Montanans overwhelmingly voted in favor of the levy with over 60 percent of the vote, thereby providing approximately \$20 million per year to the Montana University system.

\$300,000

Oregon (Joint request from AFT-Oregon, Oregon Nurses Association, Oregon School Employees Association and Oregon Federation of Nurses and Health Professionals)

Solidarity funds were provided to support Defend Oregon, No Cuts to Care PAC and Oregonians United Against Profiling. The funds helped defend workers and defeat ballot measures

that were attacks on public education and on women’s healthcare, and also defeated a ballot measure that sought to repeal laws that prohibit racial profiling.

\$125,000

TOTAL AMOUNT DISBURSED FROM THE NATIONAL SOLIDARITY FUND: \$28,156,209

AFT Solidarity Fund

Income and Distribution of Funds Since 2018 AFT Convention (May 1, 2018 – April 30, 2020)

Under the AFT bylaws and state finance laws, where applicable, state affiliates receiving funds are required to establish separate holding accounts for those funds, as well as separate accounts from which the funds would be disbursed. Affiliates also are required to obtain a written legal opinion verifying that their use of their solidarity funds is in compliance with all applicable state and local laws. All states that have asked to participate in the fund have provided written assurance through counsel that they have met these requirements.

TOTAL FUNDS DISBURSED TO STATE AFFILIATE SOLIDARITY FUNDS:

\$18,585,822

Disbursements from State Affiliate Solidarity Funds

Affiliates that have reported spending from their solidarity funds in support of activities of critical importance to members, and the amounts spent, are listed below.

Alaska Public Employees Association

The funds were used for the AFL-CIO COPE special assessment campaign fighting *Janus v. AFSCME* fallout and the governor's attack on unions' representational rights. They were also used for expenses related to local political campaigns and in-state training programs for the membership. Among the positive results achieved is that a majority of new bargaining unit workers are signing up as members. APEA has also retained most of its membership after the *Janus* ruling. **\$41,900**

AFT Arizona

AFT Arizona used its solidarity funds to support lobbying efforts for legislation that would address intervention for chronically misbehaving students and those who engage in bullying in the public school setting. It also used funds to support a local union with the ASARCO strike as well as to support Arizona Retirement Security Coalition with maintaining the current Arizona State Retirement System. **\$4,215**

California Federation of Teachers

Solidarity funds are a critical piece of funding for member-to-member communications. In both 2018 and 2019, as well as in the March 2020 primary election, CFT used these funds to communicate with members

about key CFT priorities.

In addition, for both the June 2018 primary election and the November 2018 general election in California, CFT used solidarity funds to support CFT local unions with member-to-member mail communications in support of school board and board of trustee races and local tax measures. CFT developed a "template mail program," allowing locals to choose from a series of mail templates developed by CFT in order to communicate about their priorities at the local level. This is a program that CFT will continue to offer to locals in the future.

Additionally, CFT used funds to engage in several critical ballot initiatives in the past two years, including the Schools and Communities First ballot measure that will be on the November 2020 ballot and could bring as much as \$12 billion to local communities and public schools. Furthermore, CFT supported community and coalition partners such as California Calls, the California Budget and Policy Center, the California Courage campaign and the Ballot Initiative Strategy Center, among others, including programs with AFL-CIO Central Labor Councils, across the state. **\$1,037,162**

AFT Colorado

AFT Colorado used funds to contrib-

ute toward coalitions that helped to protect and expand a Democratic majority in the Colorado House of Representatives and Senate and to assist in critical school board races. Additionally, solidarity funds were used to help with legislative fights on pensions, collective bargaining and school funding. **\$100,000**

AFT Connecticut

AFT Connecticut used its funds to survey members regarding political and union priorities, build a member organizing program, support political and legislative mobilization efforts and strengthen community relationships. These programs included the Member Organizer Program, which provided an opportunity for a mixed group of public employees (made up of members from different locals) to work with AFT CT organizers. Member organizers used the Public Employee Blitz model to coordinate political programming, create member communications and provide support in targeted districts. These efforts helped AFT CT play a lead role in the elections that won the governorship for its endorsed candidate, took back the state Senate that had been tied between Democrats and Republicans during the previous session and increased the Democratic majority in the state House of Representatives. AFT Connecticut partnered with other labor unions impacted by legis-

lative efforts to privatize the work at UConn Health.

\$328,823

Florida Education Association

The Florida Education Association primarily used solidarity funds to acquire data and research to inform campaign decisions and to build infrastructure around candidate recruitment. Significantly, the research aims included targeted voter education and issue advocacy regarding public education funding. While candidate based, the research included local referenda issues where FEA and its locals realized significant success in achieving district funding increases. Funds were spent to identify, train and support women and educators to run for office. Support for these programs also included voter education and data-driven efforts to combat voter suppression and increase voter participation in these races by registration, early voting and campaign activism, especially in communities of color. Some funding was used to track members' attitudes in candidates' elections and to guide the pre-election and post-election work bookending the election. **\$626,614**

Georgia Federation of Teachers

Solidarity funds were used as contributions to state and local candidates and state committees. The Georgia

Federation of Teachers contributed to school board races and the state Democratic caucus, helped a secretary of state candidate reach runoff status and retained several friendly legislators in the Georgia General Assembly.

\$20,850

Illinois Federation of Teachers

The Illinois Federation of Teachers is a continual partner and sponsor of several statewide coalitions working for progressive and union issues. IFT regularly makes contributions to the Center for Tax and Budget Accountability, Citizen Action, Illinois Women in Leadership, the Responsible Budget Coalition and the Illinois AFL-CIO. Recently IFT added contributions to the ballot initiative committee “Vote Yes! for Fair Tax.”

In the 2018 general election, IFT and other labor partners were engaged in targeted General Assembly campaigns. Through the work of the union and coalition partners, IFT won a supermajority in both chambers and elected pro-labor Democratic Gov. J.B. Pritzker. It successfully got the Fair Tax initiative on the 2020 general election ballot, made changes to the state teacher evaluation system, passed a \$15 an hour minimum wage, obtained recall rights for paraprofessionals, boosted education funding for education on all levels (K–12, two- and four-year colleges and universities), passed a minimum teacher salary, abolished the state charter commission and much more. Through mail, automated phone calls and digital communications, the IFT communicated with its membership on a variety of key legislative issues and contested elections.

\$1,398,642

AFT Kansas

The AFT Solidarity Fund provided AFT Kansas with the means to maintain an excellent legislative lobbying team in Summit Strategies; to execute mailings to members during primary and congressional races; and to make contributions to its largest coalitions: Keeping the Kansas Promise and the Working Kansas Alliance. The decade

of corporate tax breaks, austerity and budget cuts led by former Gov. Sam Brownback had a devastating impact on AFT Kansas bargaining unit members. In order to fight back, AFT Kansas and other like-minded organizations came together to form lasting, deeply connected coalitions and partnerships. Since Gov. Laura Kelly's election in 2018, those coalitions have become even more critical, not just as defensive walls against the worst legislation coming out of the GOP-led state Senate, but as offensive partnerships to drive an agenda that strives to correct the harm done during the previous administration and move the needle for all Kansans on issues like education equality, access to healthcare and workers' rights.

\$41,419

Louisiana Federation of Teachers and School Employees

The Louisiana Federation of Teachers and School Employees used solidarity funds to help reelect Democratic Gov. John Bel Edwards, hold back a Republican supermajority in the state House and elect pro-traditional public education legislators. Funds were used for communication and mobilization around successfully passing the first across-the-board pay raise since 2014, defending against multiple payroll deduction threats, anti-public pension legislation, attacks on FERPA statutes that protect student privacy and replacing the state superintendent of education with one supportive of traditional public schools. The LFT was also instrumental in forming the Louisiana Public School Coalition consisting of traditional public school stakeholders, which stood together in support of all teachers, support staff, administrators and students in Louisiana.

\$293,213

AFT-Maryland

The majority of these expenditures were used on two major ballot initiatives: a statewide constitutional referendum for public education funding (passed with almost 80 percent of the vote), and a Baltimore City charter referendum that makes it illegal to privatize the water system

(passed with 72 percent of the vote). The other expenditures included efforts to bring members to the state capital on multiple occasions to lobby and talk to their representatives about the union's priority bills and GOTV efforts for the 2018 primary and general election.

\$276,425

AFT Massachusetts

The AFT Massachusetts solidarity budget supports special projects, campaigns and organizations that advance the interests of students, schools and libraries. Funding priorities include the AFT Massachusetts Organizing Program, Citizens for Public Schools, Jobs with Justice, the Massachusetts Budget and Policy Center, the Mass Alliance and the Massachusetts Education Justice Alliance/Fund Our Future campaign. Together in coalition, the Fund Our Future campaign won passage of the Student Opportunity Act, a historic \$1.5 billion school funding commitment to public preK–12 schools. Strong AFT locals rooted in engagement and organizing are key to strong communities; the AFT Massachusetts solidarity fund supports work advancing educational and workplace justice.

\$329,963

AFT Michigan

AFT Michigan used funds to engage in key campaigns, build strategic alliances with community partners and increase the capacity of locals in the face of “right-to-work.” In addition to supporting local funding and board races in 2018, AFT Michigan helped elect a new governor and expand voting rights in Michigan. It supported several core community allies in their work to organize students, parents and community leaders around educational justice, safe schools and equitable funding. In particular, it launched a long-term Fund Our Future campaign to change the way education is funded in Michigan. AFT Michigan also provided organizing assistance and training to local unions to help them survive and thrive in the open shop.

\$186,625

Education Minnesota

In 2018, Education Minnesota started a first-of-its-kind member-to-member relational organizing program. Its goal in the critical 2018 midterms was to make sure that 33,000 unlikely voters turned out to vote in the 2018 election. Education Minnesota leveraged solidarity fund dollars to hold hundreds of Be a Voter and GOTV events within school sites, train thousands of Worksite Action Leaders to do worksite level organizing and GOTV, and successfully turn out the votes needed to win the Minnesota governor's race, flip the United States House and the Minnesota House.

Relational organizing helped to win electoral victories, expand union capacity in buildings and develop new site-level leaders. In addition, Education Minnesota used solidarity funds to support locals in passing local bond referendums and to support local school board races. In the past five years, locals have won over \$1 billion of referendum funding for public schools in Minnesota. The local support program—which empowers local leaders to reach out to community members with phone banks, texting, mail and person-to-person interactions—has proven not only to help local districts win levies, but also build better relationships with school districts, communities and members.

\$738,810

AFT Mississippi

AFT Mississippi used solidarity funds for voter education and registration, focusing on apartment complexes and neighborhoods in communities of color in central Mississippi. AFT Mississippi made requested contributions to the AFL-CIO GOTV. It partnered with the A. Philip Randolph Institute in voter education and registration and GOTV across targeted counties, which increased voter turnout in each of the 11 counties visited. Solidarity funds were used to hold venues to engage members in meeting candidates face-to-face.

\$26,907

AFT Missouri

AFT Missouri used its solidarity funds to assist with legislative lobbying for issues such as “right to work,” pay-check deception, pension shortfalls and formula funding. AFT Missouri also used these funds for participation in pro-public education coalition groups, legislative programs to educate AFT Missouri members, fund the union’s re-sign and recommit campaign and participate in several racial equity marches. The union also lobbied for changes to Missouri’s education budget (including a full funding formula) and lobbied against a \$13.5 million cut to transportation and a possible 10 percent cut to colleges and universities. Given the high level of uncertainty, no appropriation line is a guarantee that the funding will be available next year. These funds have been critical against anti-union efforts in Missouri.

\$59,863

Montana Federation of Public Employees

The Montana Federation of Public Employees spent all proceeds from the solidarity fund to support independent expenditure activities in critical state races, including legislative, state superintendent of public instruction and governor. In addition, MFPE used the funds to support the 6-mill levy for funding Montana’s public university system. MFPE and its partners successfully prevailed in this race.

\$392,885

AFT-New Hampshire

The primary use of solidarity funding in New Hampshire was in relation to the 2018 federal and state elections. AFT-NH took an active role in advocating on behalf of those it endorsed in 2018, particularly two congressional candidates, Rep. Chris Pappas and Rep. Annie Kuster. At the state level, it had numerous discussions with members regarding a full slate of candidates, ranging from governor and executive council to Senate and House. Other than the gubernatorial election, AFT-NH was quite successful and has begun to lay the ground-

work for the even more important elections of 2020, which will feature the reelection of U.S. Sen. Jeanne Shaheen as well as numerous state-level primaries and critical races.

\$10,204

AFT New Jersey

AFT New Jersey used its solidarity fund to strengthen its relationships within education, community and organizational coalitions statewide as well as support and engage in labor-to-labor coalitions, such as promoting Women in Leadership Development, supporting union workers out of work due to strikes or layoffs and issues identified by the Public Employee Coalition. These contributions solidified AFTNJ’s standing in the statewide labor movement.

The fund has also been used for funding programs related to membership education, such as a biannual legislative conference where members get an opportunity to hear and interact with members in federal and state legislative bodies.

Additionally, the fund has helped AFTNJ provide local support in contract negotiations, rallies for social and economic justice and events supporting students on college campuses. Recently, it advocated for adjunct faculty unemployment and pension reform, sponsored wellness days at Montclair State University and study groups at William Paterson University and supported the Newark Teachers Union’s Community Recognition Program for members, students and community leaders.

\$177,057

Health Professionals and Allied Employees (New Jersey)

Health Professionals and Allied Employees spent solidarity funds on public sector issue campaigns to drive member engagement and recruitment following the *Janus* decision. Funds were used to educate and mobilize members around the affiliation between Rutgers University and Robert Wood Johnson Barnabas Health, which had the potential to privatize over 1,000 HPAE health-

care workers at Rutgers University. Members mobilized with community partners targeting key decision-makers and regulators to stop the closure of the pediatric unit at University Hospital in Newark, held town halls with the mayor and did community outreach events.

Members lobbied around state budget priorities for public health funding, increased enforcement from the New Jersey Department of Health and to protect public employee benefits. The efforts included a lobby day at the New Jersey State House in Trenton with the AFT and community partners. Members engaged with community partners on legislative issues including medical debt and were part of joint efforts that led to the successful passage of the Thomas P. Canzanella Twenty First Century First Responders Protection Act and New Jersey’s Out-of-network Consumer Protection, Transparency, Cost Containment and Accountability Act. Solidarity funds were also used to support the referendum for safe staffing in Massachusetts sponsored by the Massachusetts Nurses Association. Most recently, funds were used to mobilize members for legislative health and safety protections related to the COVID-19 pandemic.

\$179,000

AFT New Mexico

Solidarity funds have been crucial for not only local education efforts through professional development, but also accountability projects for elected leaders. Solidarity funds were used to strengthen partnerships based on AFT New Mexico’s values, such as good governance, strengthening the democratic process and consumer protections for educational borrowers. Funds were also used to support aspiring candidates for public office, with particular attention paid to women and candidates of color. Solidarity funds were used to help conduct a labor-to-labor political outreach program to: support endorsed candidates and encourage members to vote; to help educate communities in districts where AFT New Mexico represents educational employees

about the importance of participating in local bond issues as well as school board elections; to help sponsor dozens of community events; and to partner with allied organizations that support and reflect AFT New Mexico’s values.

\$48,408

New York State United Teachers

New York State United Teachers used a large portion of its solidarity funds to coordinate mass media and organizing campaigns around *Janus v. AFSCME*, member organizing, engagement and its Union Values and Next Generation campaigns. In addition, the funds were used to employ NYSUT’s Regional Political Organizers (RPOs) throughout the state. NYSUT’s RPOs have held various successful initiatives including: candidate pipeline trainings; NYSUT’s One-to-One Project; primary, general, special, school board, budget and bond elections; assisting in re-candidate NYSUT members; candidate interviewing and political analysis for endorsements; leadership and retiree political action trainings; and many statewide community forums. RPOs also coordinated the very successful Fund Our Future statewide bus tour. A portion of the fund was disbursed to NYSUT locals in the form of a solidarity grant that was agreed upon by a solidarity committee.

\$3,985,475

Public Employees Federation (New York)

New York State Public Employees Federation used its solidarity funds to strengthen the voice of its membership and support of the community through political, legislative and issue mobilization around COVID-19 issues, in particular, where PEF provided hotel rooms to members in the healthcare profession to minimize danger to their families, as well as PPE, including N95 masks. It also conducted virtual meetings to answer questions from members. The solidarity fund was also used in the Union Strong campaign, union contract fight-back support, member engagement efforts as well as the budget

fight-back campaign to help ensure funding for critical public services.

\$595,412

North Dakota United

North Dakota United used its solidarity funds for critical electoral, legislative and member engagement needs. Solidarity funds were used to host candidate trainings, build critical progressive infrastructure across North Dakota, educate members about candidates' records and ensure voter participation among members and their families.

\$111,806

Ohio Federation of Teachers

The Ohio Federation of Teachers used solidarity funds to support local political issues along with research and advocacy work, including supporting Parma Summit Academy members during their strike to get their first contract. OFT also worked with the Youngstown-Warren Regional Chamber to support its Lordstown local as they worked with the local Drive It Home campaign to mobilize around keeping the Lordstown GM plant. Though the plant closed, OFT succeeded in building relationships that will help in the community learning center work starting in Lordstown and some surrounding locals.

OFT supported the Ohio Progressive Collaborative and has a seat at the table in determining how grants will be awarded, including analyzing data from labor, coordinated campaigns and independent expenditures to determine gaps in field programs and to chart a path forward to win elections in the future. OFT also supported the Ohio Unity Coalition to do electoral work focused on Black voters, including registering voters and turning out the vote, contributed to LEAD Ohio to train candidates to run for offices at all levels and provided funds for research and advocacy groups such as Policy Matters Ohio, Innovation Ohio and Ohio Voice. These groups provide research, circulate information to the press and lobby on important issues, such as raising revenue in the state, increasing school funding,

fighting against vouchers, etc.

\$207,500

AFT-Oklahoma

AFT-Oklahoma donated money to school board races in Oklahoma City Public Schools and Tulsa Public Schools. Two of the four candidates AFT-Oklahoma supported for school board races were elected. It donated to two Oklahoma City council races and helped elect two young African Americans to the council. One of the candidates was an AFT member, and he became the first LGBTQ candidate to be elected to the Oklahoma City Council. AFT-Oklahoma helped reelect two AFT members to the House of Representatives and helped elect both Democrat and Republican teachers to the Oklahoma House of Representatives and Senate.

\$34,007

Oregon Federation of Nurses and Health Professionals

The Oregon Federation of Nurses and Health Professionals used AFT solidarity funds to support Oregon and Washington state office candidates who believe in a fair, just and equitable society. Candidates who earned OFNHP's endorsement support safe staffing ratio legislation, eliminating surprise healthcare bills, improving access to healthcare for all people and taking action to reduce violence and harassment in healthcare settings. In addition, candidates to whom the union has contributed will fight to create living-wage jobs and protect against so-called "right-to-work" laws. Seven of the eight candidates OFNHP supported won their elections.

\$37,500

Oregon Nurses Association

Solidarity funds have been critical in supporting Oregon Nurses Association members in political work, and in strengthening and enhancing existing partnerships in labor and public health. Solidarity funds enabled ONA to continue to support the Oregon Labor Candidate School—of which ONA is a founding member—to train union members to run for office. ONA has had three members/

staff go through the school; they currently serve in the state legislature. In the 2020 class, ONA had a record four members graduate from the program. Solidarity funds were also used to maintain a voter database, and bring on release-time members dedicated to member and voter outreach on ONA's priorities in the 2018 general election.

ONA also brought members together to discuss Oregon's current Nurse Staffing Law and collaborate on concrete future legislation to improve the policy for nurse and patient safety. ONA supported and strengthened relationships with partners by sponsoring events and participating in coalitions to develop deeper relationships with partners and members, to elevate nurses' voices, win elections and help pass meaningful public policy.

\$53,677

Oregon School Employees Association

Oregon School Employees Association used solidarity funds to help elect pro-education, pro-worker candidates at various levels, from local school boards to legislative races and competitive statewide races. OSEA has also had success supporting local bond measure campaigns in its members' districts and opposing statewide ballot measures that would hurt public education or its members' well-being. These are not just direct contributions: For example, solidarity funds helped capitalize fundraisers that foster member interest and participation in OSEA's political program. OSEA's impact on campaigns has meant many wins at the local and state levels, including a hard-fought win for labor's candidate in the 2020 Democratic primary, against a well-funded legislative veteran who had voted to cut public employees' retirement in 2019. The OSEA candidate won by about 4,000 votes out of almost 575,000 votes cast.

\$225,382

AFT-Oregon

AFT-Oregon used its solidarity fund to help elect progressive candidates

at the state and local levels, winning democratic majorities in both the state House and Senate, and retaining the governor's office in 2018, maintaining the trifecta of progressive leadership in Oregon. The big win for labor was the secretary of state race, where a friend of labor and working families defeated a state senator, who unfortunately voted for cuts to the public employee retirement system during the closing days of the 2019 legislative session. In all, there may be up to 11 elected officeholders of color for 2021. AFT-Oregon's overall solidarity spending also helped to contribute to nonprofit allies who have the bandwidth to gain ground and advocate for specific goals for a better Oregon and country for labor and all residents.

\$313,315

AFT Pennsylvania

AFT Pennsylvania used its funds to strengthen its communications program and member engagement efforts. The majority of the funds were used to underwrite the development and implementation of the political and legislative activities of the Philadelphia Federation of Teachers, Local 3 and the Pittsburgh Federation of Teachers, Local 400. Funds were used for member communications, including election mailings to support candidates who stand with AFT Pennsylvania and its issues. Additional funds were used to support the continuing battle to save pensions, fairly fund schools and defend dues deduction and collective bargaining, as well as to support community groups.

\$456,745

Rhode Island Federation of Teachers and Health Professionals

The Rhode Island Federation of Teachers and Health Professionals used the solidarity funds to support numerous activities, such as developing collaborations among members and community partners to advocate for common interests. RIFTHP used solidarity funds to continue its internal organizing campaign in response

to the *Janus* decision by creating and distributing a new membership card for all locals. This was overwhelmingly successful with most locals being at or near full membership.

Funds were used to support several legislative campaigns, including Demanding Dignity to support service providers who were being paid substandard wages for over a decade while working with the most vulnerable members of society and All Students Count to prevent the funding shift from local school districts to charter schools. And, on behalf of three locals at Rhode Island College, RIFTHP supported the Vote Yes On 2 campaign, a bond issue to renovate several buildings.

Funds were also used to support efforts of several local initiatives, including Pawtucket's community schools initiative, Providence's First Book events, Brown University graduate employees' organizing efforts and a community survey related to residents' opinions on a number of issues surrounding Providence schools in preparation for a state takeover. RIFTHP supported several unions who were on strike and also supported several important initiatives including "LaborVision," Rhode Island's only labor television program, and the WaterFire "Salute To Educators" event, which is an annual celebration recognizing educators throughout the state.

\$313,775

Texas AFT

Texas AFT used its funds to further increase member engagement through programs linking politics to public policy. Solidarity programs facilitated multi-layered approaches to engaging members in electoral politics, ranging from traditional field programs to matching grant programs. The fund also underpins the work of the Texas AFT lobby team, both by increasing on-the-ground lobby staff and by bringing members from across the state to the capital. Funding ensures that Texas AFT leads coalition partners on issues including voter registration and legislative ac-

tion. Notably, Texas AFT used solidarity funds as seed money to establish a statewide coalition to finally take on unaccountable charter schools.

\$244,642

AFT Vermont

Solidarity funds were spent on engaging members, hiring a lobbyist and participating in union solidarity at the Vermont State House around issues of healthcare, higher education and workers' rights. Last fall, AFT Vermont, VT-NEA and the Vermont State Employees Association hosted a lobby day and reception for members and legislators with AFT President Randi Weingarten as a keynote speaker. Members and President Weingarten were also able to testify in legislative committees on AFT priorities, including free tuition for public higher education and expanded union rights in the public sector. AFT Vermont also supported community allies, such as the Vermont Workers' Center and Rights and Democracy, which both fight for healthcare reform and to elect pro-labor legislators.

\$71,500

AFT Washington

AFT Washington used its solidarity funds to: participate with coalitions in services, programs and strategy activities with the broader progressive community; engage in member and organizational branding that helped build union solidarity both internally with members and externally with partners and important stakeholders; communicate with members on critical program objectives, including candidate endorsements, ballot initiatives and GOTV efforts; and convene political and legislative committees to discuss strategy, agenda and action items. Additionally, AFT WA contributed to several community partners to advance the larger labor and progressive agendas that benefit members and community.

\$163,045

AFT-Wisconsin

AFT-Wisconsin used its solidarity funds to support political, legislative and policy programs that have a

direct impact on members and those they serve. These include funding for Wisconsin Progress, South Central Federation of Labor, Student Debt and Debt Clinics, Fast Fund, Voces de la Frontera and regional meetings with members. Additionally, AFT-WI supported candidate recruitment and training efforts for local and state races in which 750 candidates were trained, winning 500 elections and resulting in a 77 percent win rate in local elections. It used the funds to support its political program including the gubernatorial and state Supreme Court elections, and even school board and county board races. Funds were important for efforts to work with and engage with community partners, including those in communities of color in Milwaukee, and on issues such as the burden of student debt, higher education funding, minimum wage increase, voter suppression laws, community issues and privatization of public schools and services.

\$22,947

Wisconsin Federation of Nurses and Health Professionals

Funds were used for critical electoral activities including programs to recruit and train progressive, worker-friendly candidates at the city, county and state levels; member education and mobilization; and to increase GOTV efforts to elect candidates at the local and state levels who are friendly to working families, such as Gov. Tony Evers.

Funds were also used for member and community education, mobilization and partnerships, including preparing the public sector bargaining unit for annual recertification elections in April of 2019 and 2020. The recertification requirement of former Gov. Scott Walker's Act 10 passed in 2011 and mandates public sector unions undergo annual certification elections to be recertified as the bargaining representative. The recertification election in 2020 took place during the COVID-19 pandemic. Wisconsin Federation of Nurses and Health Professionals lost by only six votes, but challenged

the election and won the challenge. In the rerunning of the election, however, ballots were mailed without notice to the union, and it lost the recertification; but there will be an election again next year.

WFNHP used funds to support pro-worker allies in the community. It partnered with Citizen Action of Wisconsin to create a Healthcare for All organizing cooperative uniting patients, nurses, doctors, healthcare professionals and businesses to not only protect and improve access to quality and affordable healthcare but also to transform Wisconsin's healthcare system. It also supported the Vote Yes for MPS campaign to mobilize and educate members and the community during the spring 2020 election. The referendum passed with 78 percent of the vote, thereby increasing revenue limits for Milwaukee Public Schools by \$87 million. The referendum was the first for Milwaukee in over two decades.

\$11,653

AFT-West Virginia

AFT-West Virginia used its solidarity funds for a grant program to locals for organizing, community engagement and political education to help affiliates, members and their families in times of need and to carry out the role of labor through community engagement projects. Using the criteria set in the grant request for proposals, AFT-West Virginia has been successful in building new leaders and activists, and helping establish permanent structures in locals across the state. Solidarity funds were also used for community events, labor rallies, educational conferences, affiliate strike relief, political education and outreach directly to West Virginia's members and for labor-based events. Additionally, contributions were made to organizations that are key allies in efforts to further members' best interests in the state legislature and to protect workers' rights.

\$303,708

TOTAL AMOUNT DISBURSED FROM STATE AFFILIATE SOLIDARITY FUNDS: \$13,471,074.

BALANCE SHEET

DECEMBER 31, 2019

Unaudited

	GENERAL FUND	MILITANCY/ DEFENSE FUND	BUILDING FUND	SOLIDARITY FUND*	POST- RETIREMENT BENEFITS FUND	TOTAL 12/31/2019	TOTAL 12/31/2018
ASSETS							
Current assets							
Cash (including short-term investments)	\$ 41,842,177	\$ 17,367,548	\$ 3,440	\$ 879,232	\$ —	\$ 60,092,397	\$ 45,369,718
Receivables							
Per capita taxes and fees from affiliates	30,259,480	241,912	109,344	—	—	30,610,736	33,295,659
Other	1,266,317	126,497	1	—	—	1,392,815	1,657,998
Prepaid expenses	587,834	547,845	—	—	—	1,135,679	1,456,012
Total current assets	73,955,808	18,283,802	112,785	879,232	—	93,231,627	81,779,387
Other assets							
Furniture, equipment and leasehold improvements at cost (less accumulated depreciation and amortization of GF \$16,805,952)	3,972,904	—	—	—	—	3,972,904	6,038,737
Loans to affiliates, net (less allowance for doubtful collections of GF \$1,503,239)	5,140,448	—	—	—	—	5,140,448	2,816,358
Israel bonds, at cost	—	200,000	—	—	—	200,000	200,000
Investment in limited partnership	—	—	14,616,344	—	—	14,616,344	19,695,229
Due (to)/from other funds	(17,327,698)	(14,744,915)	9,645,437	22,427,176	—	—	—
Due (to)/from other funds - Accrual to cash adjustment	—	—	—	—	—	—	—
Total other assets	(8,214,346)	(14,544,915)	24,261,781	22,427,176	—	23,929,696	28,750,324
TOTAL ASSETS	\$ 65,741,462	\$ 3,738,887	\$ 24,374,566	\$ 23,306,408	\$ —	\$ 117,161,323	\$ 110,529,711

LIABILITIES AND FUND BALANCES

Current liabilities							
Accounts payable	\$ 1,128,347	\$ 6,028,236	\$ —	\$ —	\$ —	\$ 7,156,583	\$ 16,498,860
Line of Credit	—	—	—	—	—	—	—
Affiliated fees payable	842,714	—	—	—	—	842,714	(43,175)
Post-retirement – Health and life current	—	—	—	—	690,231	690,231	660,700
Post-retirement – Accrued officer defined-benefit current	—	—	—	—	918,418	918,418	760,552
State collections and rebates payable	905,288	—	—	—	—	905,288	809,299
Assistance payable to state and local federations	1,689,995	—	—	—	—	1,689,995	1,861,650
Accrued employee welfare contributions	—	—	—	—	—	—	—
Accrued other	178,840	1,000,000	3,399	—	—	1,182,239	1,111,809
Advance per capita taxes and fees	182,859	1,761	—	—	—	184,620	50,414
Due to AFT Disaster Relief Fund	(101)	—	—	—	—	(101)	(22,959)
Other revenue - deferred	660,866	—	—	—	—	660,866	560,177
Total current liabilities	5,588,808	7,029,997	3,399	—	1,608,649	14,230,853	22,247,327
Other liabilities							
Severance and vacation pay	11,379,412	—	—	—	—	11,379,412	11,429,964
Grants payable	—	—	—	—	—	—	—
Post-retirement – Accrued medical and life insurance	—	—	—	—	20,941,527	20,941,527	20,119,341
Post-retirement – Accrued officer defined-benefit plan	—	—	—	—	13,503,506	13,503,506	12,212,427
Total other liabilities	11,379,412	—	—	—	34,445,033	45,824,445	43,761,732
Fund balances							
Current year change in fund balance	12,855,302	(1,768,369)	488,181	(1,271,416)	—	10,303,698	347,278
Prior year fund balance	35,917,940	(1,522,741)	23,882,986	24,577,824	(36,053,682)	46,802,327	44,173,374
Total fund balance	48,773,242	(3,291,110)	24,371,167	23,306,408	(36,053,682)	57,106,025	44,520,652
TOTAL LIABILITIES AND FUND BALANCES	\$ 65,741,462	\$ 3,738,887	\$ 24,374,566	\$ 23,306,408	\$ —	\$ 117,161,323	\$ 110,529,711

* Solidarity Fund reports on cash basis

AMERICAN FEDERATION OF TEACHERS, AFL-CIO
STATEMENT OF INCOME AND EXPENSES

	Six Months Unaudited Dec. 31, 2019	Program Budget 2019–2020
GENERAL FUND		
INCOME		
Per capita dues	\$ 83,970,905	\$ 167,772,000
Less Militancy/Defense Fund allocation	(3,335,241)	(6,806,250)
Less Building Fund allocation	(488,181)	(990,000)
General Fund per capita	80,147,483	159,975,750
Less State Federation rebate	(855,979)	(1,980,000)
Net General Fund per capita	79,291,504	157,995,750
State AFL-CIO collections	713,840	1,352,492
Subscriptions, advertising and literature	9,408	21,000
Associate membership	740,674	2,422,624
Program administration	322,033	683,113
Member Benefit Trust/Union Privilege	—	174,000
Grants and related company reimbursements	710,812	1,486,727
Investments and other miscellaneous income	1,122,917	252,000
TOTAL INCOME	\$ 82,911,190	\$ 164,387,706
EXPENSES		
Administrative expenses	\$ 35,546,501	\$ 81,066,289
Affiliations, fund allocations, rebates, etc.	17,946,118	37,359,904
Communications	820,705	2,232,529
Constituencies, Innovation Fund and Shanker Institute	2,638,450	5,044,482
Funding our priorities	6,095,370	20,620,000
Governance and operations	1,038,586	2,367,785
International and human rights	536,379	1,090,704
Legislation, politics and advocacy	2,630,959	7,409,750
Mobilization and organizing	7,428,976	20,217,052
Research and strategic initiatives	66,957	375,462
TOTAL EXPENSES	\$ 74,749,001	\$ 177,783,956
NET EXCESS/(DEFICIT) OF INCOME OVER EXPENSES	\$ 8,162,188	\$ (13,396,250)

	Audited June 30, 2019
GENERAL FUND	
INCOME	
Per capita dues	\$ 170,017,298
Less Militancy/Defense Fund allocation	(6,363,603)
Less Building Fund allocation	(979,016)
General Fund per capita	162,674,679
Less state federation rebate	(1,828,087)
Net General Fund per capita	160,846,592
State AFL-CIO collections	1,407,438
Subscriptions, advertising and literature	88,840.83
Associate membership	2,787,091
Program administration	1,148,758
Member Benefit Trust/Union Privilege	189,095
Grants and related company reimbursements	1,388,284
Investments and other miscellaneous income	1,184,425
TOTAL INCOME	\$ 169,040,522
EXPENSES	
Administrative expenses	\$ 73,856,372
Affiliations, fund allocations, rebates, etc.	38,475,245
Communications	2,412,417
Constituencies, Innovation Fund and Shanker Institute	3,786,137
Fund our priorities	12,822,888
Governance and operations	7,904,393
International and human rights	563,223
Legislation, politics and advocacy	9,092,776
Mobilization and organizing	17,500,372
Research and strategic initiatives	347,306
TOTAL EXPENSES	\$ 166,761,129
NET EXCESS/(DEFICIT) OF INCOME OVER EXPENSES	\$ 2,279,394

	Unaudited Dec. 31, 2019	Audited June 30, 2019
MILITANCY/DEFENSE FUND		
INCOME		
Per capita	\$ 3,335,241	\$ 6,363,603
Locals insurance	764,777	1,586,610
Investment revenue and market adjustment	785,038	971,710
Contributions	250,000	3,000,000
Other	31,920	27,143
TOTAL INCOME	\$ 5,166,976	\$ 11,949,066
EXPENSES		
Professional fees	\$ 5,571,326	\$ 10,570,538
Locals insurance	1,362,322	2,243,011
Other	1,696	(1,590)
TOTAL EXPENSES	\$ 6,935,344	\$ 12,811,959
NET EXCESS/(DEFICIT) OF INCOME OVER EXPENSES	\$ (1,768,368)	\$ (862,893)

	Unaudited Dec. 31, 2019	Audited June 30, 2019
SOLIDARITY FUND		
INCOME		
Per Capita	\$ 11,962,749	\$ 24,185,497
TOTAL INCOME	\$ 11,962,749	\$ 24,185,497
EXPENSES		
Grants to State Solidarity funds	\$ 6,616,315	\$ 8,870,445
Ballot initiatives and campaign expenses	6,521,055	17,121,563
527 Solidarity Fund	96,796	161
TOTAL EXPENSES	\$ 13,234,165	\$ 25,992,169
NET EXCESS/(DEFICIT) OF INCOME OVER EXPENSES	\$ (1,271,416)	\$ (1,806,672)

	Unaudited Dec. 31, 2019	Audited June 30, 2019
BUILDING FUND		
INCOME		
Per capita	\$ 488,181	\$ 979,016
Rent	—	248,927
Equity in income of limited partnership	—	—
TOTAL INCOME	\$ 488,181	\$ 1,227,943
EXPENSES		
Rent and Operating expenses	\$ 0	\$ 0
Other	—	0
TOTAL EXPENSES	\$ 0	\$ 0
NET EXCESS/(DEFICIT) OF INCOME OVER EXPENSES	\$ 488,181	\$ 1,227,943



First Book: Supporting AFT Educators and Kids at Home

COVID-19 has shuttered schools, leaving kids in poverty without what may be their only access to the internet or books, and making at-home learning especially challenging. For every child in need, however, there is an educator who is working, creating and innovating to make sure their kids don't fall behind.

The AFT and First Book are doing everything we can to support educators like you to help keep kids in need engaged during this crisis with resources like these:

- **Free educational tools and activities** you can use or share directly with your students and their families that don't require internet access or materials.
firstbook.org/coronavirus-educator-resources
- **Free, downloadable resources** full of fun at-home reading, math and critical-thinking activities for children in grades preK-8; available in English and Spanish.
bit.ly/timeathome
bit.ly/tiempoencasa
- **Supporting At-Home Learning** section—a one-stop shop for low-cost, brand-new books, school supplies and digital learning resources for kids from birth to age 18.
fbmarketplace.org/athomelearning



Are you supporting kids and families living in poverty through a community program or emergency service during the COVID-19 pandemic?

If you are, First Book is seeking funders to provide books and educational resources to help these heroic efforts.



Help us show the huge need and fill out the **Funding Support Interest Form**, which will be included in the First Book COVID-19 Activation Network.

bit.ly/firstbookCOVID-19relief

As always, registration for First Book is free—just go to firstbook.org/AFT.





A Union of Professionals

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