



April 15, 2022

Dear AFT Affiliate Leader:

I am so glad we are planning for an in-person convention in Boston, July 14-17.

We have all been through a lot in the last two years, starting with the COVID-19 pandemic and its effects, as well as the ongoing polarization in our politics and communities. In the last year, I have visited more than 100 schools and work sites of our members. I have seen firsthand the stress and exhaustion they have experienced. I am grateful to our members and have such admiration for their strength and compassion. And I thank you for your leadership during these incredibly challenging times. Yes, it's been a lot. But, together, we are working not only to recover but also to thrive.

Our union is focused 24/7 on our fight for a better life for all and for the next generation to do even better. That means good jobs and the right to a union. That means high-quality and well-resourced healthcare, public services, public schools and colleges. That means working to counter discrimination and division in our country and in our workplaces. And finally, to make sure we can do all of that, we must protect the right to vote, and ensure the integrity of our elections and our imperiled democracy. It's a lot, I know; but I also know we're up to the task. And of course, it takes a union working collectively to do any of this.

At our meeting this February, the officers and executive council of the AFT embarked on an ambitious aspiration agenda embedded in these values. We also considered the challenges faced by our state and local affiliates. And most important, we thought about all that our members have been through in the last two years and the upheaval the pandemic brought to jobs and lives and families.

We believe we can do the work that needs to be done over the next two years with a very minimal per capita increase. We propose no per capita increase in September 2022 and a 20 cent increase in September 2023. In line with the constitution, that 20 cents is targeted as follows:

1. The Militancy/Defense Fund supports many areas of our work. It goes directly back to affiliates to support their efforts to protect the rights of our members and the services they provide. We used these funds to achieve a major victory against Navient and overhaul the Public Service Loan Forgiveness program. We have committed to support our members who face retaliation or discipline for doing right by their students, including teaching honest history or supporting vulnerable students and colleagues such as those who are transgender. For this important work, we are committing 5 additional cents to the Militancy/Defense Fund in 2023.

2. The Solidarity Fund is the cornerstone of our union's political strength at every level of the union. It supports our work in the field—from engaging members around key issues to campaign support to defeating dangerous ballot measures at the state and local levels. We are committing 5 additional cents to the Solidarity Fund, which will be split with 3 cents going to the national and 2 cents returning to state programs.
3. Many years ago, we created a crisis fund for states and locals to draw on in collaboration with the national AFT. We've used that fund in countless ways over the years, probably never more so than during the last two years of the pandemic as we and our affiliates fought for safe workplaces. Members in New Hampshire needed help to fight legislation that would have unnecessarily pitted parents against educators rather than bring them together to provide the supports kids need. Affiliates across the country—from Minneapolis to Scranton, Pa., to Las Cruces, N.M., to Backus Hospital in Connecticut—went on strike over the lack of investment in schools, colleges and healthcare—and they won. Members in Puerto Rico have faced incredible challenges in the last two years, and the AFT has been there in their pension fight and in their efforts to get schools open after a hurricane. For these and many other causes, we are committing an additional 5 cents to this work.
4. Finally, a good data system is essential in the 21st century. It's a way of connecting and reaching out to members who do similar work, have similar interests or have similar needs, such as when we made a huge breakthrough on Public Service Loan Forgiveness. Good membership data allowed us to accurately identify members who had student loan debt and to reach them directly to offer help. The national union has systems that support affiliates in their data needs, but these systems must be better integrated so we can keep member information secure and private and also share more and better information at all levels of the AFT. For these reasons, the final 5 cents will go into the general fund where it will be used to support improvements to our data systems.

Of course, we will continue doing all the other work we do—as smartly, efficiently and passionately as possible.

We can't wait to see you in Boston. Thank you for all you do every day for our members, our communities, our country and our union.

In unity,



Randi Weingarten  
President

Enclosure

THE AMERICAN FEDERATION OF TEACHERS  
**PROPOSED CONSTITUTIONAL AMENDMENTS**

TO BE SUBMITTED TO THE AFT CONVENTION  
BOSTON, MASSACHUSETTS — JULY 14-17, 2022

NOTE: Constitutional amendments must be adopted by two-thirds (2/3) of the votes cast. Bylaws are adopted by a majority vote. Underlined words indicate proposed new language. Lines through words indicate proposed deletions.

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CONSTITUTION, ARTICLE IX

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Revenues

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Section 1. ~~Effective September 1, 2019, 70 cents and~~ Effective September 1, 2021, 95 cents and effective September 1, 2023, \$1.00 of each member's per capita shall be set aside for a joint AFT Militancy/Defense Fund. The executive council shall establish clear guidelines and procedures that guarantee that the benefits available through the fund shall be distributed on an equitable basis. Strike benefits shall not be provided unless the strike action is in conformity with the AFT strike policy. An annual financial report of the Militancy/Defense Fund shall be made to the AFT executive council and to the convention, the purpose of which shall be in part to ensure that there is an adequate reserve to pay anticipated strike benefits.

Submitted by: AFT Executive Council

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BYLAWS, ARTICLE VIII

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Per Capita, Budget and Audits

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Section 1. (a) ~~Effective September 1, 2019, each local shall pay a per capita tax of \$19.58 per month, of which \$1.20 shall be dedicated to a special AFT fund to engage members and to assist locals in crisis.~~ Effective September 1, 2021, each local shall pay a per capita tax of \$19.98 per month, of which \$1.20 shall be dedicated to a special AFT fund to engage members and to assist locals in crisis. Effective September 1, 2023, each local shall pay a per capita tax of \$20.18 per month of which \$1.25 shall be dedicated to a special AFT fund to engage members and to assist locals in crisis. The national office shall pay back to the office of each state federation for each member of the state a per capita of 20 cents per month.

Section 7. ~~Effective September 1, 2019, \$2.60 of each member's per capita tax shall be set aside each month in a special fund that will function to assist the AFT and its affiliates in participating in legislative and political activities with significant potential impact on members of the AFT and institutions where they work.~~ Effective September 1, 2021, \$2.75, and effective September 1, 2023, \$2.80 of each member's per capita tax shall be set aside each month in a special fund that will function to assist the AFT and its affiliates in participating in legislative and political activities with significant potential impact on members of the AFT and the institutions where they work. Such assistance shall be collected and utilized in accordance with the provisions of applicable state and federal law. The executive council will adopt guidelines to implement this provision, including the development of criteria and an application for assistance. Where a state affiliate has a fund that is approved by the AFT and similar to the Solidarity Fund, in that it functions to assist the affiliate in participating in legislative and political activities with significant potential impact on the members and the institutions where they work, then the AFT will pay effective ~~September 1, 2019, 99 cents per member per month to be deposited in such similar state fund.~~ Effective September 1, 2021, the AFT will pay \$1.04 per member per month to be deposited in such similar state fund. Effective September 1, 2023, the AFT will pay \$1.06 per member per month to be deposited in such similar state fund.

Submitted by: AFT Executive Council

April 14, 2022

